

NSW & ACT WPP SURVEY REPORT JULY 2025

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Disclaimer

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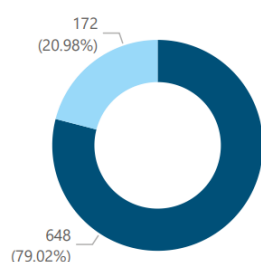
About WPP Survey

Last November, we, the NSW and ACT WPP Consortium, conducted a survey to explore factors influencing the decision to pursue a career in general practice (GP) among different training stages.

We selected five representative groups to participate in each survey and sent them questionnaires. These participating groups included medical students, junior medical officers (JMOs), GP registrars, general practitioners (GPs) and GP supervisors. We collected feedback from them to understand their motivations and experience in pursuing a GP career. These findings will provide suggestions for improvements across the continuum of GP training and practice.

The survey was conducted from 26 November 2024 to 15 March 2025, with contributions from all PHNs across NSW and the ACT. A total of 820 survey responses were initiated through their communication channels.

Survey Progress



Type of respondents	Completed	Started	Total
Medical student	239	78	317
Junior medical officer	33	8	41
GP supervisor	85	20	105
GP registrar	74	14	88
General practitioner	217	52	269
Total	648	172	820

Report Period: **26-Nov-2024 - 15-Mar-2025**

Completed - Respondents have completed the survey

Started - Respondents have answered "type of respondents" question and stopped

We will use the survey results to:

- Provide key insights impacting GP career choice and GP training experience, followed by suggested improvements across ACT and NSW.
- Present key findings for CESP HN, NSPHN, HNECCPHN, SENSWPHN and NCPHN, where completed survey numbers exceed 50 allowing for reliable analysis.
- Highlight outcomes for specific population groups, including First Nations peoples and individuals who speak a language other than English.

Key Insights

Interests in a GP Career

Thematic analysis* revealed that work-life balance and the broad scope of practice were the two primary motivators for pursuing a GP career, cited by 18% of medical students and 45% of JMOs who expressed strong interest in GP.

When asked about areas they would like to learn more about, medical students expressed their interest in career advancement opportunities and the availability of subspecialty pathways. JMOs placed greater emphasis on the financial aspects of a career in general practice, with many expressing interests in understanding the income potential and financial stability that the career offers.

Satisfaction in GP Training and Supervision

Most GP registrars (74%) reported being satisfied with their GP training and key challenges affecting their training experience included time constraints, financial pressures, and insufficient clinical knowledge.

Similarly, most GP supervisors (73%) indicated satisfaction with their supervisory role. They are motivated by enjoyment of sharing clinical knowledge and expertise, and passion for teaching and mentoring. However, they also reported several challenges, including time constraints, heavy supervisory workload with patient care, difficult relationships with trainees and financial pressures.

Experience working in a GP

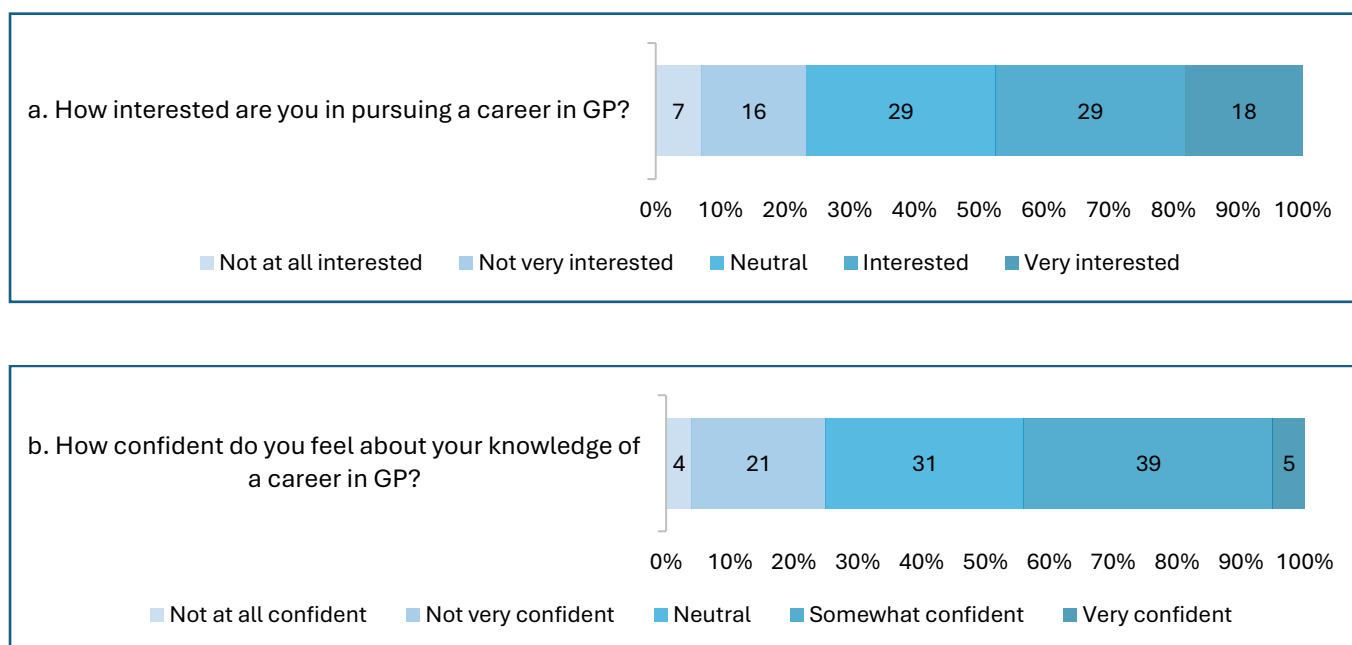
General Practitioners (GPs) shared their experience and motivations for choosing a GP career. Many were drawn to the diversity of clinical cases and patient presentations, the opportunity to build long-term relationships with patients and work-life balance and lifestyle considerations. GPs also reported facing similar challenges to other GP roles, including time constraints, a heavy clinical workload and financial pressures.

Although GPs expressed a high overall level of satisfaction with their role (76%), only 13% indicated strong interest in becoming a GP supervisor, primarily motivated by a passion for teaching. The most reported barrier to taking on a supervisory role was the difficulty of balancing clinical responsibilities with the additional demands of supervision

1 Medical Students

From the results...

