

Australasian College for Emergency Medicine

acem.org.au

EMERGENCY

Annual Report
June 2020

**FACEM and FACEM Trainee
Demographic and Workforce 2019 Report**



FACEM and Trainee Demographic and Workforce Report 2019

Key findings

This annual report provides insight into the Australian and Aotearoa New Zealand emergency medicine workforce. It presents ACEM membership data on demographic and workforce profiles of Fellows of the Australasian College for Emergency Medicine (FACEMs) and FACEM trainees.

FACEMs

37% Female



Average age **46.3**

42% International
medical graduates



31% Working in a
non-metro location

Trainees

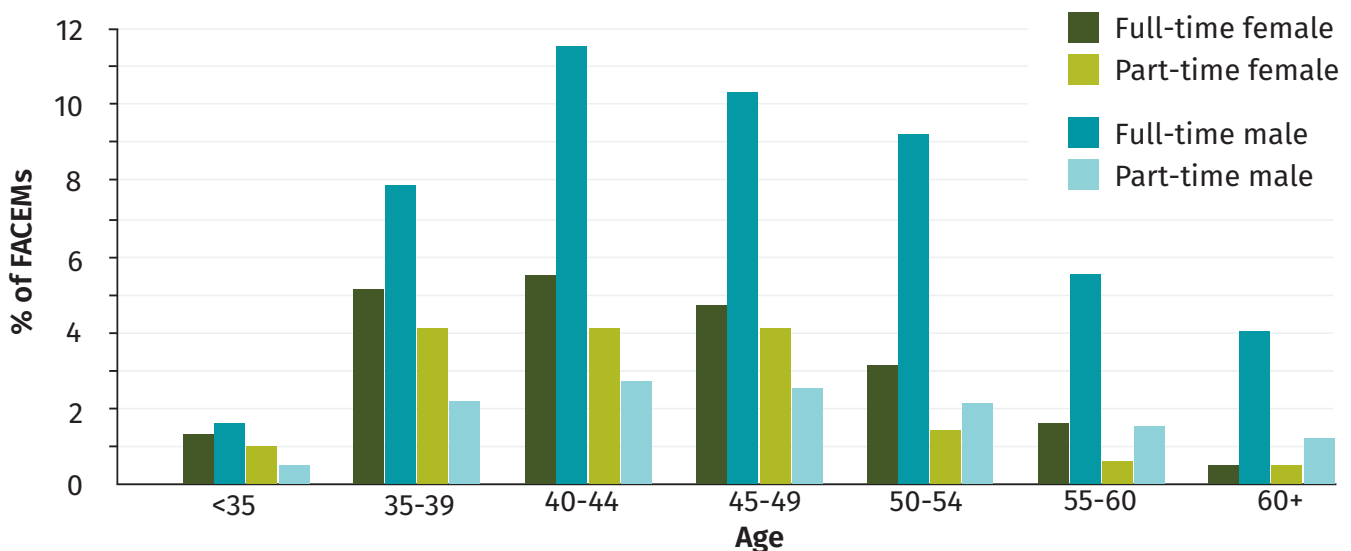
49% Female



Average age **34.4**

39% International
medical graduates

20% Working in a
non-metro location



Employment status of FACEMs working in Australia and New Zealand, by age group and gender

58% of female FACEMs worked full-time hours, a decrease from 61% in 2018.
80% of male FACEMs were working full-time, the same percentage as in 2018.

For the full findings and detailed analysis, please refer to:

Australasian College for Emergency Medicine (2019, June). *FACEM and FACEM Trainee Demographic and Workforce 2019 Report*.

Contents

1. Executive Summary	3
<i>Table A FACEM and FACEM trainee demographics, and workforce profile summary.....</i>	<i>3</i>
2. Purpose and Scope of Report.....	3
3. Methodology.....	4
4. Fellows of the Australian College for Emergency Medicine (FACEMs).....	5
<i>Table 1 Distribution of all FACEMs by region and gender.....</i>	<i>5</i>
<i>Table 2 Active FACEMs by age group, region and gender.....</i>	<i>6</i>
<i>Table 3 Average age of FACEMs by country and gender.....</i>	<i>7</i>
<i>Figure 1 FACEMs in Australia, by age group and gender (n = 2490).....</i>	<i>7</i>
<i>Figure 2 FACEMs in New Zealand, by age group and gender (n = 323).....</i>	<i>7</i>
4.1 New FACEMs.....	8
<i>Table 4 Distribution of new FACEMs by region, pathway and gender.....</i>	<i>8</i>
4.2 Workplace details of FACEMs.....	8
<i>Table 5 Workplace summary of FACEMs working at one or more workplaces in Australia and New Zealand.....</i>	<i>9</i>
<i>Table 6 Employment status of FACEMs working in Australia and New Zealand in an ED by region.....</i>	<i>10</i>
<i>Table 7 FACEMs working full-time across one or more ED, by remoteness of ED.....</i>	<i>10</i>
<i>Table 8 Primary speciality role of FACEMs working in Australia and New Zealand, by sector and region.....</i>	<i>11</i>
<i>Table 9 Primary workplace location of FACEMs working in Australia and New Zealand by region and remoteness.....</i>	<i>12</i>
<i>Figure 4 Distribution of FACEMs' primary workplace, by region and remoteness (n = 2622).....</i>	<i>12</i>
<i>Table 10 Primary workplace by remoteness and sector for FACEMs employed in Australia and New Zealand.....</i>	<i>13</i>
4.3 FACEM trends.....	13
<i>Figure 5 Annual number of FACEMs in Australia and New Zealand 2008-2019.....</i>	<i>13</i>
<i>Table 11 FACEM trends for the period 2011-2019.....</i>	<i>14</i>
<i>Table 12 Average time (years) for new FACEMs to achieve Fellowship, 2008 to 2019.....</i>	<i>15</i>
<i>Figure 6 Average time (years) for new FACEMs to achieve Fellowship by gender, 2008 to 2019.....</i>	<i>15</i>
5. FACEM trainees	16
5.1 Demographic characteristics of FACEM trainees.....	16
<i>Table 13 Distribution of FACEM trainees by region and gender.....</i>	<i>16</i>
<i>Table 14 FACEM trainees by region, age and gender.....</i>	<i>17</i>
<i>Table 15 Average age of FACEM trainees by country and gender.....</i>	<i>18</i>
<i>Figure 7 FACEM trainees in Australia, by age group and gender.....</i>	<i>18</i>
<i>Figure 8 FACEM trainees in New Zealand, by age group and gender.....</i>	<i>18</i>

5.2	FACEM trainee placement details	19
	<i>Table 16 Workplace location of FACEM trainees working in Australia and New Zealand by region and remoteness.....</i>	<i>19</i>
	<i>Figure 9 Distribution of FACEM trainees' workplace, by region and remoteness (n = 1988).....</i>	<i>19</i>
	<i>Figure 10 Employment status of FACEM trainees in Australia and New Zealand, by gender and age group (n = 2017).....</i>	<i>20</i>
	<i>Table 17 Primary training placement by remoteness and sector for FACEM trainees working in a hospital setting in Australia or New Zealand.....</i>	<i>20</i>
	<i>Table 18 Primary training placement discipline of all FACEM trainees in Australia and New Zealand, by sector and region.....</i>	<i>21</i>
5.3	FACEM trainee trends	22
	<i>Table 19 FACEM trainee trends for the period 2011-2019</i>	<i>22</i>
	<i>Figure 11 Comparison of all FACEM trainees and advanced trainees in Australia from 2008 to 2019</i>	<i>23</i>
	<i>Figure 12 Comparison of all FACEM trainees and advanced trainees in New Zealand from 2008 to 2019</i>	<i>23</i>
6.	Emergency medicine service delivery	24
	<i>Table 20 FACEMs and advanced trainees per population, by region.....</i>	<i>24</i>
	<i>Table 21 FACEMs and advanced trainees per population, by remoteness</i>	<i>25</i>
	<i>Table 22 FACEM and advanced trainees per population 100,000, by region and year</i>	<i>25</i>
7.	What the data means	26
8.	References	26
9.	Suggested citation	26
10.	Contact for further information	26

1. Executive Summary

This report presents the demographic and workforce profiles of Fellows of the Australasian College for Emergency Medicine (FACEMs) and FACEM trainees. Data was sought from the ACEM member database and analysis was conducted by the Research Unit of ACEM. The data included in this report provides insight into the emergency medicine workforce in Australia and Aotearoa New Zealand.

Table A FACEM and FACEM trainee demographics, and workforce profile summary

FACEM and FACEM trainee	Australia		New Zealand		Total*	
Demographics						
Number of active FACEMs	2490		323		2921	
% Female	36.5%		43.3%		37.2%	
Average age (years)	46.2		46.5		46.3	
Number of new FACEMs in 2019	184		31		217	
Number of advanced trainees	1626		165		1800	
% Female	48.1%		54.5%			
Number of provisional trainees	426		83		510	
% Female	48.6%		43.4%		47.6%	
FACEM	Australia		New Zealand		Total**	
Workforce profile	n	%	n	%	n	%
Working in EM (at least one workplace)	2264	95.1%	287	93.8%	2552	95.0%
Working equivalent of fulltime hours	1700	71.4%	225	73.3%	1925	71.6%
Working at 2 or more workplaces	1129	47.4%	72	23.5%	1201	44.7%
Working in non-metro settings	662	28.2%	157	52.2%	819	30.9%
FACEMs per 100,000 population	9.3		6.2		8.8	

Notes: *One FACEM trainee who has an unspecified gender and is excluded from the Australia and New Zealand breakdown but included in the total column. Also included in the total column are 108 who do not live in Australia or New Zealand. **Only includes Australia and New Zealand.

