



The Royal
Australian &
New Zealand
College of
Psychiatrists



Listening to our trainees:

2024 RANZCP membership
engagement survey report

October 2024

Shaping the future of our College

Representing over a quarter of the RANZCP's total membership, psychiatry trainees are valued members of our College and the future of the profession.

Understanding the perspectives and priorities of trainees is crucial for the College to effectively represent and address their needs throughout their psychiatry careers.

In 2024, the RANZCP's Membership Engagement Committee (MEC) conducted an engagement survey to receive feedback from all members. One version of the survey was developed for Fellows and Affiliate members, and another for trainees, and the results have been published in two reports.

The survey's main goal was to hear our members' reflections and views in relation to engagement with the College, as well as ideas about what can change or be improved.

Thank you to the trainees who took the time to complete the survey. Your valuable feedback and suggestions will help us to develop new engagement priorities, and make ongoing improvements to the College as a membership organisation.

If you'd like to contact the Membership Engagement Committee, please email board_mec@ranzcp.org.

Who responded?

259 responses

were received for the trainee survey (197 complete, 62 incomplete), representing a response rate of 10.44%. Both complete and incomplete responses were included in the analysis.

The feedback from trainees will be used to identify areas for improvement in the Fellowship Program.

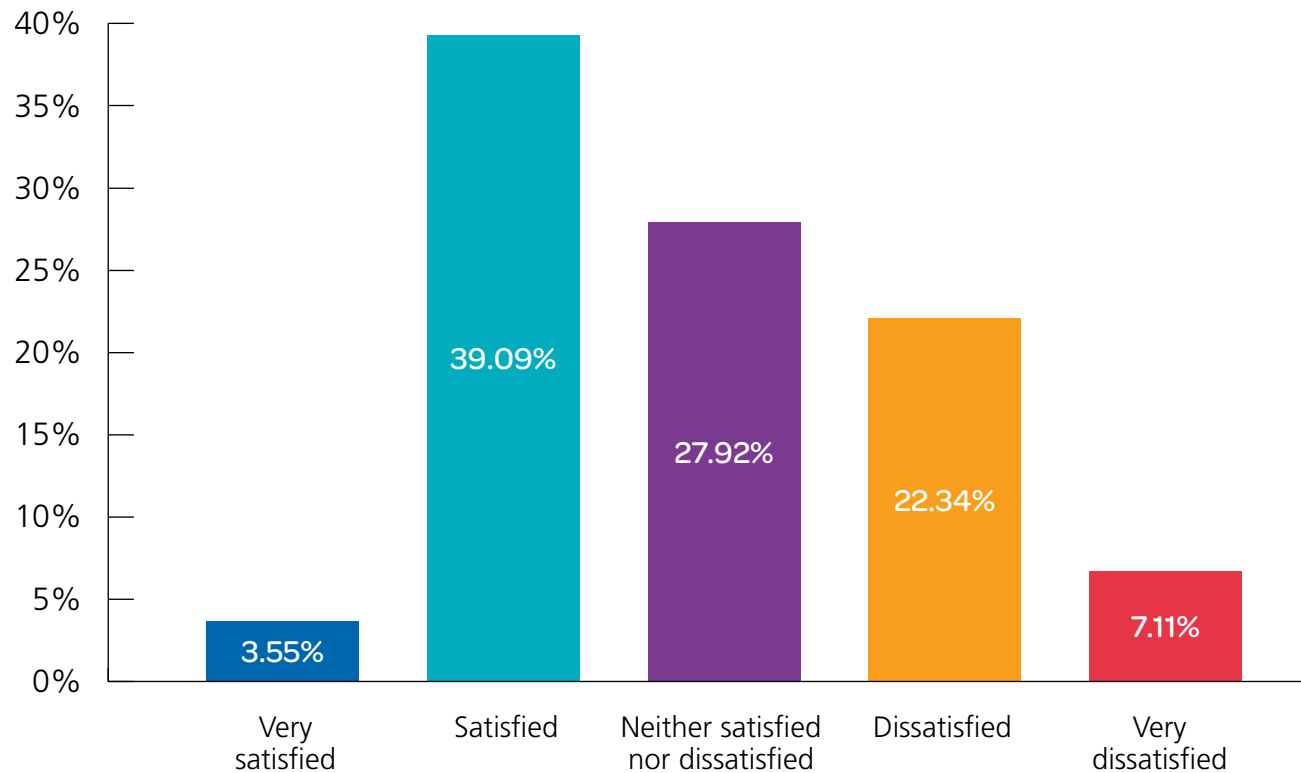
Next steps

- Share this survey's findings with members
- Consult with the Bi-national Committee for Trainees (BCT) as the primary representative group for trainees
- The MEC to consider the views of BCT representatives as it develops recommendations for the College in response to what we heard
- The College Board to consider and endorse recommended actions and plans to address the findings.

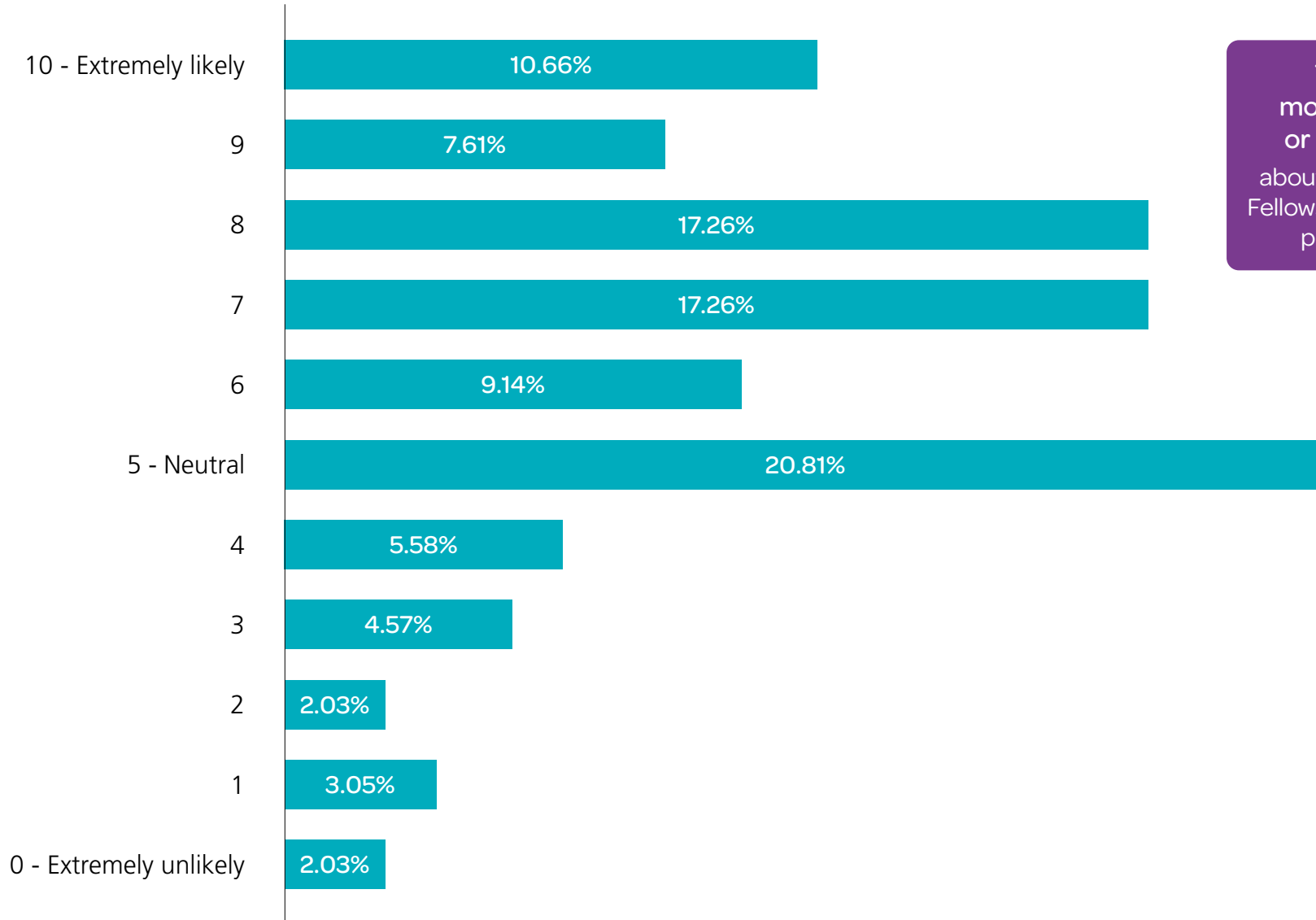
What did our trainees tell us?