“While 47% of medical students expressed different levels of interest in pursuing a career in GP, only 4% of medical students felt very confident in their knowledge of a GP career.”



What could improve...

Expanding the availability of information about a GP career and offering medical students' multiple ways to access this information such as workshops, mentorship programs, online resources, and practical experiences can improve their understanding of general practice.

From the results...

7% of medical students indicated they were not at all interested in a GP career. The main reasons given were perceptions of low remuneration and a belief that GP work is boring, monotonous, and not intellectually challenging.

c. Reasons cited and its frequency among medical students who are “very interested” or “not at all interested” in pursuing a GP career

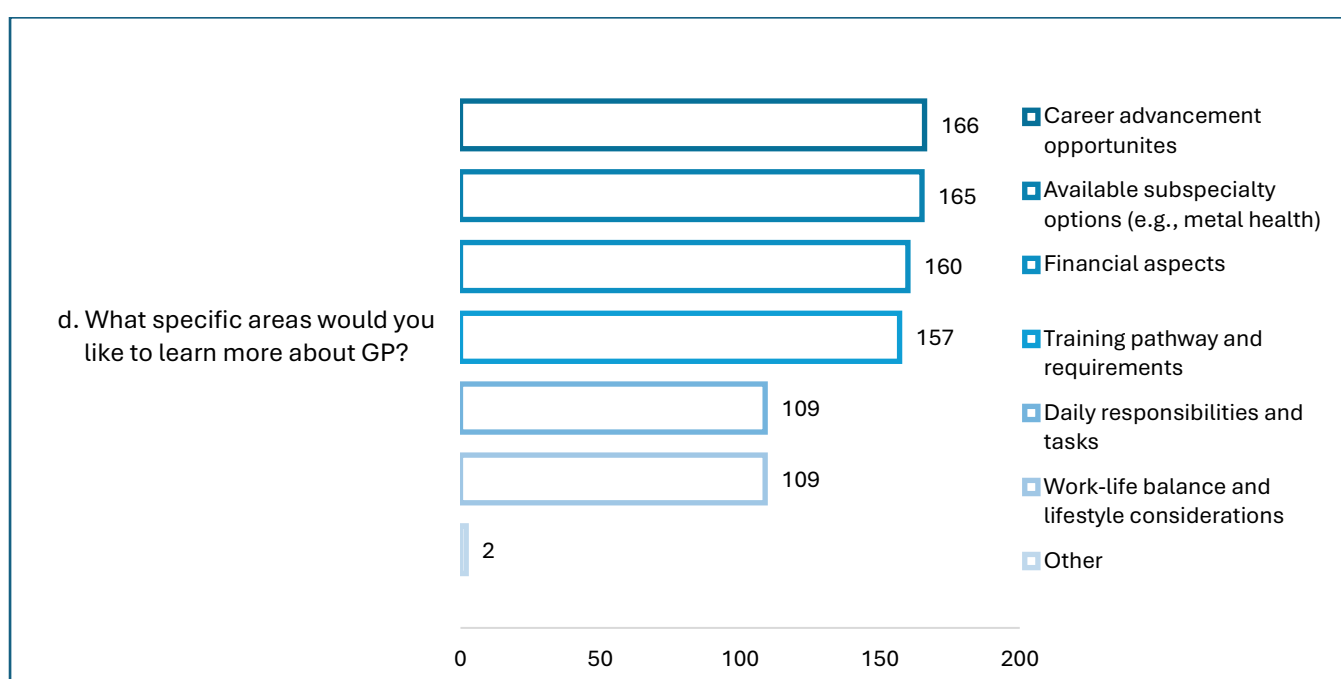
Reasons for “very interested”		Reasons for “not at all interested”	
lifestyle and work life balance	12	low remuneration	6
broad scope of practice	9	boring, monotonous, not challenging	6
variety of presentations	5	Perception of being undervalued	3
continuity of care	5	uncertainty	2
community patient connection	5	too much workload	1
live rurally and enjoy rural life	5	lots of administrative burden	1
flexible career choice and change	4	highly varied presentations	1
ability to subspecialise	3	10-year moratorium	1
long term relationships with patients	3	limited career growth	1
flexible training places and pathways	2		
skill mix	2		
family health care	2		
rewarding	1		
GP shortage	1		
better working condition and pay	1		
wide age range	1		

What could improve...

Improving GP remuneration, broaden the scope of GP roles, and highlight the diverse opportunities available within the profession will increase medical students’ interest of pursuing a GP career. Addressing perceptions that general practice is boring or lacks intellectual challenge can be achieved by exposing students to the complexity and variety of GP cases, providing placements in a range of practice settings, and promoting pathways for specialisation and ongoing professional growth.

From the results...

In the survey, 166 medical students expressed their interest in career advancement opportunities, 165 would like to know availability of subspecialty options such as mental health and 160 want to know financial aspects.



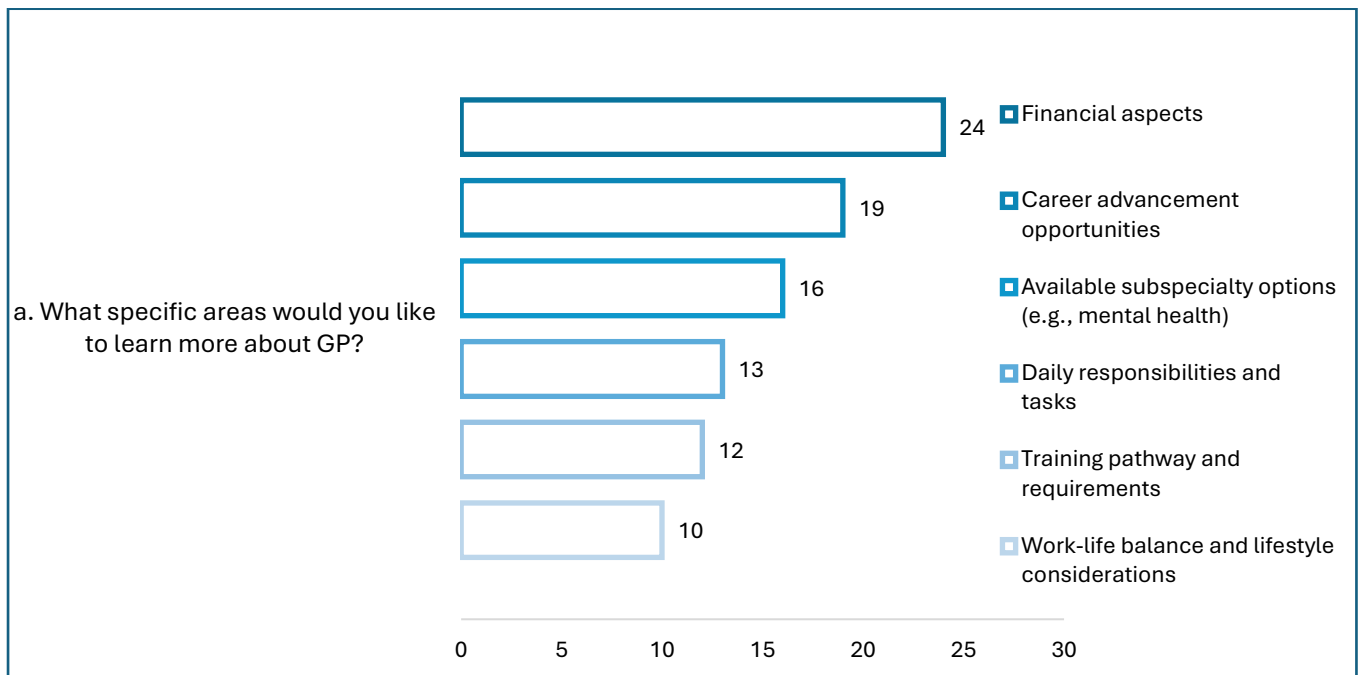
What could improve...