2. Purpose and Scope of Report

The purpose of this report is to describe the demographic and workforce profiles of the emergency medicine workforce with respect to Fellows (FACEMs) and FACEM trainees of the Australian College for Emergency Medicine (ACEM) in 2019. Information from the ACEM member database was sourced and analysis was conducted by the ACEM Research Unit, Policy and Strategic Partnerships Department. This report applies to all FACEMs, including those who came through the FACEM Training Program and those who came via the Specialist International Medicine (SIMG) pathway, and advanced and provisional trainees of the College. The data presented in this report will help to inform planning and policy initiatives relating to the emergency medicine workforce and ACEM training activities.

3. Methodology

Data relating to FACEMs, and advanced and provisional trainees was extracted from the ACEM member database, including:

- Demographic data, including gender, age, international medical graduate status, and Indigenous status.
- FACEM workplace and trainee placement data, including location, roles and working hours.
- FACEM and trainee trends over the past nine to 12 years, dependent on data availability.
- Ratio of FACEMs and trainees per population.

For the purposes of this report, data was analysed and presented as at 31 December 2019 to allow for comparisons over a nine to 12 year period from 2008 to 2019. Prior to 2012, substantial missing demographic and training related data existed for members, and there were issues with the reliability of some of the existing data in the database.

For the 2019 cohort, there was a large amount of missing data relating to FACEM workplace details and extensive data cleaning was also undertaken on the available workplace details of FACEMs. Data on hours worked per week across all workplaces was generated from two variables from the My ACEM portal for each site of employment; employment type (full-time, part-time, locum, casual or sessional) and usual hours per week. This data was entered inconsistently, therefore if a FACEM recorded that they were working full-time at any of their workplaces they were classified as full-time across workplaces. If the FACEM only worked at one workplace and recorded that they were working part-time, they were classified as working as part-time across all workplaces. Where it was unknown if the FACEM worked full-time or part-time across workplaces the total number of 'usual hours per week' was calculated for all workplaces and used to classify if a FACEM was full-time (38 or more hours per week) or part-time (less than 38 hours per week). If a FACEM worked 38 or more hours per week across all workplaces they were classified as working full-time.

Where data is presented by region, the classification differs between the demographic data and FACEM workforce/ trainee placement analysis. The demographic data analysis is based on residential/ mailing address to classify the 'region', whereas for the FACEM workforce and trainee placement analysis, 'region' is reflective of the workplace location (i.e., state or country). Analysis based on remoteness (metropolitan or regional/ rural) was determined using the workplace of FACEMs and trainees and excludes those working as locums or in pre-hospital retrieval medicine roles not linked to a hospital. For Australian workplaces, remoteness was based on the Australian Standard Geographical Standard – Remoteness Area (ASGS-RA) (Australian Bureau of Statistics, 2016), while New Zealand sites were classified as metropolitan if they were located in Auckland, Christchurch or Wellington, with all other sites classified as urban-regional.

4. Fellows of the Australian College for Emergency Medicine (FACEMs)

In 2019, there was a total of 2921 active FACEMs; 2490 FACEMs living in Australia, with 37% female, and 323 FACEMs living in New Zealand, with 43% female. A further 108 (4%) were living outside of Australia and New Zealand. Table 1 presents the distribution of all active FACEMs by region of residential address and gender.

Four (0.2%) Australian FACEMs self-identified as Aboriginal and five (1.5%) FACEMs in New Zealand self-identified as Māori, as recorded in their ACEM member profile. No FACEMs self-identified as Torres Strait Islander.

A total of 1240 active FACEMs (42%) gained their primary medical degree outside of Australia and New Zealand and were as such classified as international medical graduates (IMGs).

Table 1 Distribution of all FACEMs by region and gender

Region	Female	Male	Total		Female
	n	n	n	%	%
Australia	910	1580	2490	85.2%	36.5%
NSW	254	413	667	22.8%	38.1%
VIC	228	396	624	21.4%	36.5%
QLD	223	387	610	20.9%	36.6%
WA	100	184	284	9.7%	35.2%
SA	48	98	146	5.0%	32.9%
TAS	19	45	64	2.2%	29.7%
NT	23	27	50	1.7%	46.0%
ACT	15	30	45	1.5%	33.3%
New Zealand	140	183	323	11.1%	43.3%
Overseas	36	72	108	3.7%	33.3%
Total	1086	1835	2921	100.0%	37.2%

Table 2 presents the distribution of all active FACEMs by age group, region and gender, with 64% (1880/2921) aged between 35 and 49 years. Fifteen percent of FACEMs in Australia (381/2490) and New Zealand (47/323) were aged 55 years or older.

Table 2 Active FACEMs by age group, region and gender

Region	<35 years			35-39 years			40-44 years			45-49 years			50-54 years			55-59 years			60+ years		
	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)
Australia	2.7%	2.7%	5.3% (133)	9.2%	10.9%	20.1% (500)	8.9%	14.3%	23.2% (577)	8.4%	12.7%	21.1% (525)	4.2%	10.8%	15.0% (374)	2.2%	6.8%	9.0% (223)	1.0%	5.3%	6.3% (158)
NSW	2.8%	2.7%	5.5% (37)	9.3%	11.7%	21.0% (140)	9.0%	12.0%	21.0% (140)	7.9%	12.4%	20.4% (136)	4.9%	10.3%	15.3% (102)	2.8%	6.0%	8.8% (59)	1.2%	6.7%	7.9% (53)
VIC	2.6%	1.9%	4.5% (28)	7.9%	9.3%	17.1% (107)	8.0%	14.9%	22.9% (143)	10.3%	12.5%	22.8% (142)	4.2%	12.5%	16.7% (104)	2.2%	7.1%	9.3% (58)	1.4%	5.3%	6.7% (42)
QLD	3.3%	2.8%	6.1% (37)	11.5%	12.8%	24.3% (148)	9.5%	15.2%	24.8% (151)	7.4%	11.8%	19.2% (117)	3.0%	8.7%	11.6% (71)	1.3%	7.2%	8.5% (52)	0.7%	4.9%	5.6% (34)
WA	2.5%	4.2%	6.7% (19)	10.9%	9.2%	20.1% (57)	9.9%	14.8%	24.6% (70)	7.0%	15.5%	22.5% (64)	2.8%	10.6%	13.4% (38)	1.4%	6.7%	8.1% (23)	0.7%	3.9%	4.6% (13)
SA	0.7%	3.4%	4.1% (6)	4.1%	6.8%	11.0% (16)	6.8%	15.1%	21.9% (32)	8.2%	15.8%	24.0% (35)	8.2%	14.4%	22.6% (33)	3.4%	6.8%	10.3% (15)	1.4%	4.8%	6.2% (9)
TAS	3.1%	1.6%	4.7% (3)	1.6%	12.5%	14.1% (9)	9.4%	17.2%	26.6% (17)	9.4%	9.4%	18.8% (12)	3.1%	12.5%	15.6% (10)	3.1%	9.4%	12.5% (8)	0.0%	7.8%	7.8% (5)
NT	0.0%	2.0%	2.0% (1)	10.0%	14.0%	24.0% (12)	18.0%	16.0%	34.0% (17)	10.0%	8.0%	18.0% (9)	6.0%	8.0%	14.0% (7)	2.0%	4.0%	6.0% (3)	0.0%	2.0%	2.0% (1)
ACT	4.4%	0.0%	4.4% (2)	11.1%	13.3%	24.4% (11)	2.2%	13.3%	15.6% (7)	8.9%	13.3%	22.2% (10)	4.4%	15.6%	20.0% (9)	2.2%	8.9%	11.1% (5)	0.0%	2.2%	2.2% (1)
New Zealand	2.5%	1.2%	3.7% (12)	10.5%	9.0%	19.5% (63)	12.7%	12.4%	25.1% (81)	9.0%	11.8%	20.7% (67)	5.6%	10.8%	16.4% (53)	2.2%	6.5%	8.7% (28)	0.9%	5.0%	5.9% (19)
Overseas	1.9%	0.9%	2.8% (3)	13.0%	12.0%	25.0% (27)	7.4%	13.0%	20.4% (22)	3.7%	13.0%	16.7% (18)	3.7%	11.1%	14.8% (16)	2.8%	8.3%	11.1% (12)	0.9%	8.3%	9.3% (10)
Total	2.6%	2.4%	5.1% (148)	9.5%	10.7%	20.2% (590)	9.3%	14.0%	23.3% (680)	8.3%	12.6%	20.9% (610)	4.3%	10.9%	15.2% (443)	2.2%	6.8%	9.0% (263)	1.0%	5.4%	6.4% (187)

Notes: F = Female and M = Male.

The average age of FACEMs was 46 years, with female FACEMs on average, younger than male FACEMs (Table 3).

Table 3 Average age of FACEMs by country and gender

Region	Female	Male	Total
Australia	44.3	47.3	46.2
New Zealand	44.4	48.2	46.5
Overseas	43.2	48.6	46.8
Total	44.2	47.5	46.3

Figures 1 and 2 show the distribution of FACEMs by age group and gender in Australia and New Zealand, respectively.

