



VMO vs Staff Specialists Medical Engagement

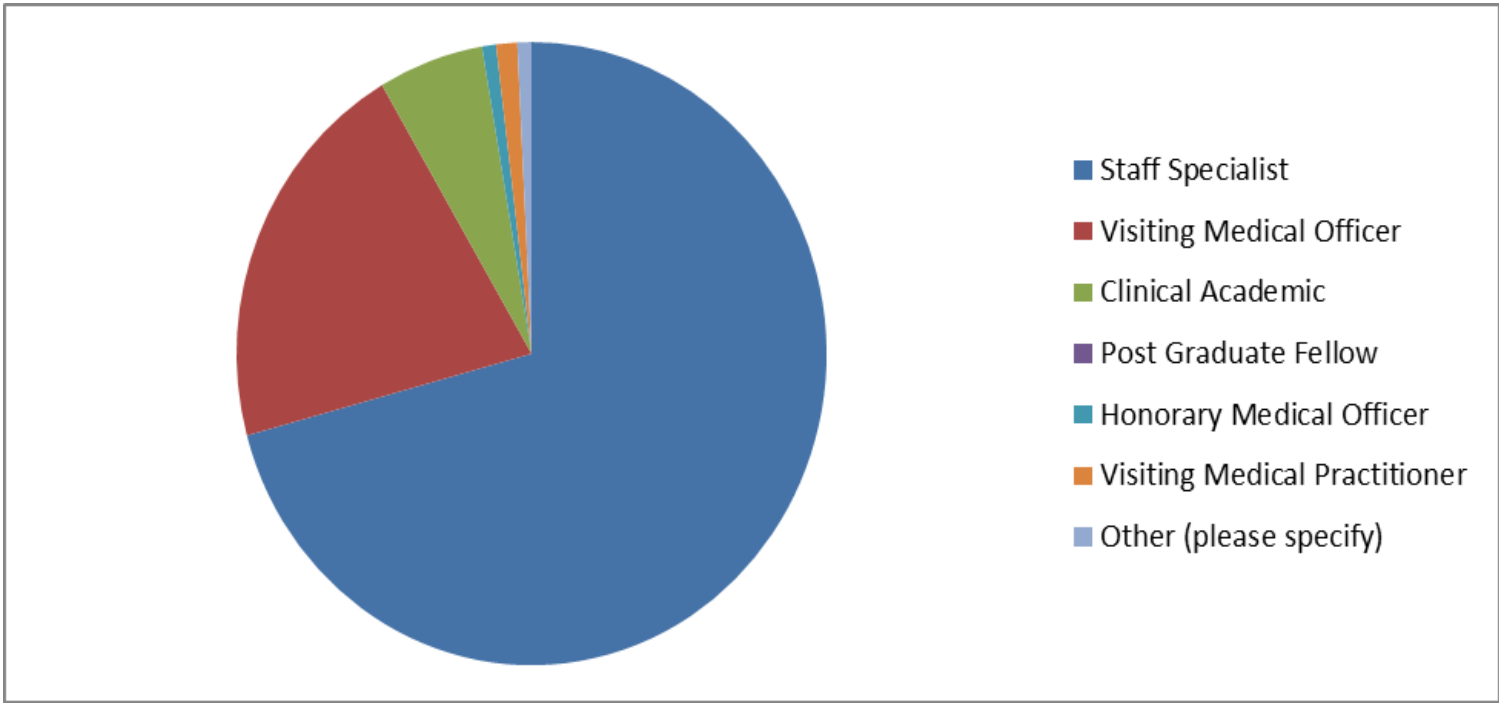
Engagement

- people enjoy and believe in what they do and feel valued
- put discretionary effort into their work in the form of brainpower, time and energy