Medical students need a structured mentorship to explain the career development opportunities and available training pathways subspecialty of GPs. Some also cited concerns about income potential and professional development in GP compared to other specialties.

2 Junior Medical Officers

From the results...

JMOs expressed strong interest and confidence in their understanding of GP career. Many indicated a desire for greater emphasis on the financial aspects of a GP career, with particular interest in income potential and long-term financial stability.



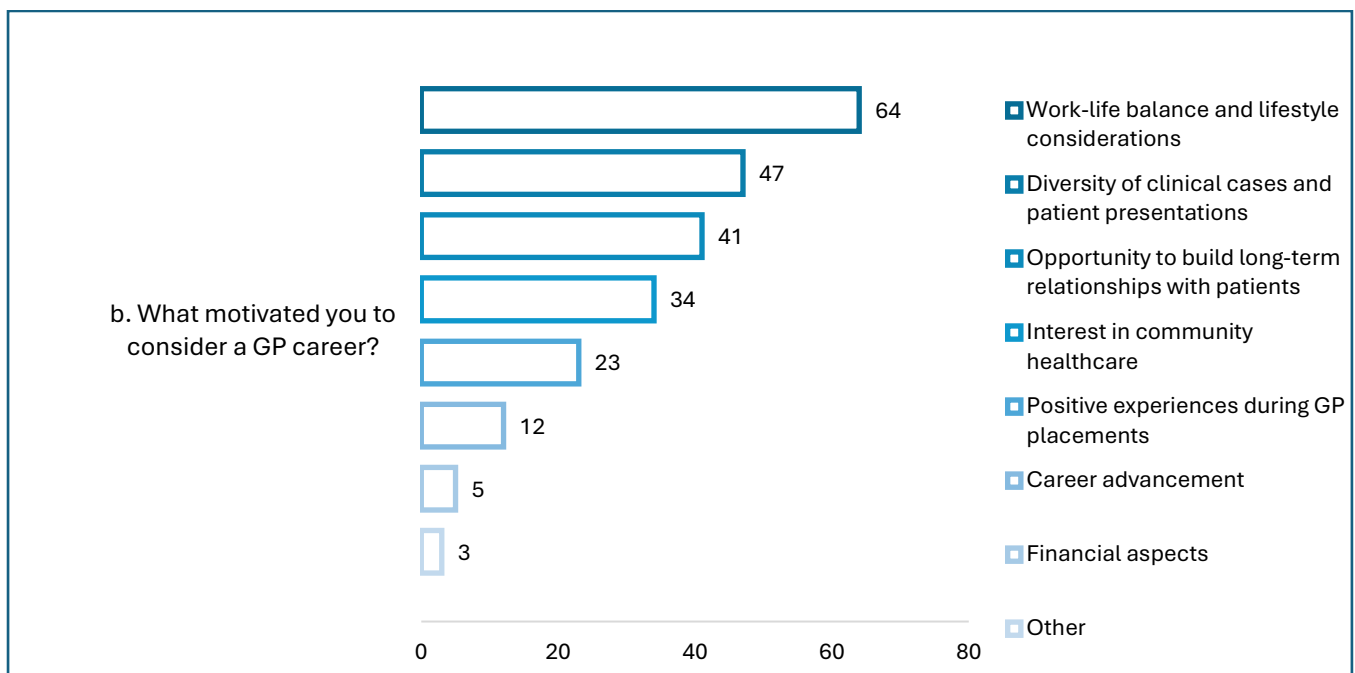
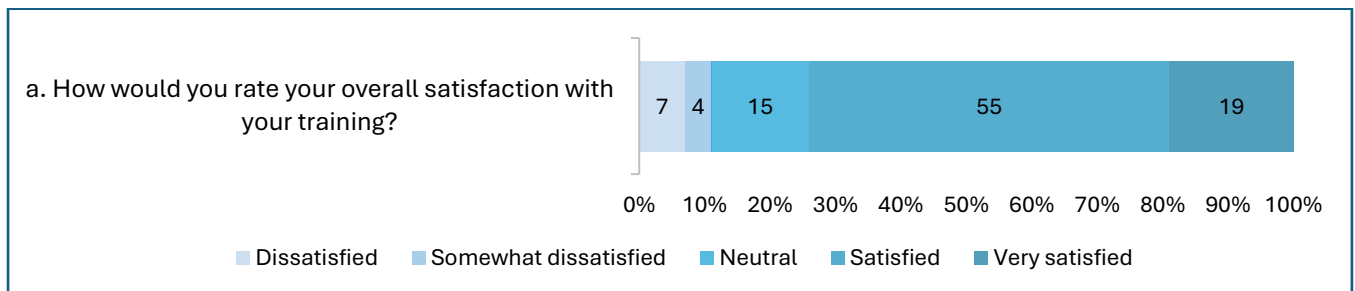
What could improve...

Organise targeted workshops for JMOs focusing on the financial aspects of GP to address their primary concerns and enhance their understanding of the income potential within a GP career.