Figure 1 FACEMs in Australia, by age group and gender (n = 2490)

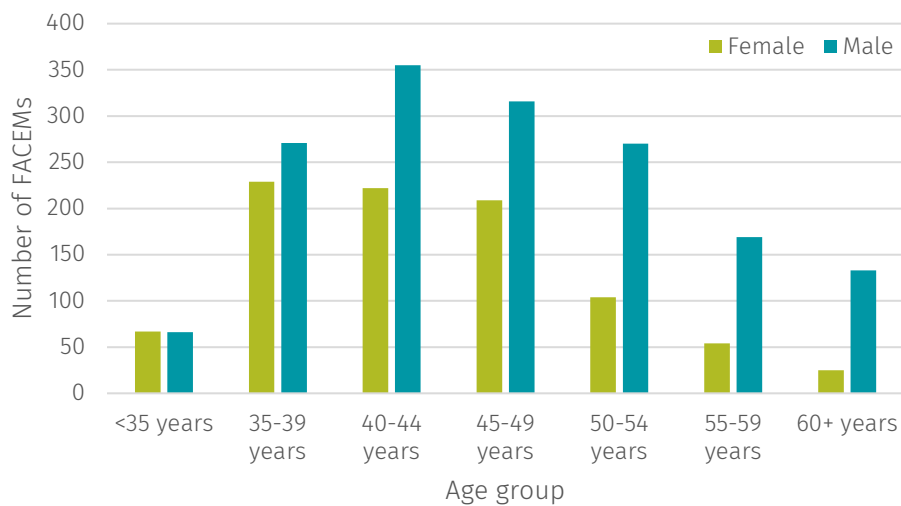
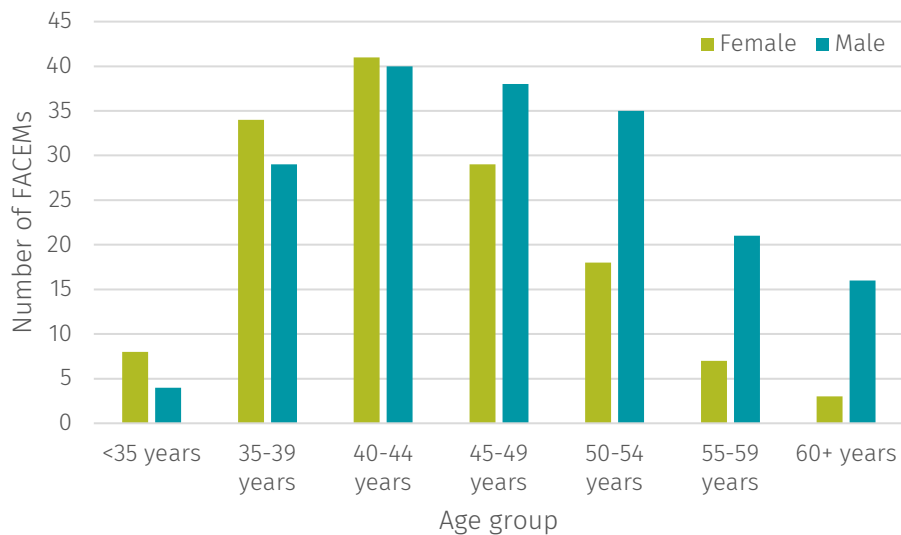


Figure 2 FACEMs in New Zealand, by age group and gender (n = 323)



4.1 New FACEMs

In 2019, 216 new FACEMs were elected to Fellowship, with 90% (195) completing the FACEM Training Program and the remainder (22) obtaining Fellowship via the Specialist International Medical Graduates (SIMG) pathway. Table 4 presents the 2019 new FACEMs by region, pathway and gender.

Table 4 Distribution of new FACEMs by region, pathway and gender

	FACEM Training Program			SIMG Pathway			Total	
	Female	Male	Total	Female	Male	Total	n	Female %
	n	n	n	n	n	n	n	%
Australia	81	90	171	1	12	13	184	44.6%
NSW	22	25	47	0	2	2	49	44.9%
VIC	17	21	38	0	1	1	39	43.6%
QLD	25	22	47	0	2	2	49	51.0%
WA	7	16	23	1	2	3	26	30.8%
SA	2	2	4	0	0	0	4	50.0%
TAS	2	2	4	0	2	2	6	33.3%
NT	3	2	5	0	3	3	8	37.5%
ACT	3	0	3	0	0	0	3	100.0%
New Zealand	12	11	23	4	4	8	31	51.6%
Overseas	0	1	1	0	1	1	2	0.0%
Total	93	102	195	5	17	22	217	45.2%

4.2 Workplace details of FACEMs

This section presents the workplace details of the 2687 FACEMs working in Australia and New Zealand with workplace details recorded. Of those, 2380 were working in Australia and 307 in New Zealand. There was no employment information provided for 132 FACEMs living in Australia or New Zealand, and an additional four FACEMs had incomplete workplace data, with these FACEMs excluded from analysis as appropriate.

Overall workplace profile

The percentage of FACEMs working at one site only was 55% (1486), a slight decrease from 56% in 2018. While the percentage of FACEMs working in two workplaces plateaued at 32% from 2018 to 2019, the percentage of FACEMs working at three or more sites increased slightly from 12% in 2018 to 13% in 2019. FACEMs working in New Zealand were much more likely to be working at one site only at 77%, compared with Australian based FACEMs at 53%.

Almost all FACEMs (99%) were working in a hospital setting at one or more workplace in both Australia (2353) and New Zealand (303). Of the FACEMs working at either a public or private hospital; 96% were working in an emergency department (ED); 2264 in Australia and 288 in New Zealand. Similarly, 96% of FACEMs working in a hospital were working in the public sector.

The majority (69%, 1830) of FACEMs working in a hospital were located in metropolitan areas only, 72% in Australia (1686) and 48% in New Zealand (144). Twenty-two percent (592) were working in regional locations only (447 in Australia; 145 in New Zealand) and 9% (227) were working in both metropolitan and regional areas across two or more workplaces.

A total of 72% (1925) of FACEMs were working full-time hours; 71% of FACEMs working in Australia and 73% of FACEMs working in New Zealand. A workplace summary of FACEMs in Australia and New Zealand is presented in Table 5 (over the page).

Table 5 Workplace summary of FACEMs working at one or more workplaces in Australia and New Zealand

	Australia		New Zealand		Total	
	n	%	n	%	n	%
Number with workplace details	2380		307		2687	
Number of workplaces						
One	1251	52.6%	235	76.5%	1486	55.3%
Two	783	32.9%	68	22.1%	851	31.7%
Three or more	346	14.5%	4	1.3%	350	13.0%
Workplace setting*	2377		306		2683	
Hospital only	2173	91.4%	292	95.4%	2465	91.9%
Non-hospital only	25	1.1%	4	1.3%	29	1.1%
Both hospital & non-hospital	179	7.5%	10	3.3%	189	7.0%
Working in a hospital at one or more workplaces**	2353		303		2656	
Working in an ED at any workplace	2264	96.2%	288	95.0%	2552	96.1%
Working in a public hospital at any workplace	2245	95.4%	303	100.0%	2548	95.9%
Metropolitan location only***	1686	71.8%	144	47.8%	1830	69.1%
Regional location only***	447	19.0%	145	48.2%	592	22.3%
Both metropolitan & regional locations***	215	9.2%	12	4.0%	227	8.6%
Hours per week across all workplaces	2380		307		2687	
Full-time hours	1700	71.4%	225	73.3%	1925	71.6%
Less than full-time hours	680	28.6%	82	26.7%	762	28.4%

Notes: *Excludes four FACEMs where we were unable to determine if one of the FACEMs workplaces was a hospital or not e.g., locum or health department. **Excludes two FACEMs where we were unable to determine if any of their workplaces were a hospital. ***Excludes seven FACEMs where we were unable to determine the remoteness of the workplace (five working in Australia and two in New Zealand).

Overall, 42% of females were working the equivalent of part-time hours, an increase from 39% in 2018; while the percentage of males working part-time has plateaued at 20% from 2018 to 2019. Figure 3 presents the employment status (full-time and part-time), by gender and age group for FACEMs working in Australia and New Zealand.

Figure 3 Employment status of FACEMs working in Australia and New Zealand, by age group and gender

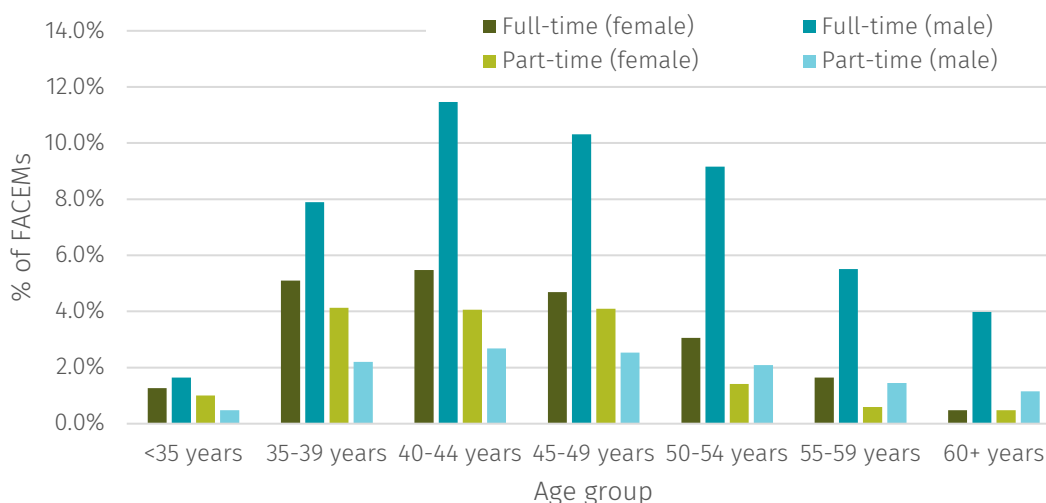


Table 6 presents for FACEMs working in an ED, the number and percentage working full-time or part-time across one or more ED, by region. The Tasmanian (49%) and Victorian (35%) ED FACEM workforce were more likely than the ED FACEM workforce in other jurisdictions to work part-time.