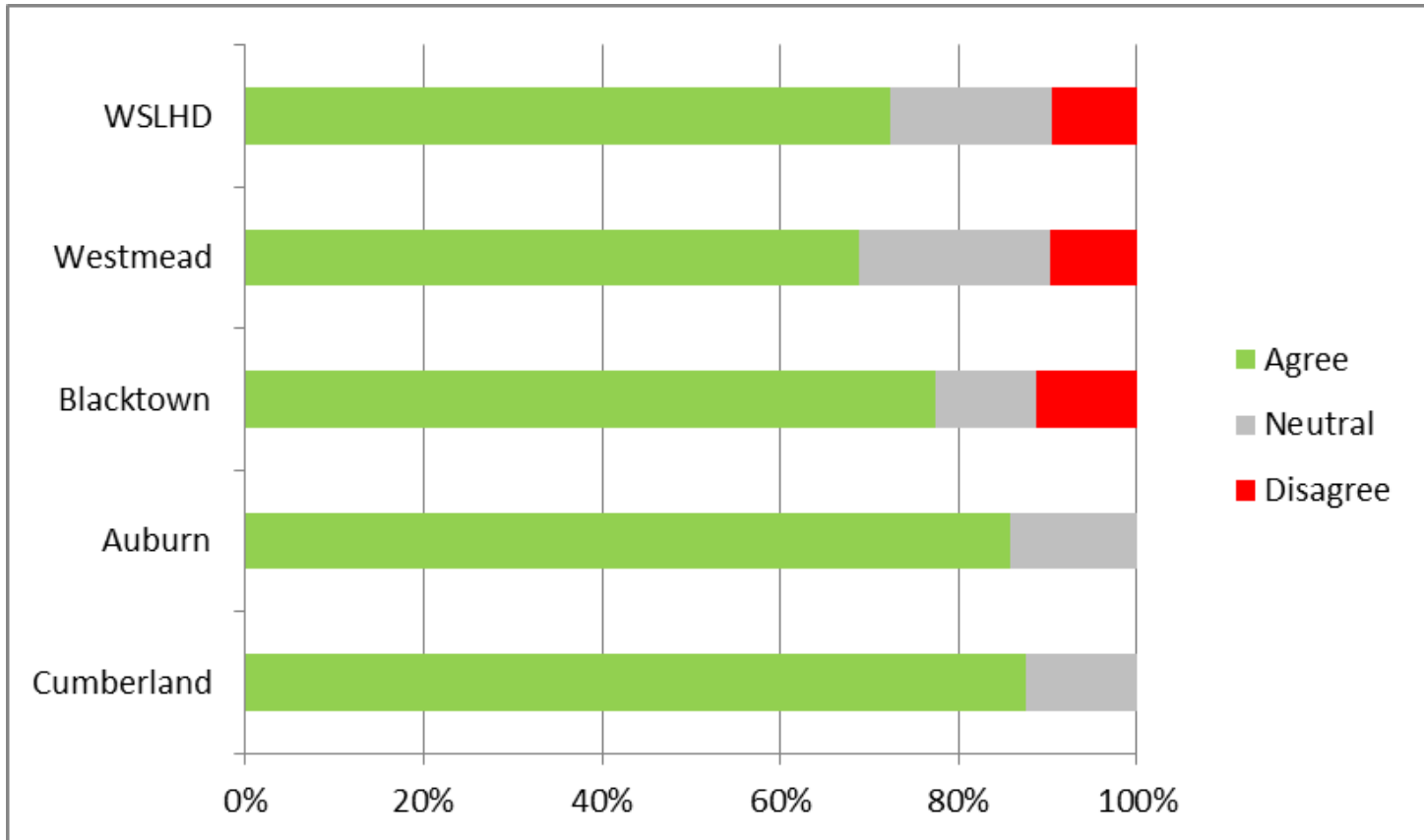
Senior Medical Experiences Survey 2016

Undertaken by the WSLHD
Medical Workforce Strategy Steering Committee