3 GP Registrars

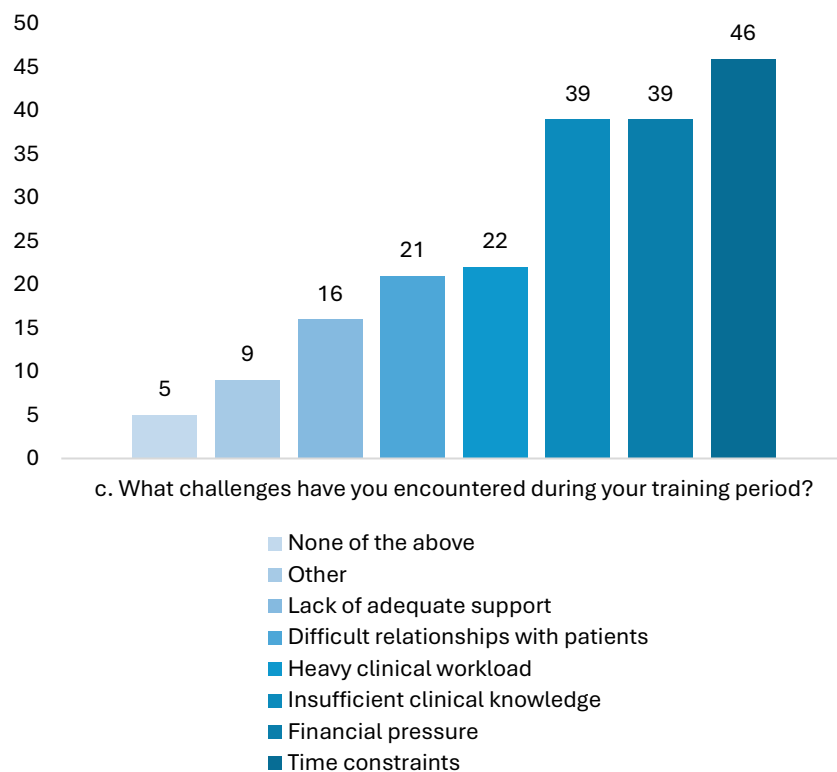
From the results...

GP Registrars were mostly satisfied with their GP training. They are motivated by work-life balance and lifestyle considerations, diversity of clinical cases and patient presentations and opportunity to build long-term relationships with patients.



From the results...

GP registrars face several significant challenges that impact their training experience. These include time constraints, financial pressure, and insufficient clinical knowledge. Addressing these challenges is critical to improving the training experience and long-term satisfaction in GP.



What could improve...



Time Constraints

GP registrars reported significant time constraints during their training, which affects their ability to balance clinical duties, study, and personal life. To alleviate this, the following measures were suggested:

- Time management training to help registrars better handle competing demands.
- Abolishing time limits for training or offering flexible withdrawal options without consequences to prevent burnout.
- Dedicated training time and resources to ensure registrars can focus on their development without the pressures of day-to-day practice.
- Sessions on the management and operation of a GP practice to provide registrars with the necessary knowledge and skills about how a GP practice runs.



Financial Pressure

Financial concerns were also a major challenge for GP registrars. Key recommendations to address this included:

- More transparency between registrars and practices regarding agreed-upon billing percentages.
- Better pay and other benefits such as paid study time and learning time for professional development.



Insufficient Clinical Knowledge

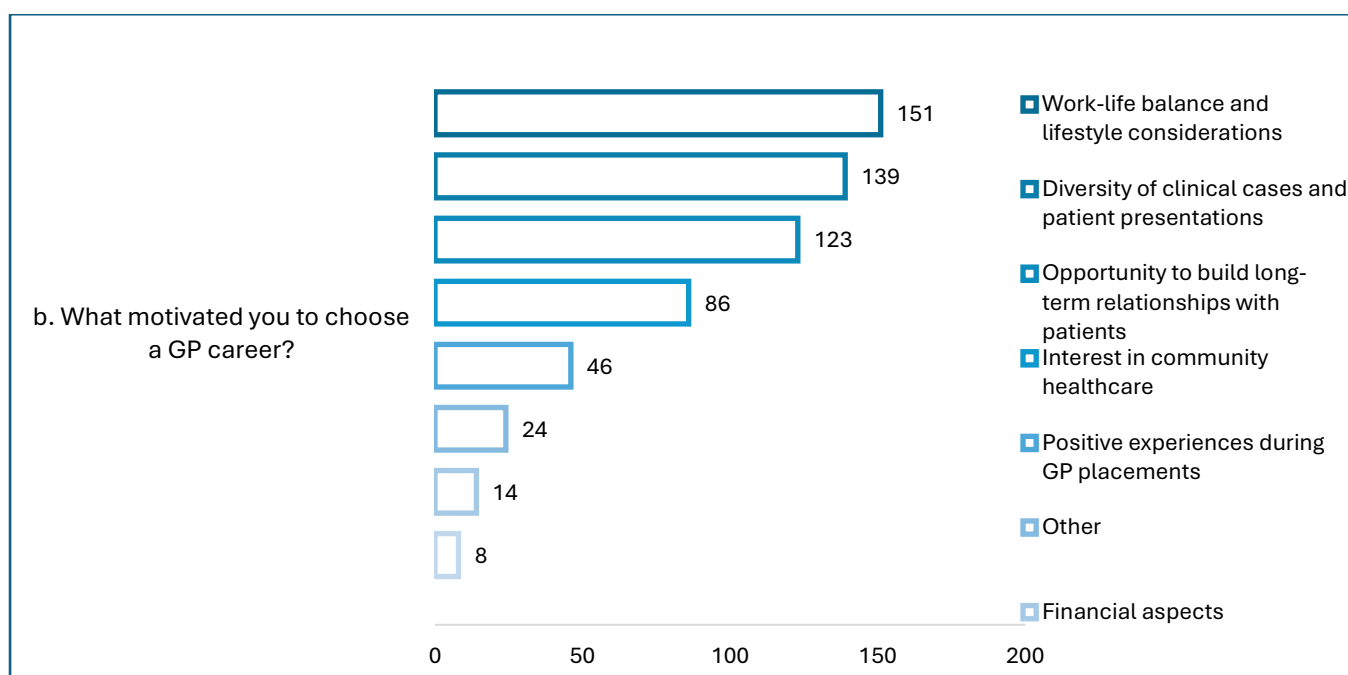
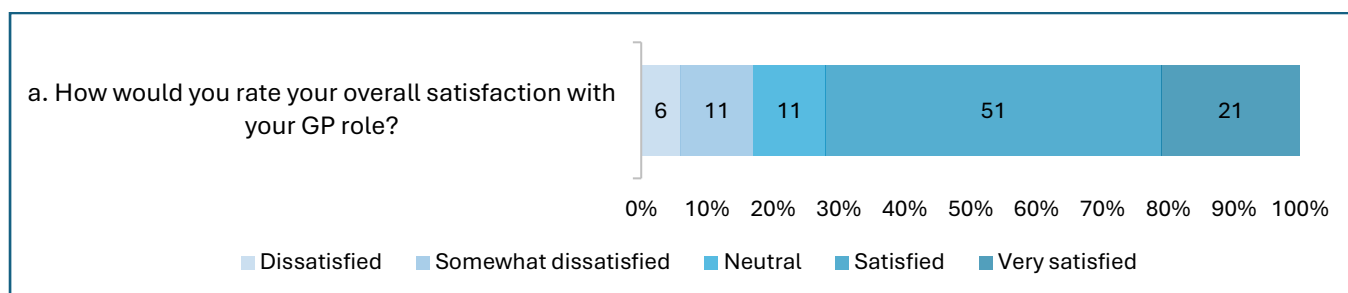
GP registrars also reported challenges related to insufficient clinical knowledge, particularly in managing administrative tasks and clinical cases. Suggestions for support include:

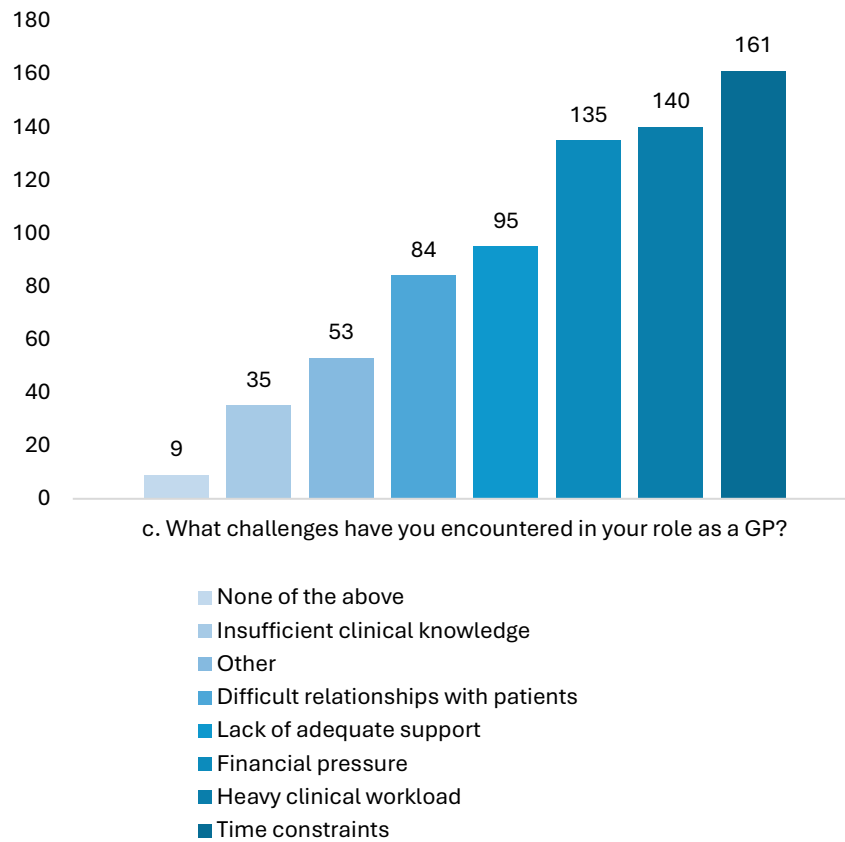
- Access to structured learning materials, such as resources from the GP Academy.
- Further teaching on effective billing and practice management.
- Regular informal debriefs with other GP registrars to provide emotional support and reduce feelings of isolation.
- More educational lectures to expand knowledge and improve clinical skills.
- Assistance with study planning for exams and patient encounters.
- Training on using software packages and other administrative tools.
- Greater exposure to the administrative aspects of general practice, including managing patient records and the operational side of running a practice.
- A dedicated online noticeboard where registrars can ask questions and receive guidance from medical educators or peers.
- Sessions on frequent presentations to help registrars feel more confident in handling common clinical scenarios.

4 General Practitioners

From the results...

72% of GPs reported varying levels of satisfaction with their role. Many are motivated by work-life balance and lifestyle considerations, diversity of clinical cases and patient presentations, and opportunities to build long-term relationships with patients. However, many also faced key challenges, including time constraints, heavy clinical workloads, financial pressures.





What could improve...

“

GPs want to reduce bureaucracy and cut through red tape. In the survey feedback, they expressed a strong desire to reduce paperwork, streamline processes, and simplify administrative burdens, particularly around regulations, Medicare, and IT systems.

“

GPs need technical training and support, particularly in navigating complex systems like the MBS. They also require better access to referral pathway information for specialist and allied health services, along with improved integration of clinical software to streamline and speed up the referral process.