Table 6 Employment status of FACEMs working in Australia and New Zealand in an ED by region

Region	Full-time		Part-time	
	n	%	n	%
Australia	1626	71.8%	638	28.2%
NSW	465	74.4%	160	25.6%
VIC	365	64.9%	197	35.1%
QLD	410	74.7%	139	25.3%
WA	176	70.4%	74	29.6%
SA	112	83.6%	22	16.4%
TAS	27	50.9%	26	49.1%
NT	38	74.5%	13	25.5%
ACT	33	82.5%	7	17.5%
New Zealand	215	74.7%	73	25.3%
Total	1841	72.1%	711	27.9%

Notes: For FACEMs working across more than one region, the primary region was determined based on where they worked most of their hours, and where the hours were equal across two or more regions, it was based on their residential address. Excludes three FACEMs who worked in an ED with an undeterminable region (e.g., locum).

Of the FACEMs working at one or more ED, similar proportions were working full-time (72%) when comparing those working in metropolitan areas only and those in regional areas only (Table 7). A slightly higher proportion of FACEMs (78%) who were working across both metropolitan and regional EDs were working full-time hours.

Table 7 FACEMs working full-time across one or more ED, by remoteness of ED

Remoteness	Full-time		Part-time	
	n	%	n	%
Metropolitan only	1255	71.8%	493	28.2%
Regional or rural only	408	71.5%	163	28.5%
Both metropolitan and regional/ rural	173	76.5%	53	23.5%

Primary workplace profile

Complete primary workplace data was available for 2676, with a total of 93% (2477) of FACEMs working as emergency physicians in an ED at their primary workplace. In Australia, 91% (2159), and in New Zealand, 98% (298) of FACEMs' primary workplace was in the public sector. Table 8 displays the workplace sector and speciality role for the primary workplace of Australian and New Zealand FACEMs.

Table 8 Primary speciality role of FACEMs working in Australia and New Zealand, by sector and region

Region	Public Hospital					Private Hospital					Non-Hospital				Total N	
	ED		Other		Total n	ED		Other		Total n	Pre-hospital or retrieval		Other			Total n
	n	%	n	%		n	%	n	%		n	%	n	%		
Australia	2064	77.1%	95	3.6%	2159	131	4.9%	13	0.5%	144	50	1.9%	19	0.7%	69	2372
NSW	598	22.3%	22	0.8%	620	8	0.3%	1	0.0%	9	18	0.7%	1	0.0%	19	648
VIC	486	18.2%	21	0.8%	507	55	2.1%	4	0.1%	59	11	0.4%	2	0.1%	13	579
QLD	480	17.9%	16	0.6%	496	50	1.9%	4	0.1%	54	9	0.3%	10	0.4%	19	569
WA	233	8.7%	20	0.7%	253	9	0.3%	3	0.1%	12	5	0.2%	2	0.1%	7	272
SA	123	4.6%	4	0.1%	127	6	0.2%	1	0.0%	7	3	0.1%	2	0.1%	5	139
TAS	49	1.8%	5	0.2%	54	3	0.1%	0	0.0%	3	3	0.1%	0	0.0%	3	60
NT	56	2.1%	2	0.1%	58	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	58
ACT	39	1.5%	5	0.2%	44	0	0.0%	0	0.0%	0	1	0.0%	2	0.1%	3	47
New Zealand	282	10.5%	16	0.6%	298	0	0.0%	0	0.0%	0	2	0.1%	4	0.1%	6	304
Total	2346	87.7%	111	4.1%	2457	131	4.9%	13	0.5%	144	52	1.9%	23	0.9%	75	2676

Notes: ED = Emergency Department. Hospital 'Other' category includes (for example) ICU, anaesthetics, and medical administration. Non-Hospital 'Other' category includes (for example) research, academia and general practice.

More than half, 54% (163), of FACEMs in New Zealand were working in a regional or rural location at their primary workplace. Whereas only 23% (534) of FACEMs in Australia were working in a regional or rural location at their primary workplace. The distribution of FACEMs primary workplace by region and remoteness is presented in Table 9 and Figure 4.

Table 9 Primary workplace location of FACEMs working in Australia and New Zealand by region and remoteness

Region	Metropolitan n	Regional or Rural n	Total n	Regional or Rural %
Australia	1787	534	2321	23.0%
NSW	496	134	630	21.3%
VIC	501	68	569	12.0%
QLD	406	154	560	27.5%
WA	205	61	266	22.9%
SA	133	2	135	1.5%
TAS	0	57	57	100.0%
NT	0	58	58	100.0%
ACT	46	0	46	0.0%
New Zealand	151	150	301	49.8%
Total	1938	684	2622	26.1%

Notes: Excludes 56 FACEMs, 52 whose primary workplace was in pre-hospital or retrieval medicine and four where we were unable to determine the remoteness of their workplace.

Figure 4 Distribution of FACEMs' primary workplace, by region and remoteness (n = 2622)

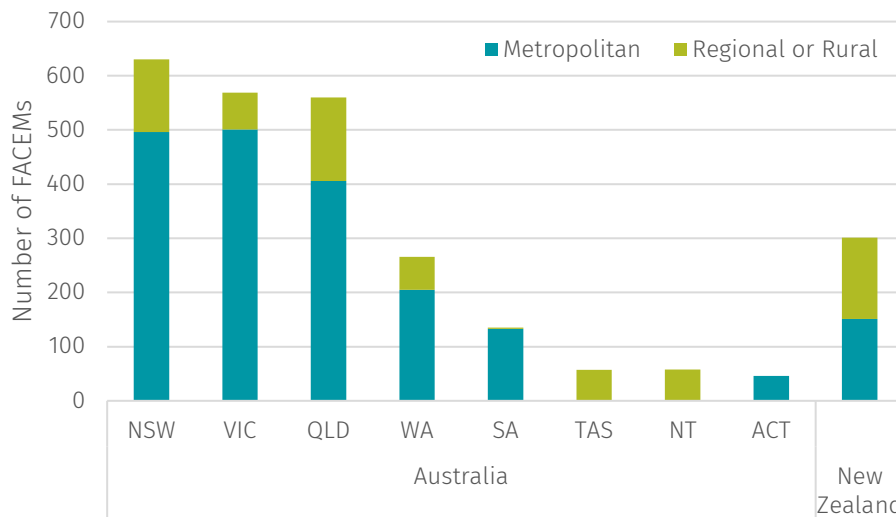


Table 10 presents data on FACEMs working in a hospital setting for their primary workplace, by remoteness and sector. A total of 71% of FACEMs in Australia, down slightly from 73% (1553) in 2018, and 51% of FACEMs in New Zealand, up from 49% (134) in 2018, were working in a metropolitan public hospital for their primary workplace.

Table 10 Primary workplace by remoteness and sector for FACEMs employed in Australia and New Zealand

Remoteness	Public Hospital		Private Hospital		Total
	n	%	n	%	n
Australia	2159	93.7%	144	6.3%	2303
Metropolitan	1635	71.0%	135	5.9%	1770
Rural or Regional	524	22.8%	9	0.4%	533
New Zealand	297	100.0%	0	0.0%	297
Metropolitan	150	50.5%	0	0.0%	151
Rural or Regional	147	49.5%	0	0.0%	150
Total	2456	94.5%	144	5.5%	2600

Notes: Excludes 56 FACEMs, 52 whose primary workplace was in pre-hospital or retrieval medicine and four where we were unable to determine the remoteness of their workplace.

4.3 FACEM trends

Over the period 2008 to 2019, there was an average of 153 new FACEMs per annum; 137 per annum in Australia and 19 per annum in New Zealand. For the same period, the average attrition from the speciality was 12.9 FACEMs per annum overall (2008-2019); 8.3 in Australia, 2.0 per annum in New Zealand and a smaller proportion living overseas. Figure 5 shows the annual number of FACEMs in Australia and New Zealand for the period 2008 to 2019.

Figure 5 Annual number of FACEMs in Australia and New Zealand 2008-2019

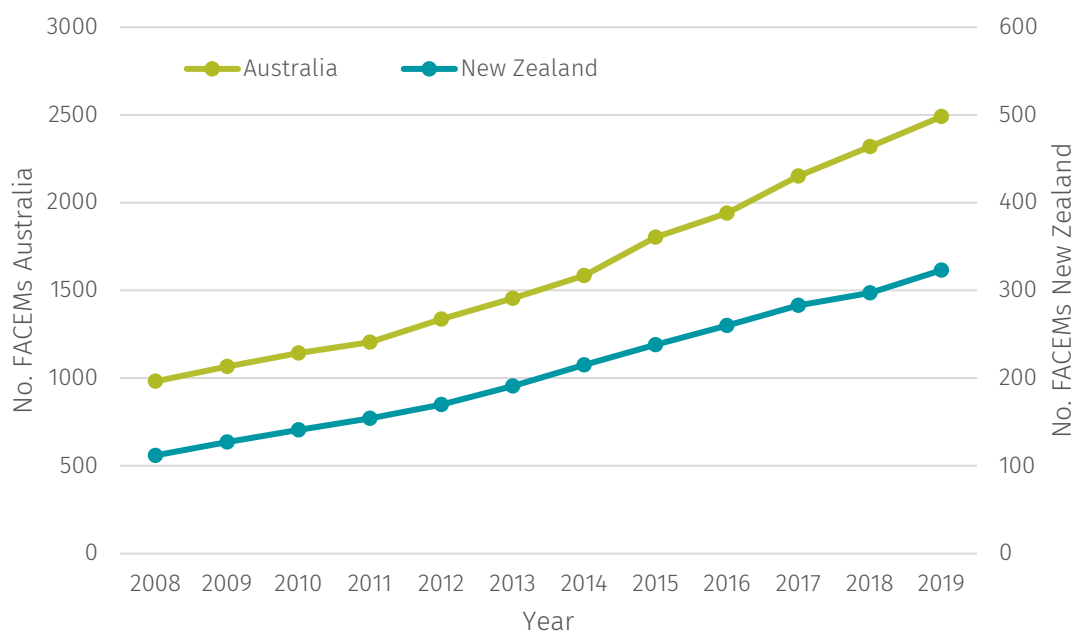


Table 11 presents a summary of trends relating to the demographic characteristics of FACEMs, intake and attrition for the period 2011 to 2019. The proportion of female FACEMs has risen steadily over the past nine years from 31% in 2011 to 37% in 2019, while the average age of FACEMs has remained at between 45 and 46 years. In 2017 the College saw the largest number of new FACEMs elected at 290, however, the number of new FACEMs elected in 2018 dropped to 229 and dropped again in 2019 to 217. Over half (54%) of the new FACEMs elected in 2019 were IMGs, having gained their primary medical degree from overseas.