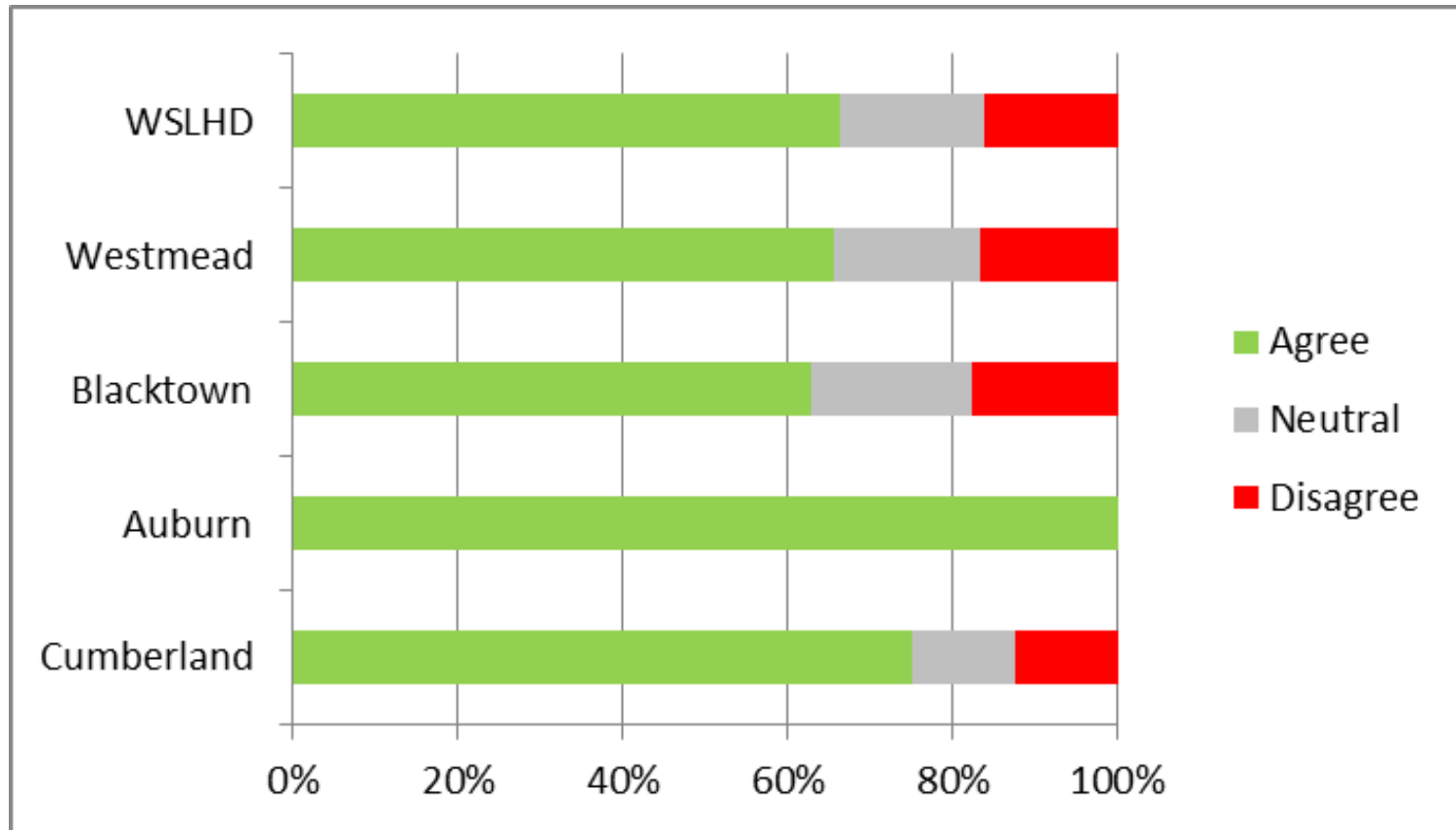
Who undertook the survey – Employment type
only 23% response rate

"Overall I am satisfied with my job"