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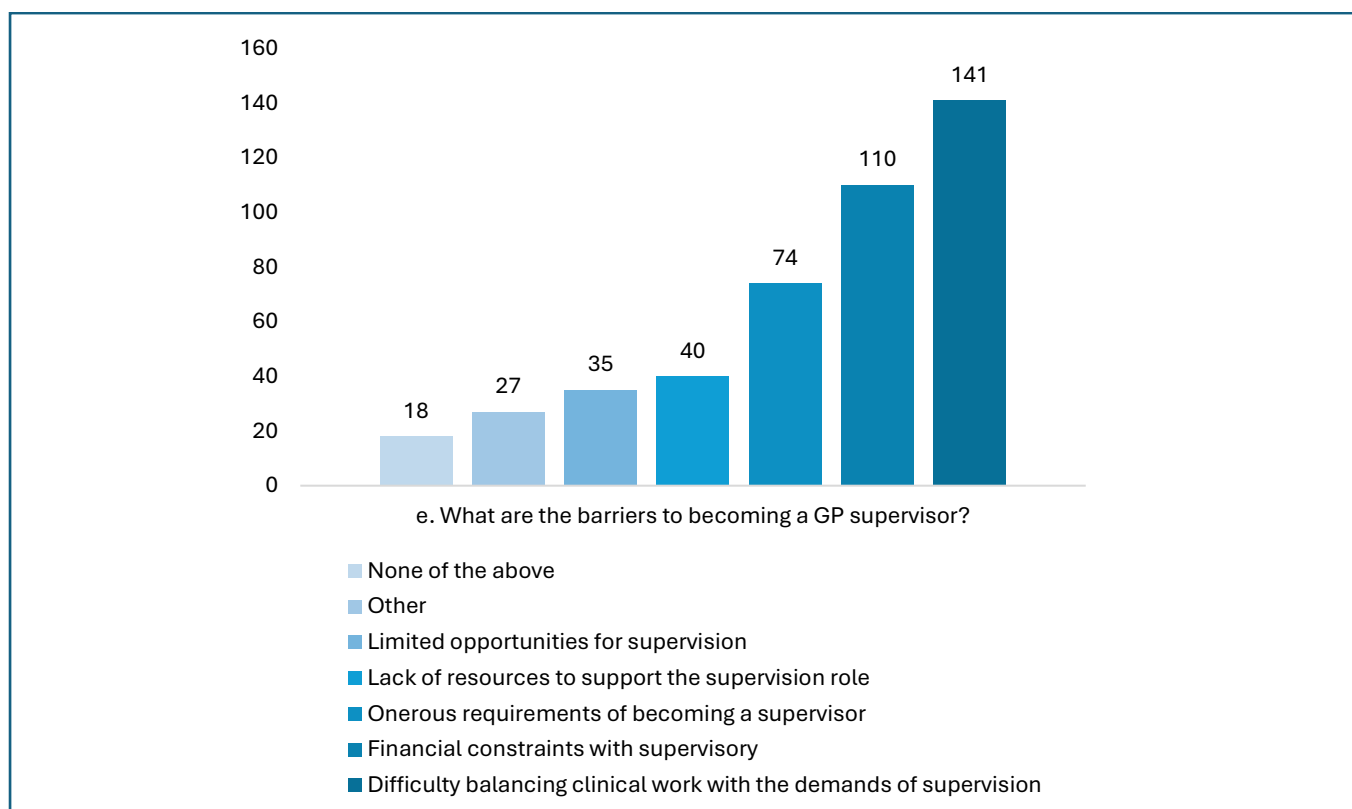
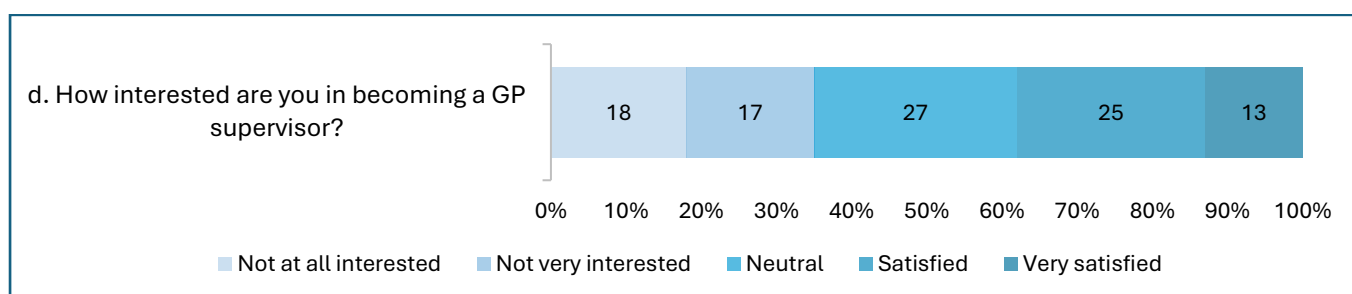
GPs seek fairer pay, higher Medicare rebates, equal specialist remuneration, and consistent funding regardless of patient status. They also want support for education, teaching, and care coordination, with financial assistance to upskill. These improvements would lower patient costs, boost job satisfaction, and make GP a more attractive career path.

“

GPs stress the need for stronger investment in the operational aspects of general practice—such as care planning, data infrastructure, and team-based approaches. They view greater recognition, adequate funding, and respect from government and the broader medical community as essential to securing the future of the profession.

From the results...

Over a third (38%) of GPs reported they are interested in becoming a GP supervisor due to their enjoyment of teaching. However, 141 GPs (65%) identified difficulty balancing clinical responsibilities with the demand of supervision as a major barrier, 110 (51%) cited financial constraints with supervisory duties, and 74 (34%) pointed to the onerous requirements of becoming a supervisor.



What could improve...

GPs with **less than 2 years** of experience need more support to become supervisors. They want clear information sessions explaining the steps, advice from current supervisors and team discussions on how to get started. Many feel they need more time as a fellowed GP before supervising.

GPs with **2 to 5 years** of experience want more practical opportunities. They prefer flexible, funded training during business hours, more workshops, and teaching. They also seek funded clinical support to manage supervision and clearer information on financial incentives for being a GP supervisor.