Table 11 FACEM trends for the period 2011-2019

	2011	2012	2013	2014	2015	2016	2017	2018	2019	% change 2018-2019	% change 2011-2019
All FACEMs	1413	1562	1705	1859	2101	2252	2524	2724	2921	7%	107%
% Female	29.6%	30.9%	31.9%	33.1%	33.6%	34.8%	36.2%	36.5%	37.2%	2%	26%
Average age	44.7	45.5	45.7	46.3	45.4	45.6	45.4	46.0	46.3	1%	3%
% 55+ years of age	9.5%	10.4%	11.2%	13.8%	13.6%	14.3%	14.4%	14.6%	15.4%	5%	62%
% Working PT	ND	ND	ND	25.0%	27.0%	26.0%	27.4%	26.4%	28.0%	6%	ND
% Rural-Regional	ND	ND	ND	20.2%	22.0%	24.4%	25.8%	29.6%	31.0%	5%	ND
% Working 2+ workplaces	ND	ND	ND	23.6%	28.3%	32.8%	37.4%	41.4%	40.3%	-3%	ND
New FACEMs	96	152	144	164	249	181	290	229	217	-6%	126%
% Female	31.3%	45.4%	39.6%	45.7%	35.7%	47.5%	46.2%	38.0%	45.2%	16%	44%
% IMG	50.5%	58.0%	50.0%	45.9%	54.5%	47.6%	56.9%	52.0%	53.5%	3%	6%
Average age at election	36.6	37.4	37.6	37.4	37.5	37.6	37.5	37.0	37.0	0%	1%
% SIMG pathway	9.4%	14.5%	23.6%	17.7%	10.8%	9.4%	10.3%	10.0%	10.1%	1%	8%
FACEM withdrawals/ retirees	7	2	2	10	7	30	22	39	30	-30%	329%

Notes: PT = Part-time hours. % Rural-Regional = working in a rural-regional area for any workplace. IMG = International Medical Graduate. SIMG = Specialist International Medical Graduate. Prior to 2012, there was substantial missing demographic and training-related data for members, and issues exist with the reliability of some of the existing data.

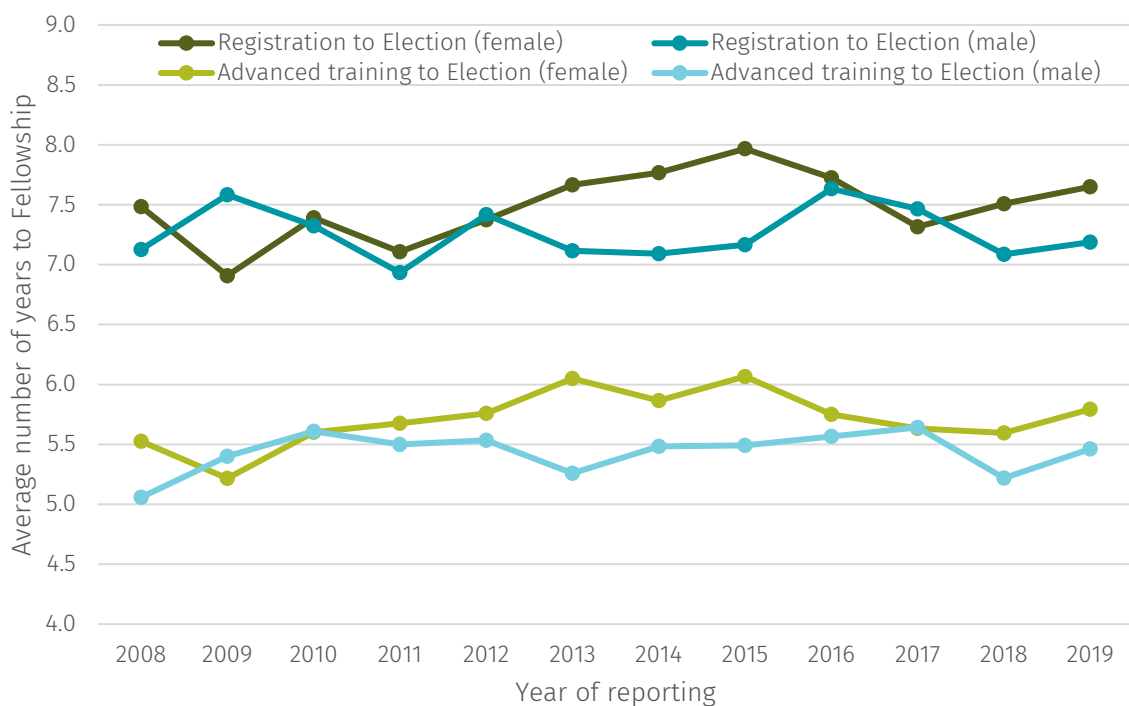
Over the period 2008 to 2019, new FACEMs who came through the FACEM Training Program took an average of 7.4 years from ACEM registration, and 5.6 years from commencing advanced training to complete all training requirements and be elected to Fellowship (Table 12).

Table 12 Average time (years) for new FACEMs to achieve Fellowship, 2008 to 2019

Year	Total	ACEM registration to election			Advanced training commencement to election		
	n	Average	Min	Max	Average	Min	Max
2008	102	7.3	1.9	12.7	5.3	4.0	8.0
2009	97	7.3	4.5	13.7	5.3	3.6	8.6
2010	74	7.4	4.8	14.4	5.6	3.8	9.6
2011	87	7.0	2.7	13.5	5.6	3.8	11.0
2012	130	7.4	1.9	18.7	5.6	1.9	11.9
2013	110	7.4	4.7	16.7	5.6	3.7	10.8
2014	135	7.4	2.5	24.3	5.7	2.5	22.2
2015	222	7.5	1.6	18.5	5.7	1.5	13.0
2016	164	7.7	4.9	18.6	5.7	4.1	12.8
2017	260	7.4	4.4	18.3	5.6	3.3	14.9
2018	206	7.3	4.7	17.1	5.4	3.7	16.1
2019	195	7.4	1.6	18.0	5.6	1.6	11.7
Total	1782	7.4	1.6	24.3	5.6	1.5	22.2

Females took slightly longer on average to complete training in 2018 and 2019, while the time spent to complete training was more comparable in 2016 and 2017 (Figure 6).

Figure 6 Average time (years) for new FACEMs to achieve Fellowship by gender, 2008 to 2019



5. FACEM trainees

5.1 Demographic characteristics of FACEM trainees

There were a total of 2310 trainees enrolled in the FACEM Training Program at the end of 2019, including 1800 advanced trainees and 510 provisional trainees. A total of 298 trainees joined the FACEM Training Program in 2019, with 192 withdrawing from the program (including 90 advanced trainees). In 2019 the number of FACEM trainees in Australia who self-identified as Aboriginal was ten (0.5%), with two (0.1%) self-identifying as Torres Strait Islander. A higher percentage of FACEM trainees in New Zealand (3.6%, $n = 9$) self-identified as Māori. Less than half (39%) of all trainees obtained their primary medical degree from overseas (as IMGs).

For both advanced and provisional trainees, 49% (878 and 243 respectively) were female, with the number of trainees by region and gender presented in Table 13.

Table 13 Distribution of FACEM trainees by region and gender

Region	Advanced Trainees			Provisional Trainees			Total		
	Female n	Male n	Total n	Female n	Male n	Total n	n	%	Female %
Australia	782	843	1625	207	219	426	2052	88.8%	48.2%
NSW	236	238	474	64	64	128	602	26.1%	49.8%
VIC	180	186	366	42	52	94	460	19.9%	48.3%
QLD	198	245	443	54	69	123	567	24.5%	44.4%
WA	84	90	174	21	16	37	211	9.1%	49.8%
SA	32	48	80	13	5	18	98	4.2%	45.9%
TAS	16	10	26	5	4	9	35	1.5%	60.0%
NT	23	14	37	4	6	10	47	2.0%	57.4%
ACT	13	12	25	4	3	7	32	1.4%	53.1%
New Zealand	90	75	165	36	47	83	248	10.7%	50.8%
Overseas	6	3	9	0	1	1	10	0.4%	60.0%
Total	878	921	1799	243	267	510	2310	100.0%	48.5%

Notes: One trainee from the FACEM Training Program had an unspecified gender and is excluded from the advanced and provisional trainee breakdown.

Table 14 presents the distribution of trainees by region, age group and gender. The majority of trainees, 86.5% (1997/2310), were aged less than 40 years.