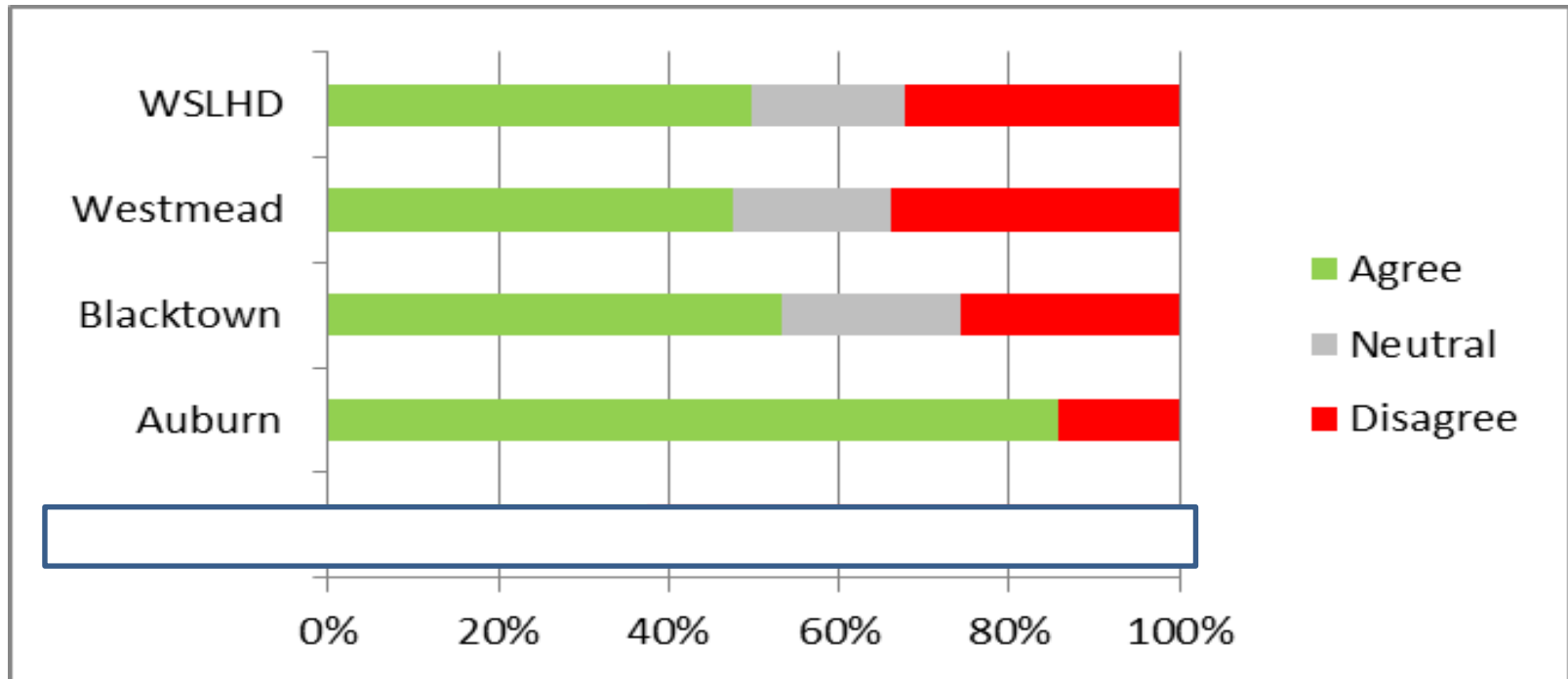
The majority of senior doctors are satisfied with their jobs overall

"I am happy with the culture of my Department"