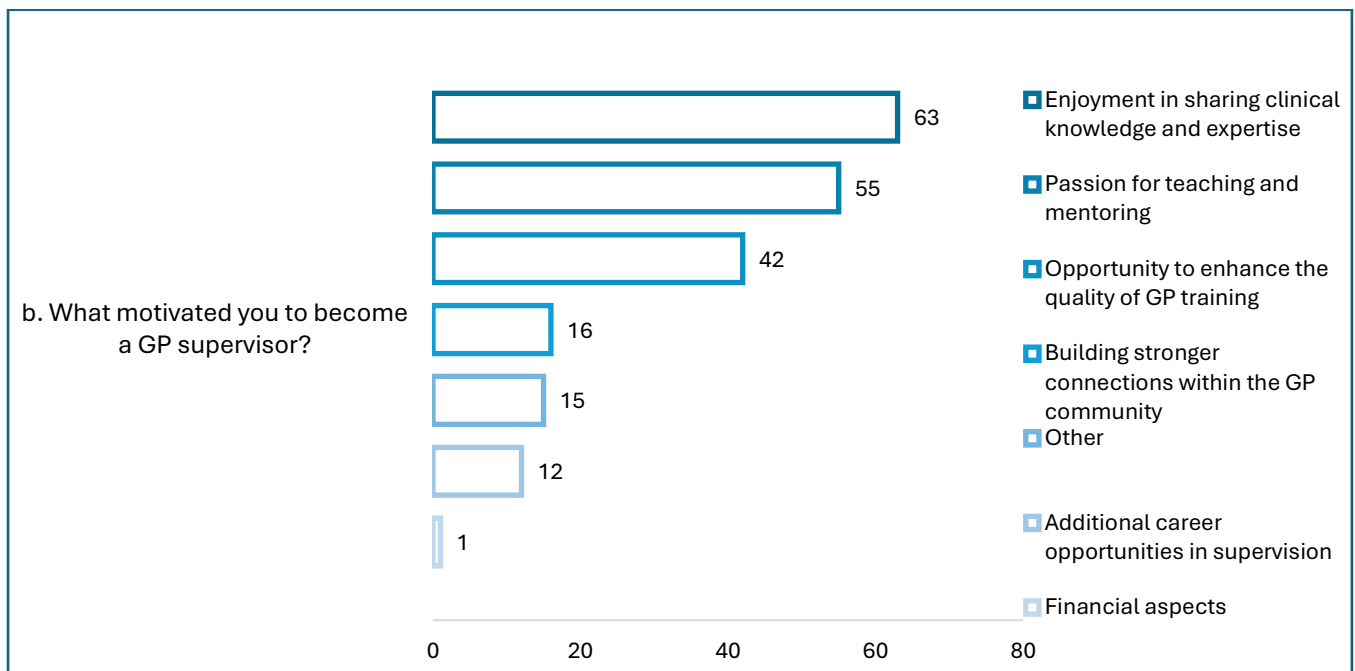
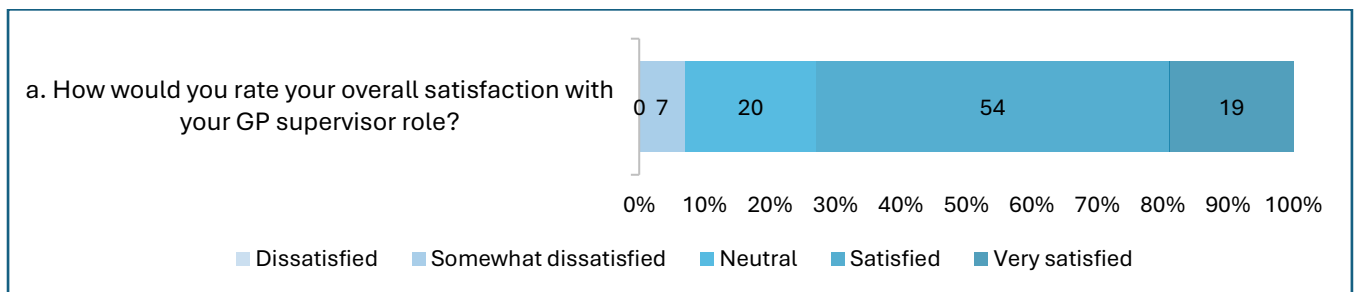
GPs with **5 to 10 years** of experience want more formal education, training and clear guidance on becoming a GP supervisor. They prefer step-by-step information or a simple flowchart outlining what is expected and when throughout the process.

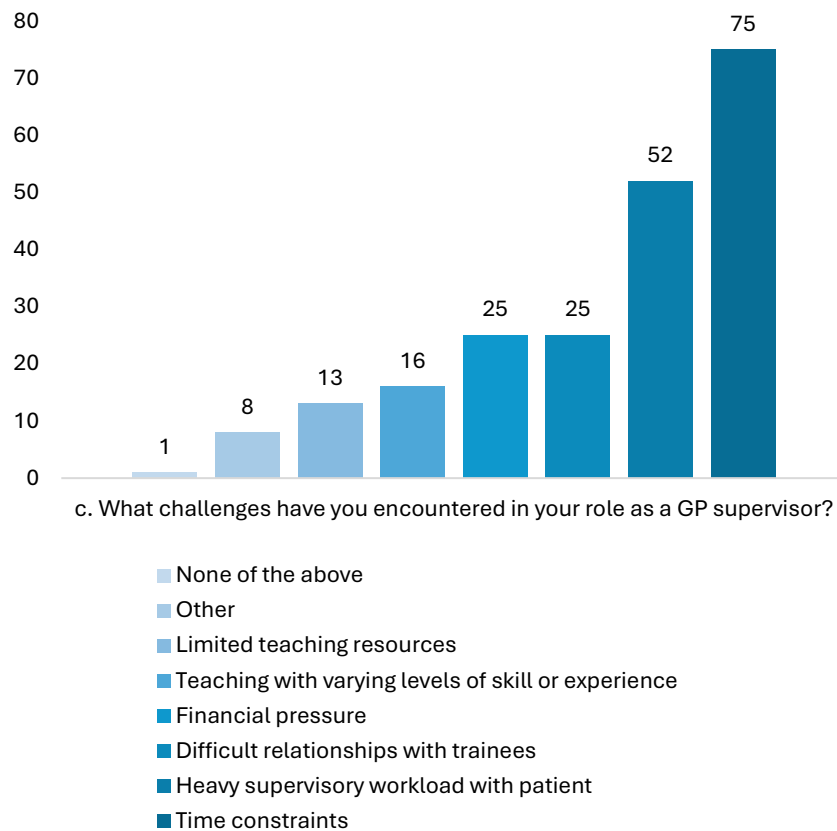
GPs with **more than 10 years** of experience expect a structured clinical program with resources covering core topics. They want clarity on who runs these programs, key contacts, and the criteria for becoming a supervisor. Financial and workforce support are also important to them.

5 GP Supervisors

From the results...

Most (73%) GP supervisors were satisfied with their role. Many enjoyed in sharing clinical knowledge and expertise and had passion for teaching and mentoring. They also faced several significant challenges that impact their supervising experience. These include time constraints, heavy supervisory workload with patient.





What could improve...

GP supervisors with **less than 2 years** of experience need more support, particularly access to clear and practical educational resources to guide them in their role.

GP supervisors with **2 to 10 years** of experience highlighted the need for more accessible and concise teaching resources that can be easily used during supervision sessions.

GP supervisors with **over 10 years** of experience are concerned about maintaining continuity in teaching individual registrars, having the flexibility to pursue their own interests, better financial incentives for time spent supervising, and easier access to training resources.