Table 14 FACEM trainees by region, age and gender

Region	<30 years			30-34 years			35-39 years			40-44 years			45-49 years			50+ years		
	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)
Australia	7.9%	8.0%	16.0% (328)	23.5%	23.0%	46.5% (954)	11.7%	12.0%	23.6% (485)	3.7%	5.7%	9.4% (192)	1.0%	2.5%	3.5% (71.0)	0.4%	0.6%	1.0% (21.0)
NSW	7.3%	8.5%	15.8% (95)	26.2%	20.9%	47.2% (284)	12.1%	12.6%	24.8% (149)	3.2%	5.0%	8.1% (49)	0.8%	2.3%	3.2% (19)	0.2%	0.8%	1.0% (6)
VIC	6.5%	7.2%	13.7% (63)	25.0%	23.0%	48.0% (221)	11.7%	12.2%	23.9% (110)	4.3%	5.4%	9.8% (45)	0.7%	3.3%	3.9% (18)	0.0%	0.7%	0.7% (3)
QLD	11.0%	9.4%	20.3% (115)	18.7%	25.6%	44.3% (251)	9.7%	11.1%	20.8% (118)	3.4%	6.7%	10.1% (57)	1.2%	1.9%	3.2% (18)	0.5%	0.7%	1.2% (7)
WA	8.1%	9.0%	17.1% (36)	24.2%	21.8%	46.0% (97)	12.3%	12.3%	24.6% (52)	3.3%	3.3%	6.6% (14)	0.9%	3.8%	4.7% (10)	0.9%	0.0%	0.9% (2)
SA	6.1%	3.1%	9.2% (9)	19.4%	28.6%	48.0% (47)	14.3%	11.2%	25.5% (25)	4.1%	11.2%	15.3% (15)	0.0%	0.0%	0.0% (0)	2.0%	0.0%	2.0% (2)
TAS	5.7%	0.0%	5.7% (2)	20.0%	11.4%	31.4% (11)	17.1%	20.0%	37.1% (13)	11.4%	8.6%	20.0% (7)	5.7%	0.0%	5.7% (2)	0.0%	0.0%	0.0% (0)
NT	4.3%	8.5%	12.8% (6)	38.3%	19.1%	57.4% (27)	10.6%	6.4%	17.0% (8)	2.1%	6.4%	8.5% (4)	0.0%	2.1%	2.1% (1)	2.1%	0.0%	2.1% (1)
ACT	0.0%	6.3%	6.3% (2)	28.1%	21.9%	50.0% (16)	18.8%	12.5%	31.3% (10)	3.1%	0.0%	3.1% (1)	3.1%	6.3%	9.4% (3)	0.0%	0.0%	0.0% (0)
New Zealand	11.7%	14.1%	25.8% (64)	25.4%	19.0%	44.4% (110)	9.3%	9.3%	18.5% (46)	2.0%	4.8%	6.9% (17)	2.0%	1.2%	3.2% (8)	0.4%	0.8%	1.2% (3)
Overseas	10.0%	10.0%	20.0% (2)	50.0%	30.0%	80.0% (8)	0.0%	0.0%	0.0% (0)	0.0%	0.0%	0.0% (0)	0.0%	0.0%	0.0% (0)	0.0%	0.0%	0.0% (0)
Total	8.4%	8.7%	17.1% (394)	23.9%	22.6%	46.4% (1072)	11.3%	11.7%	23.0% (531)	3.5%	5.6%	9.1% (209)	1.1%	2.3%	3.4% (79)	0.4%	0.6%	1.0% (24)

Notes: F = Female. M = Male. Excludes one trainee from the FACEM Training Program who had an unspecified gender.

The average age of trainees was 34.4 and on average, female trainees in Australia and New Zealand were slightly younger than male trainees (Table 15).

Table 15 Average age of FACEM trainees by country and gender

Region	Average age of FACEM trainees		
	Female	Male	Total
Australia	34.1	34.9	34.5
New Zealand	33.4	34.0	33.7
Overseas	31.8	31.8	31.8
Total	34.0	34.8	34.4

Notes: One trainee from the FACEM Training Program had an unspecified gender and is excluded from the gender breakdown.

Figure 7 and Figure 8 display the distribution of trainees in Australia and New Zealand respectively, by age group and gender.

Figure 7 FACEM trainees in Australia, by age group and gender

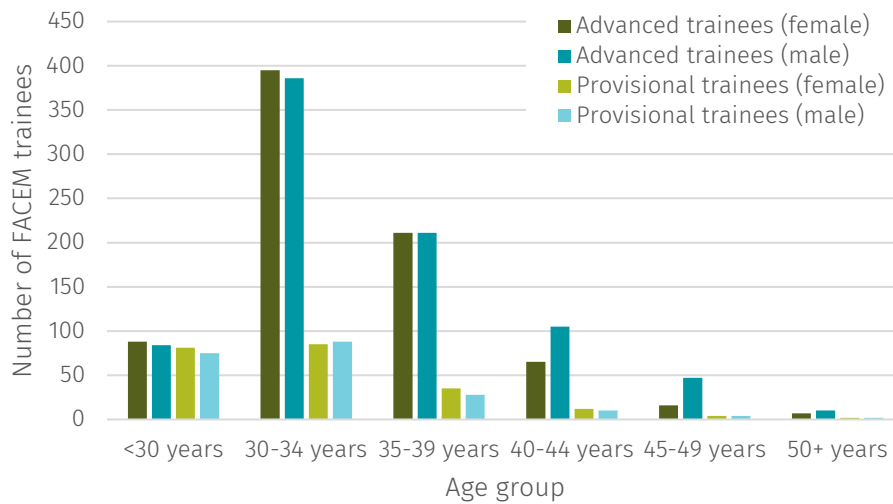
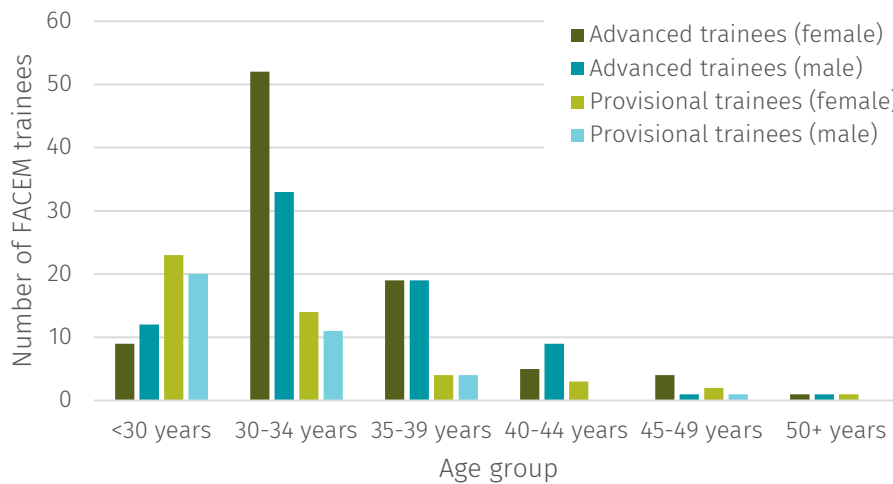


Figure 8 FACEM trainees in New Zealand, by age group and gender



5.2 FACEM trainee placement details

This section presents the placement details of all FACEM trainees, based on their placement as at 31 December 2019. Of the 2310 FACEM trainees, 266 were on a break in training, including 159 (6.9%) females and 107 (4.6%) males, and a further 21 had no placement details recorded, with all excluded from further analysis. Five trainees were working overseas, leaving 2018 trainees undertaking a placement in Australia or New Zealand.

Only 18% (317) of trainees in Australia and 39% (210) in New Zealand were working in regional or rural localities at their placement workplace. The breakdown of location of the placement workplace by region and remoteness is presented in Table 16 and Figure 9, and excludes 30 FACEM trainees working in a non-hospital pre-hospital or retrieval medicine placement with no fixed workplace address (e.g. Ambulance Victoria).

Table 16 Workplace location of FACEM trainees working in Australia and New Zealand by region and remoteness

Region	Metropolitan n	Regional or Rural n	Total n	Regional or Rural %
Australia	1461	317	1778	17.7%
NSW	461	68	529	12.9%
VIC	353	31	384	8.1%
QLD	394	108	502	21.5%
WA	147	34	181	18.8%
SA	83	0	83	0.0%
TAS	0	25	25	100.0%
NT	0	51	51	100.0%
ACT	23	0	23	0.0%
New Zealand	129	81	210	38.6%
Total	1590	398	1988	20.0%

Notes: Excludes 30 FACEM trainees working in pre-hospital or retrieval medicine.