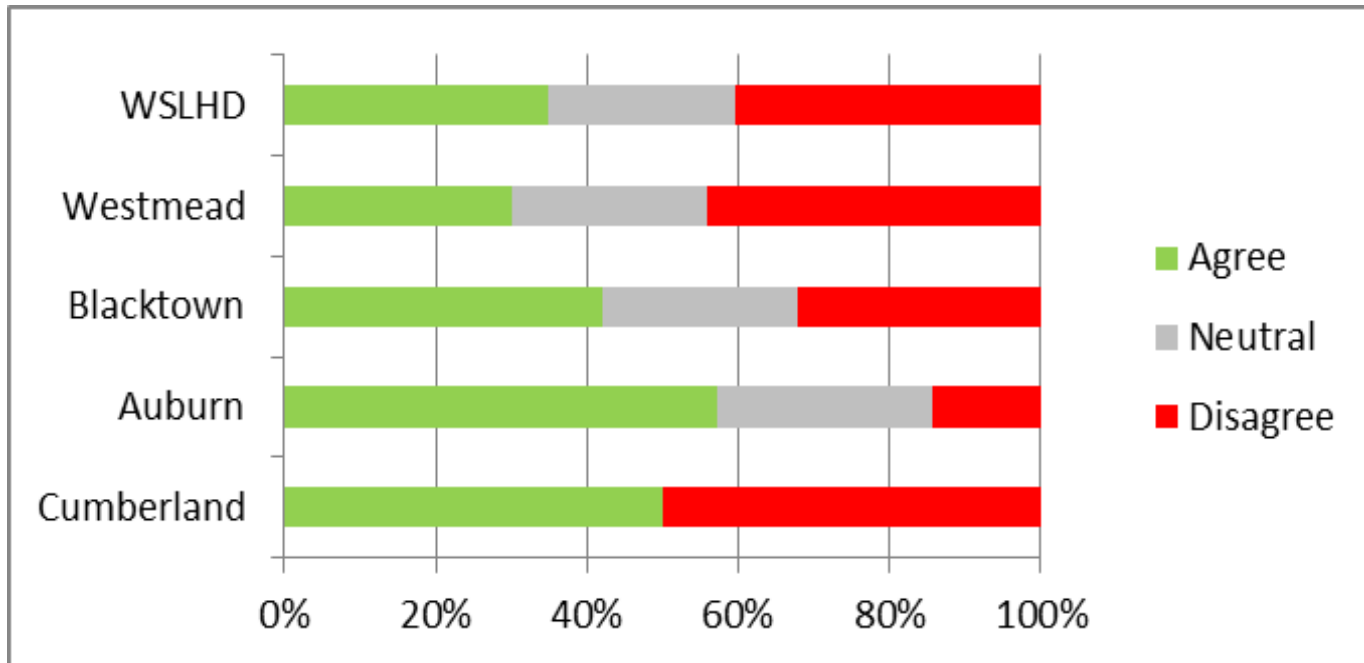


the majority our senior doctors are satisfied with the culture of their individual departments

"I feel valued by my organisation"



“I am happy with the culture of my hospital/facility”



Survey Results - Overview

Both SS and VMO

Strengths

- The stimulation of working with a diverse population with a wide range of challenging pathology
- The interaction and relationships with professional multidisciplinary colleagues
- Educational and teaching opportunities and opportunities for professional growth
- Positive and supportive Departmental culture

Weaknesses

- Need additional administrative support
- Working with executive: transparent decision making
- Parking



Senior Medical Workforce

Working Arrangements

emergence of different model
disrupting previous mainstream

WSLHD has

650 Staff Specialists

470 VMOs

Staff Specialists

70% work 0.7 FTE or below

full time <30%

many are **both** SS and VMO

within LHD

private sector

with other LHDs



Health
Western Sydney
Local Health District



Senior Medical Workforce

Can you detect VMO vs SS engagement in workplace behaviours

- Treating patients
- Supervising and delegation to trainees
- Teaching - bedside and formal
- Research – PhDs, Publications, professorial title
- Management roles- HOD, Clinical directors
- Q&S improvement - M & M, clinical reviews, models of care
- Contribution to facility, LHD, State organisations, Pillars
- Contribution to Colleges, University, medical politics and advocacy