CESPHN

1 Respondent Overview

Type of respondents	Completed
Medical student	120
Junior medical officer	6
GP supervisor	11
GP registrar	3
General practitioner	45
Total	185

2 Key Findings

- ❖ 37% of medical students show varying levels of interest in a GP career, and 5% of medical students are very confident in their knowledge about a GP career. Many would like to learn more about career advancement opportunities, training pathways and requirements, and available subspecialty options (e.g., mental health).
- ❖ JMOs would like to learn more about financial aspects.
- ❖ All GP registrars reported being satisfied or very satisfied with their GP training. The most cited reason was the diversity of clinical cases and patient presentations. However, they face challenges such as a heavy clinical workload and time constraints. Increased teaching support would further enhance their training experience.
- ❖ 51% of GPs are satisfied with GP career due to the work-life balance, lifestyle considerations and the diversity of clinical cases and patient presentations. However, they have encountered challenges such as time constraints and financial pressure.
- ❖ 78% GP registrars are satisfied with their training. However, they have faced challenges such as time constraints, financial pressure and insufficient clinical knowledge. Support such as time management training and opportunities to enhance clinical knowledge would be beneficial.
- ❖ Most GP supervisors (73%) are satisfied or very satisfied with their role. However, they encountered challenges such as time constraints and heavy supervisory workload with patient care.

NSPHN

1 Respondent Overview

Type of respondents	Completed
Medical student	18
GP supervisor	13
GP registrar	7
General practitioner	54
Total	92

2 Key Findings

- ❖ 61% of medical students show varying levels of interest in a GP career, and 5% are very confident in their knowledge about general practice. Many would like to learn more about the financial aspects of the career, available subspecialty options (e.g., mental health), and career advancement opportunities.
- ❖ Most GP registrars (71%) are satisfied or very satisfied with their GP training. The most cited reasons include work–life balance and lifestyle considerations. However, they face challenges such as time constraints and financial pressure.
- ❖ 85% of GPs are satisfied with GP career, primarily due to opportunities to build long-term relationships with patients and work-life balance and lifestyle considerations. Nonetheless, they have encountered time constraints and heavy clinical workload.
- ❖ 35% of GPs are interested in becoming a GP supervisor. However, the main barriers include difficulty balancing clinical work with the demands of supervision and financial constraints with supervisory duties.
- ❖ Most GP supervisors (85%) are satisfied or very satisfied with their role. However, they report facing time constraints and a heavy supervisory workload with patient care.

HNECCPHN

1 Respondent Overview

Type of respondents	Completed
Medical student	4
Junior medical officer	9
GP supervisor	17
GP registrar	6
General practitioner	40
Total	76

2 Key Findings

- ❖ Medical students would like to learn more about GP career advancement opportunities, available subspecialty options (e.g., mental health)
- ❖ 78% of JMOs show varying levels of interest in GP career and 22% of JMOs are very confident in their knowledge about a GP career. They would like to learn more about financial aspects, available subspecialty options (e.g., mental health) and career advancement opportunities.
- ❖ 33% of GP registrars are satisfied or very satisfied with their GP training. The most cited reason is work life balance and lifestyle consideration. However, they face challenges such as insufficient clinical knowledge and time constraints.
- ❖ 75% of GPs are satisfied with their GP career, mainly due to work-life balance and lifestyle considerations and diversity of clinical cases and patient presentations. However, they have encountered time constraints and a heavy clinical workload.
- ❖ 43% of GPs are interested in becoming a GP supervisor. However, key barriers include balancing clinical work with the demands of supervision and financial constraints with supervisory duties.
- ❖ Most GP supervisors (59%) are satisfied or very satisfied with their role. Enjoyment in sharing clinical knowledge and expertise, along with a passion for teaching and mentoring, were the two most frequently cited motivators. However, they face challenges such as time constraints and a heavy supervisory workload with patient care.

SENSWPHN

1 Respondent Overview

Type of respondents	Completed
Medical student	46
Junior medical officer	1
GP supervisor	6
GP registrar	12
General practitioner	11
Total	76

2 Key Findings

- ❖ 46% of medical students show varying levels of interest in a GP career, and 9% of medical students are very confident in their knowledge about a GP career. They would like to learn more about available subspecialty options (e.g., mental health), career advancement opportunities and financial aspects.
- ❖ 75% of GP registrars are satisfied or very satisfied with their GP training. The most cited reason is work life balance and lifestyle consideration. However, they face challenges such as insufficient clinical knowledge and financial pressure.
- ❖ 64% of GPs are satisfied with their GP career, primarily due to work-life balance and lifestyle consideration. However, they have encountered time constraints and financial pressure.
- ❖ Most GP supervisors (67%) are satisfied or very satisfied with their role. The biggest challenge they face is time constraints.

NCPHN

1 Respondent Overview

Type of respondents	Completed
Medical student	18
Junior medical officer	5
GP supervisor	9
GP registrar	16
General practitioner	12
Total	60

2 Key Findings

- ❖ Most medical students (89%) show varying levels of interest in a GP career, but only 1% of medical students are very confident in their knowledge about a GP career. They would like to learn more about available subspecialty options (e.g., mental health), training pathway and requirements and financial aspects.
- ❖ JMOs would like to learn more about available subspecialty options (e.g., mental health).
- ❖ 69% of GP registrars are satisfied or very satisfied with their GP training. The most cited reason is work life balance and lifestyle consideration. However, they face challenges such as time constraints and financial pressure.
- ❖ 67% of GPs are satisfied with their GP career, primarily due to work-life balance, lifestyle considerations, and the diversity of clinical cases and patient presentations. They have encountered time constraints, financial pressure and heavy clinical workload.
- ❖ 67% of GP supervisors are satisfied or very satisfied with their role. Time constraints are the biggest challenge they have faced.

Specific Populations

1 Second Language Speakers

Medical students who speak a language other than English (25% of respondents) showed a strong interest in learning more about career advancement opportunities and available subspecialty options, particularly in areas such as mental health.

Similarly, 21% of JMOs identified as second language speakers, and they also expressed a strong desire to explore subspecialties, understand career progression, and gain a clearer picture of the day-to-day responsibilities involved in general practice. These areas were seen as crucial to informing their career decisions.

Among GP supervisors, 19% reported speaking a second language. This group reported facing significant challenges, including time constraints, financial pressures, and a heavy supervisory workload while managing patient care.

2 First Nations Peoples

Among medical student respondents, 5% identified as First Nations. Compared to other groups, First Nations students showed a stronger interest in gaining a deeper understanding of the daily responsibilities and practical tasks involved in working as a GP. This suggests a need for more targeted exposure to real-world general practice settings and role clarity to better support their interest in the profession.