Figure 9 Distribution of FACEM trainees' workplace, by region and remoteness (n = 1988)

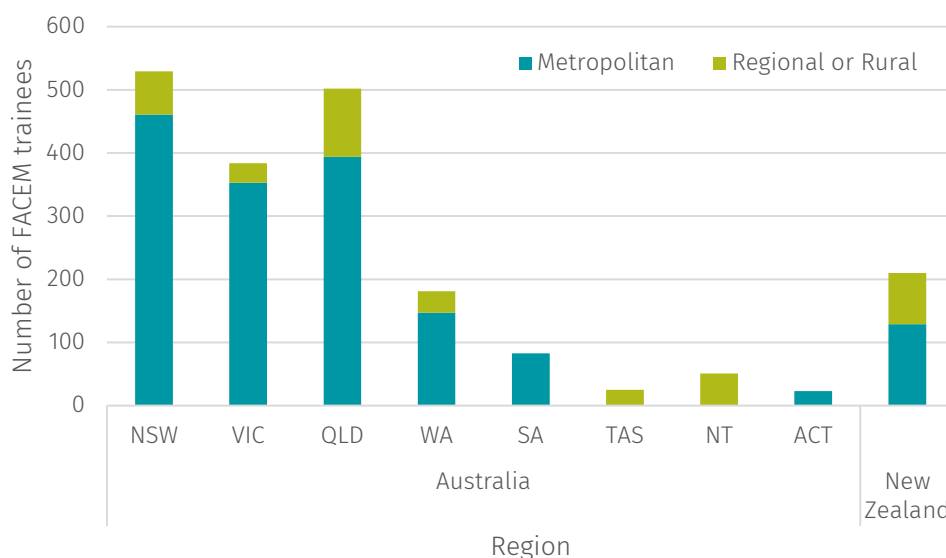
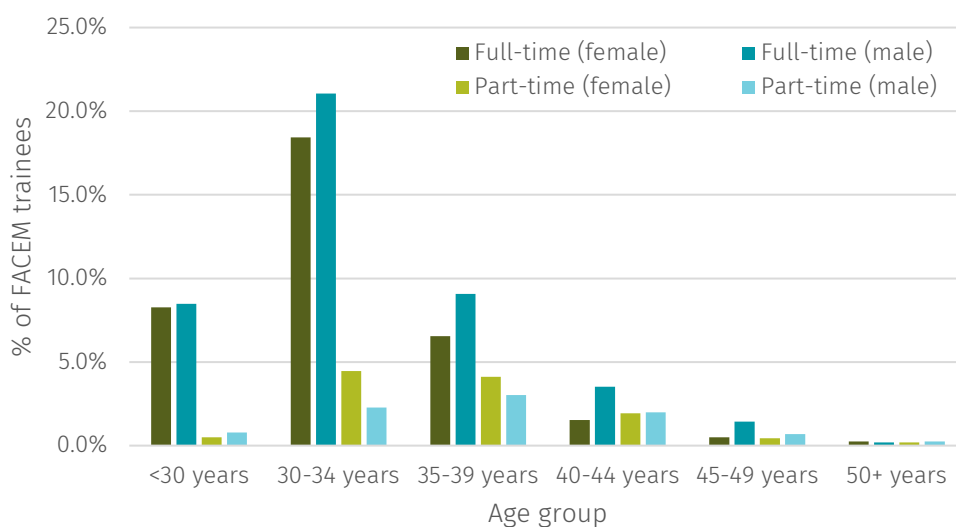


Figure 10 presents the employment status of trainees by gender and age group for those working in Australia and New Zealand. The majority of FACEM trainees who were in a placement in Australia or New Zealand were working full-time, 79% (1601/2018). A total of 16 trainees were undertaking two

part-time placements, with six of these trainees completing both placements at the same hospital, with one placement in an ED and one in a different discipline.

Figure 10 Employment status of FACEM trainees in Australia and New Zealand, by gender and age group (n = 2017)



For trainees working in a hospital in Australia or New Zealand, the majority were working in a public hospital in a metropolitan location (Table 17).

Table 17 Primary training placement by remoteness and sector for FACEM trainees working in a hospital setting in Australia or New Zealand

Remoteness	Public Hospital		Private Hospital		Total
	n	%	n	%	n
Australia	1714	97.4%	45	2.6%	1759
Metropolitan	1415	80.4%	39	2.2%	1454
Rural or Regional	299	17.0%	6	0.3%	305
New Zealand	209	100.0%	0	0.0%	209
Metropolitan	129	61.7%	0	0.0%	129
Rural or Regional	80	38.3%	0	0.0%	80
Total	1923	97.7%	45	2.3%	1968

Table 18 displays the primary workplace profile of trainees, including region, sector (public, private or non-hospital) and discipline. Not surprisingly, the majority of trainees (1348, 67%) were working in an ED in a public hospital.

Table 18 Primary training placement discipline of all FACEM trainees in Australia and New Zealand, by sector and region

Region	Public Hospital									Private Hospital				Non-Hospital				Total		
	ED		CC		Pre-hospital or retrieval		Other		Total	ED		CC		Total	Pre-hospital or retrieval		Other		Total	n
	n	%	n	%	n	%	n	%	n	n	%	n	%	n	n	%	n	%	n	n
Australia	1193	66.0%	275	15.2%	9	0.5%	237	13.1%	1714	34	1.9%	10	0.6%	44	27	1.5%	22	1.2%	49	1808
NSW	365	20.2%	83	4.6%	5	0.3%	64	3.5%	517	2	0.1%	1	0.1%	3	3	0.2%	8	0.4%	11	532
VIC	258	14.3%	55	3.0%	0	0.0%	48	2.7%	361	16	0.9%	6	0.3%	22	2	0.1%	1	0.1%	3	386
QLD	324	17.9%	79	4.4%	0	0.0%	83	4.6%	486	10	0.6%	2	0.1%	12	12	0.7%	4	0.2%	16	514
WA	118	6.5%	28	1.5%	0	0.0%	21	1.2%	167	6	0.3%	1	0.1%	7	2	0.1%	7	0.4%	9	183
SA	54	3.0%	14	0.8%	0	0.0%	15	0.8%	83	0	0.0%	0	0.0%	0	2	0.1%	0	0.0%	2	85
TAS	19	1.1%	4	0.2%	0	0.0%	2	0.1%	25	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	25
NT	34	1.9%	9	0.5%	4	0.2%	2	0.1%	49	0	0.0%	0	0.0%	0	6	0.3%	2	0.1%	8	57
ACT	21	1.2%	3	0.2%	0	0.0%	2	0.1%	26	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	26
New Zealand	155	73.8%	32	15.2%	2	1.0%	20	9.5%	209	0	0.0%	0	0.0%	0	0	0.0%	1	0.5%	1	210
Total	1348	66.8%	307	15.2%	11	0.5%	257	12.7%	1923	34	1.7%	10	0.5%	44	27	1.3%	23	1.1%	50	2018

Notes: ED = Emergency medicine in an emergency department. CC = Critical care medicine i.e., ICU or anaesthetics. Other in a hospital includes, for example, toxicology and general medicine. Other in a non-hospital setting includes, for example, general practice and research.

5.3 FACEM trainee trends

Table 19 presents the trainee trends over the period 2011 to 2019, including the number of trainees, the number of new and withdrawing trainees and the proportion who were female. Over the period 2011 to 2019, there has been a small but steady increase in the proportion of female trainees, increasing from 41% in 2011 to 49% in 2019. The lowest trainee intake was observed in 2018, however intake increased 108% from 2018 to 2019.

Table 19 FACEM trainee trends for the period 2011-2019

	2011	2012	2013	2014	2015	2016	2017	2018	2019	% change 2018-2019	% change 2011-2019
All FACEM trainees	1973	2078	2272	2299	2320	2348	2552	2397	2310	-3.6%	17.1%
% Female	41%	42%	43%	44%	46%	47%	47%	48%	49%	1.4%	18.4%
% IMGs	58%	57%	58%	54%	50%	48%	48%	40%	39%	-1.3%	-32.1%
Advanced trainees	1213	1347	1397	1596	1572	1662	1649	1801	1800	-0.1%	48.4%
% Rural-Regional	ND	ND	ND	ND	16%	17%	19%	20%	19%	-1.5%	NA
New FACEM trainees	305	282	482	306	389	369	659	143	298	108.4%	-2.3%
% Female	48%	44%	43%	49%	52%	48%	45%	45%	49%	8.7%	1.4%
% IMG	54%	58%	58%	33%	32%	62%	40%	15%	32%	107.2%	-41.0%
Advanced trainee withdrawals	31	32	50	57	50	72	87	72	90	25.0%	190.3%

Notes: IMG = International medical graduate. Prior to 2012, there was substantial missing demographic and training-related data for members, and issues exist with the reliability of some of the existing data.

The annual number of all trainees and advanced trainees in Australia (Figure 11) and New Zealand (Figure 12) for the period 2008 to 2019 is presented below.

Figure 11 Comparison of all FACEM trainees and advanced trainees in Australia from 2008 to 2019

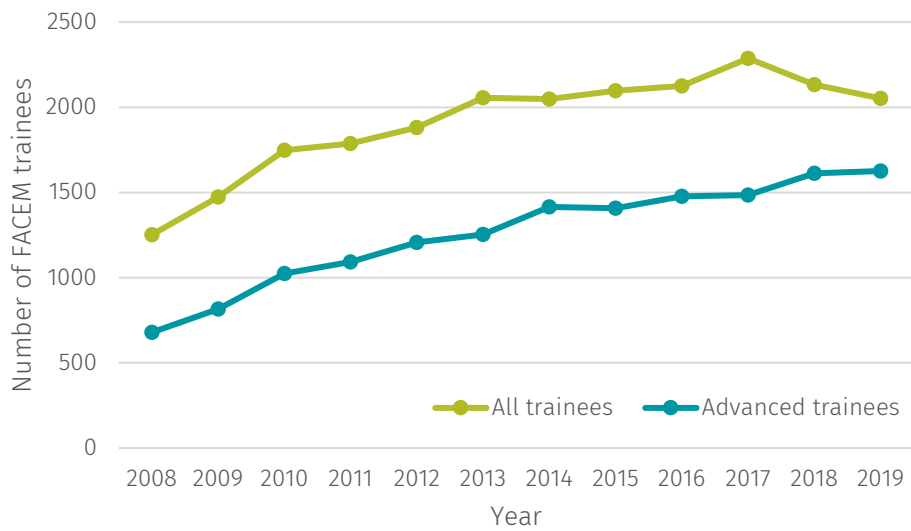
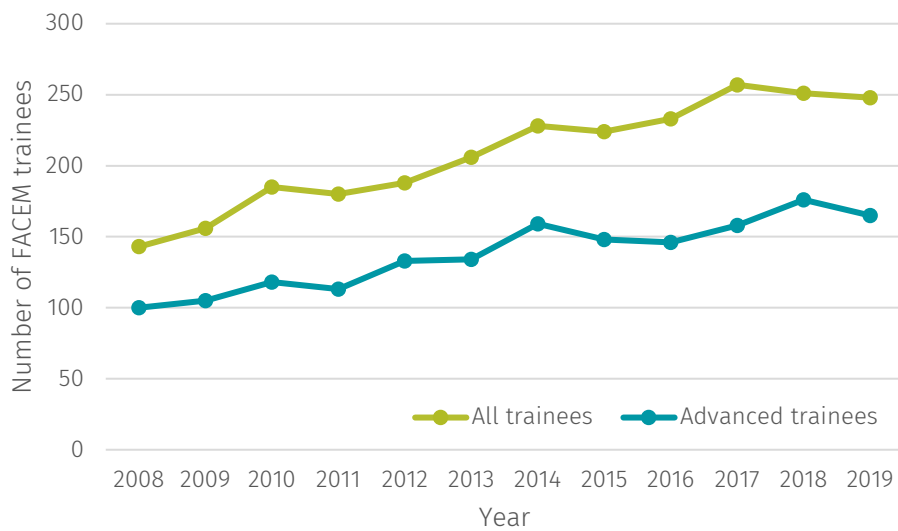