Overall satisfaction and views about the College

Trainees were mostly satisfied (39%) or neutral (27.92%) regarding their overall satisfaction with the Fellowship program.



On a scale of 0 to 10, would you recommend the RANZCP Fellowship program to other potential trainees?



Trainees were more likely (61.93%) or neutral (20.81%) about recommending the Fellowship program to other potential trainees.



Trainees generally said that the College:

- provides them with relevant updates and information
- offers valuable resources
- helps to make the specialty stronger



However, trainees also:

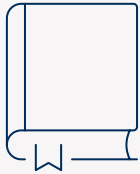
- had lower a sense of belonging and connection to the College
- expressed a level of disengagement with the College

Positives	Neutral	Negatives
<p>Trainees tended to agree that:</p> <ul style="list-style-type: none"> • the College has built a strong professional community of psychiatrists • the College’s work seeks to improve mental health outcomes for our communities 	<p>Trainees were neutral that:</p> <ul style="list-style-type: none"> • the College meets the needs of its diverse membership 	<p>Trainees tended to disagree that:</p> <ul style="list-style-type: none"> • they understand how decisions are generally made in the College • College membership is good value for money

Services that trainees use and value

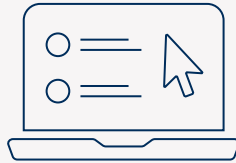
The member benefits most valued by trainees are:

1.



The RANZCP's journals (*ANZJP* and *Australasian Psychiatry*)

2.



Access to *Learnit*, the College's online e-learning platform

3.



Free member webinars

4.



Discounted rates to College conferences and events

5.



Access to other international journals through the College's online journal library

When asked about what additional benefits, services or resources could be offered to enhance the value of College membership, the main themes included:



1. Additional materials or resources to assist with passing summative exams and assessments
2. Additional exam preparation classes, courses, or supports
3. More events in more diverse and subsidised formats
4. A wider range of member discounts for personal lifestyle, travel and health services
5. Lower College fees

Trainees said they would value:

"Additional material or resources to assist trainees with passing the summative exams and assessments."

"Structured training in specific therapies/ techniques, at a discounted or subsidized rate."

"Exam preparation workshops and classes would be really helpful. Otherwise we have to pay other providers ... for their courses (which are very expensive)."

"Added member benefits related to travel, food, accommodation, banking, insurance, mortgages etc like the RACGP."

Communications



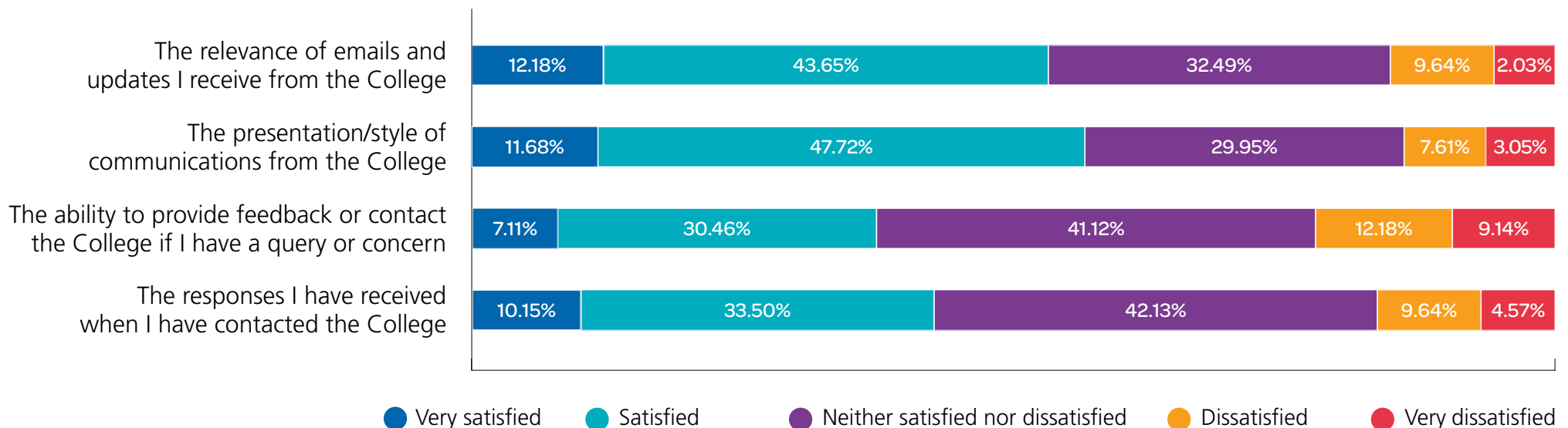
Trainees rated their overall satisfaction with College communications in the neutral to positive range with a weighted score of **6** on a scale of 0-10.

“Communication is poor. When there is a reply it tends to be vague. Replies are inconsistent and unhelpful.”

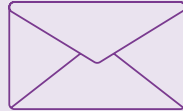
“The College’s communication is generally regular, thorough, and relevant.”

“Too many emails – most have a lot of writing but it can be quite difficult to get the main points, most of the time the main points are not particularly relevant to me. Additionally, as a trainee, my priority in terms of communication from the College would be around College requirements/assessments. I feel that these are often very difficult to understand.”

Trainees were also asked to rate their level of satisfaction with aspects of the College’s communications (ranging from ‘very satisfied’ to ‘very dissatisfied’)



When asked what was the single most important thing that the College could do to improve its communications, the following themes emerged:



1. Improving the timeliness or responsiveness of the College to queries
2. Clearer and simpler communications with less text
3. More relevant and tailored communications
4. A reduction in the volume of emails sent
5. Better communications about assessments / exams changes and feedback given for individual exams

Specific ideas for improvement included:

“Responding in a timely manner.”

“Sending the long paragraph letters in dot points with key information.”

“More tailored information. i.e. for trainees and for Fellows. A lot of communication can feel Fellow only.”

“Fewer / more succinct emails and clearer communication regarding assessments.”

Improving engagement

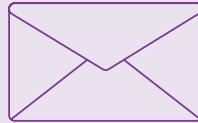
When thinking about the most important things that the College could do to improve engagement for trainees, these key themes emerged:

1.



Reforms to the program of assessments and Training Program overall

2.



Changes in communications

3.



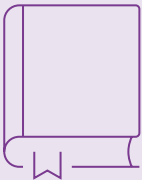
Improving transparency

4.



Demonstrating greater care and compassion

5.



Providing expanded resources

Specific ideas for improvement included:

“Clarity, transparency and increased certainty around the assessment and training process.”

“Improve InTrain (it is hard to navigate and confusing) or improve communication about the exam changes (and make better decisions about exam changes).”

“I find it all a bit hard to navigate so I guess I feel a bit disengaged, if I understand the processes and parts of the College better maybe I would feel more engaged.”

“Friendlier style of communication.”

Suggestions for the future

Looking ahead, trainees suggested the following areas for the College to prioritise for improvement:

1.



Reforms and improvements to the training program

2.



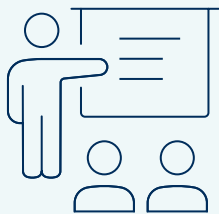
Changes in how assessments are carried out, and results feedback given

3.



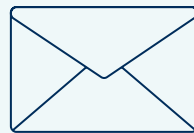
A focus on the welfare of trainees in workplaces, and workforce sustainability

4.



Advocacy for the psychiatry workforce overall

5.



Improvements to communications approaches, methods and content

Specific comments included:

“A modern Training Program that uses evidence-based assessment to ensure psychiatrists complete training with adequate skills and knowledge.”

“I think that the College is already pursuing necessary reforms (e.g. improvement and standardisation of the Fellowship program), and I think that sustaining reform is one of the most important issues for the College in the future.”

“Improve access to support and advocacy when experiencing challenges within the workplace.”

“Re-designing the central assessments which are disconnected from clinical practice and reduce the workplace-based assessments which take up the majority of supervision.”