Figure 12 Comparison of all FACEM trainees and advanced trainees in New Zealand from 2008 to 2019



6. Emergency medicine service delivery

The following section presents data for FACEMs and advanced trainees with workplace details, including their ratios per population by region (Table 20) and remoteness (Table 21). The Northern Territory had the largest number of FACEMs per population, while New Zealand had the smallest number of FACEMs per population, which is consistent with the findings from 2018 (Australasian College for Emergency Medicine, 2019).

Table 20 FACEMs and advanced trainees per population, by region

Region	FACEMs*		Advanced FACEM trainees**		Population '000 ^{1,2}	FPR	FACEMs	FTPR	FACEMs + advanced FACEM trainees
	n	%	n	%	n	ratio	n (per 100,000)	ratio	n (per 100,000)
Australia	2377	88.6%	1439	91.4%	25,459.5	1:10711	9.3	1:6672	15.0
NSW	646	24.1%	419	26.6%	8,118.0	1:12567	8.0	1:7623	13.1
VIC	585	21.8%	308	19.6%	6,629.9	1:11333	8.8	1:7424	13.5
QLD	576	21.5%	410	26.0%	5,115.5	1:8881	11.3	1:5188	19.3
WA	272	10.1%	151	9.6%	2,630.6	1:9671	10.3	1:6219	16.1
SA	140	5.2%	70	4.4%	1,756.5	1:12546	8.0	1:8364	12.0
TAS	59	2.2%	18	1.1%	535.5	1:9076	11.0	1:6955	14.4
NT	53	2.0%	44	2.8%	245.6	1:4633	21.6	1:2532	39.5
ACT	46	1.7%	19	1.2%	428.1	1:9306	10.7	1:6586	15.2
New Zealand	307	11.4%	136	8.6%	4,966.6	1:16178	6.2	1:11211	8.9

Notes: * FACEMs in Australia and New Zealand with available workplace details, excluding locums ($n = 2682$). ** FACEM trainees in Australia and New Zealand with available placement details ($n = 1575$). FPR = FACEM to population ratio. FTPR = FACEM and advanced FACEM trainee to population ratio. Population data sources: ¹Australian demographic tables (Australian Bureau of Statistics, 2020). ²New Zealand national population estimates, as at 31 Dec 2019 (Statistics New Zealand, 2020).

Table 21 shows that regional areas in New Zealand have the lowest number of FACEMs and advanced FACEM trainees per population (8.6 per 100,000), much lower than metropolitan areas in New Zealand and both metropolitan and regional areas in Australia.

Table 21 FACEMs and advanced trainees per population, by remoteness

Remoteness	FACEMs*		Advanced FACEM trainees**		Population ^{1,2}		FPR	FACEMs	FTPR	FACEMs + advanced FACEM trainees
	n	%	n	%	n ('000)	%	ratio	n (per 100,000)	ratio	n (per 100,000)
Australia										
Metropolitan	1787	77.0%	1461	82.2%	18320.4	72.2%	1 : 10252	9.8	1 : 5641	17.7
Regional	534	23.0%	317	17.8%	7045.2	27.8%	1 : 13193	7.6	1 : 8279	12.1
New Zealand										
Metropolitan	151	50.2%	129	61.4%	2238.7	45.5%	1 : 14826	6.7	1 : 7995	12.5
Regional	150	49.8%	81	38.6%	2678.3	54.5%	1 : 17855	5.6	1 : 11594	8.6

Notes: * Active FACEMs working in Australia and New Zealand, with primary workplace data (n = 2622). ** Advanced FACEM trainees in Australia and New Zealand with available placement details (n = 1988). FPR = FACEM to population ratio. FTPR = FACEM and advanced FACEM trainee to population ratio. Population data sources: ¹Australian regional and population growth tables (Australian Bureau of Statistics, 2020), excludes Jervis Bay Territory, Christmas Island and the Cocos Islands. ²New Zealand subnational population estimates tables, as at 30 Jun 2019 (Statistics New Zealand, 2019).

There has been a steady increase in the number of FACEMs and advanced trainees per population in Australia and New Zealand over the past ten years (Table 22). In 2010 there were 4.8 FACEMs per 100,000 population across Australia and New Zealand, which increased to 8.8 in 2019.

Table 22 FACEM and advanced trainees per population 100,000, by region and year

Year	Australia		New Zealand		Total	
	FACEMs	FACEMs + advanced FACEM trainees	FACEMs	FACEMs + advanced FACEM trainees	FACEMs	FACEMs + advanced FACEM trainees
2010	5.1	9.7	3.2	5.9	4.8	9.1
2011	5.3	10.0	3.4	6.1	5	9.4
2012	5.9	11.2	3.8	6.8	5.6	10.5
2013	6.3	11.7	4.2	7.2	5.9	11.0
2014	6.8	12.8	4.6	8.2	6.5	12.1
2015	7.3	13.0	4.8	7.8	6.9	12.2
2016	7.8	13.2	5.1	8.2	7.3	12.4
2017	8.2	16.4	5.5	9.9	7.7	15.4
2018	8.8	15.2	5.7	9.3	8.3	14.3
2019	9.3	15.0	6.2	8.9	8.8	14.0

Notes: FACEMs (n = 2682) and FACEM trainees (n = 1575) in Australia and New Zealand with available workplace or placement details, excluding locums and those FACEM trainees working in pre-hospital or retrieval medicine.

7. What the data means

This report provides a detailed analysis of the emergency medicine specialist and FACEM trainee workforce in 2019, with comparisons from 2008 to 2019. ACEM has seen an increase in the number of FACEMs coming through the program since 2008, with 2921 active FACEMs at the end of 2019. While the proportion of female FACEMs has risen steadily over the past nine years from 31% in 2011 to 37% in 2019 we still have a long way to go to achieving gender parity in our EM Specialist workforce.

An increase in the number of trainees enrolled in the FACEM Training Program was observed between 2011 and 2017, before decreasing significantly in 2018 and decreasing again in 2019. This presumably coincided with the introduction of the trainee selection process and a moratorium on trainee intake from the end of 2017 and it will be interesting to monitor trainee intake in the future.

These findings will be used to inform planning and policies on FACEM trainee intake and workforce distribution across Australia and New Zealand.

8. References

- Australasian College for Emergency Medicine. (2019, August). *FACEM and Trainee Demographic and Workforce Report*. Melbourne. Retrieved from <https://acem.org.au/getmedia/9862da1d-4968-49e9-8b3c-5387eff46223/2018-FACEM-and-Trainee-Demographic-and-Workforce-Report>
- Australian Bureau of Statistics. (2016). *Health Workforce Locator*. Retrieved from Australian Government Department of Health: <https://www.health.gov.au/resources/apps-and-tools/health-workforce-locator/health-workforce-locator>
- Australian Bureau of Statistics. (2020, March 16). 3101.0 - Australian Demographic Statistics. Australian Demographic Statistics Tables (Table 3). Retrieved May 22, 2020, from <https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/3101.0Sep%202019?OpenDocument>
- Australian Bureau of Statistics. (2020, March 25). 3218.0 Regional Population Growth, Australia. Population Estimates by Remoteness Area, 2009 to 2019 (Table 1). Retrieved from <https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/3218.02018-19?OpenDocument>
- Statistics New Zealand. (2019, June 30). Subnational population estimates: At 30 June 2019 (provisional) (Table 2). Retrieved from <https://www.stats.govt.nz/information-releases/subnational-population-estimates-at-30-june-2019-provisional>
- Statistics New Zealand. (2020, May 18). *Historical population estimates. Historical population estimates - tables (Table1)*. Retrieved from <http://archive.stats.govt.nz/~media/Statistics/browse-categories/population/estimates-projections/national-pop-estimates/historical-pop-estimates.xlsx>

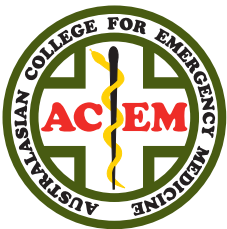
9. Suggested citation

Australian College for Emergency Medicine (2020). FACEM and FACEM Trainee Demographic and Workforce 2019 Report. ACEM Report: Melbourne.

10. Contact for further information

Ms Katie Moore

Research Manager
ACEM Research Unit, Policy and Strategic Partnerships
Australasian College for Emergency Medicine
34 Jeffcott Street, West Melbourne, VIC 3003, Australia
Telephone: +61 3 9320 0444



Australasian College for Emergency Medicine

34 Jeffcott Street
West Melbourne VIC 3003
Australia
+61 3 9320 0444
admin@acem.org.au

acem.org.au