

Australasian College for Emergency Medicine

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Report
November 2024

2023 FACEM and Trainee Demographic and Workforce Report



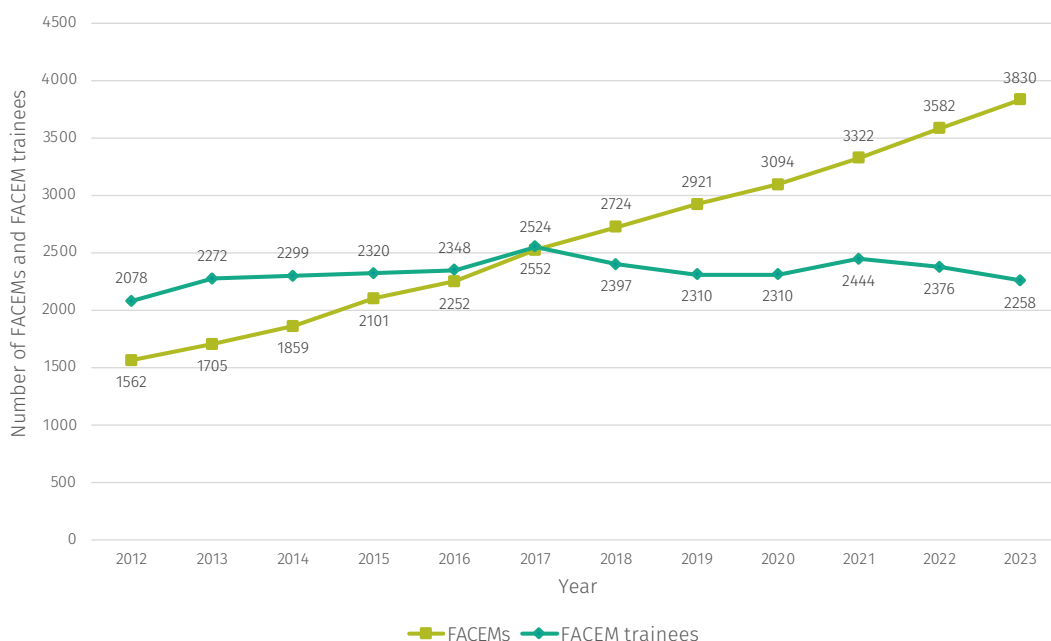
2023 FACEM and Trainee Demographic and Workforce Report

Key findings

The report presents the demographic and workforce profiles of Fellows of the Australasian College for Emergency Medicine (FACEMs) and FACEM trainees across Australia and Aotearoa New Zealand in 2023.

3,830	FACEMs	2,258	Trainees
40%	Female	52%	Female
45.7	years average age	34.1	years average age
44%	International medical graduates	35%	International medical graduates

Annual Number of FACEMs and FACEM Trainees



Trends observed between 2012-2023

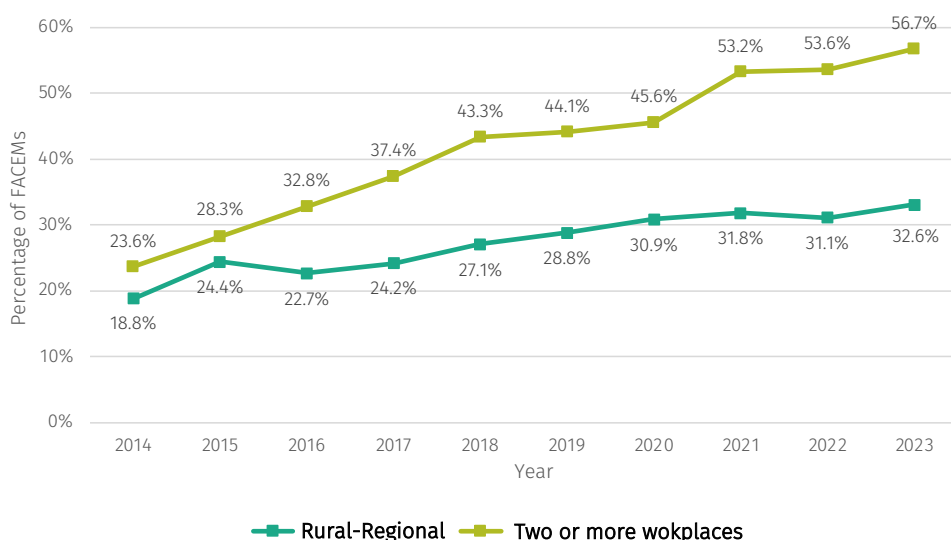
- There has been a steady increase in female FACEMs (31% to 40%) and FACEM trainees (42% to 52%)
- There has been a decrease in the proportion of International Medical Graduates (IMGs) among new FACEMs (from 58% to 44%) and FACEM trainees (from 57% to 35%)



2023 FACEM and Trainee Demographic and Workforce Report

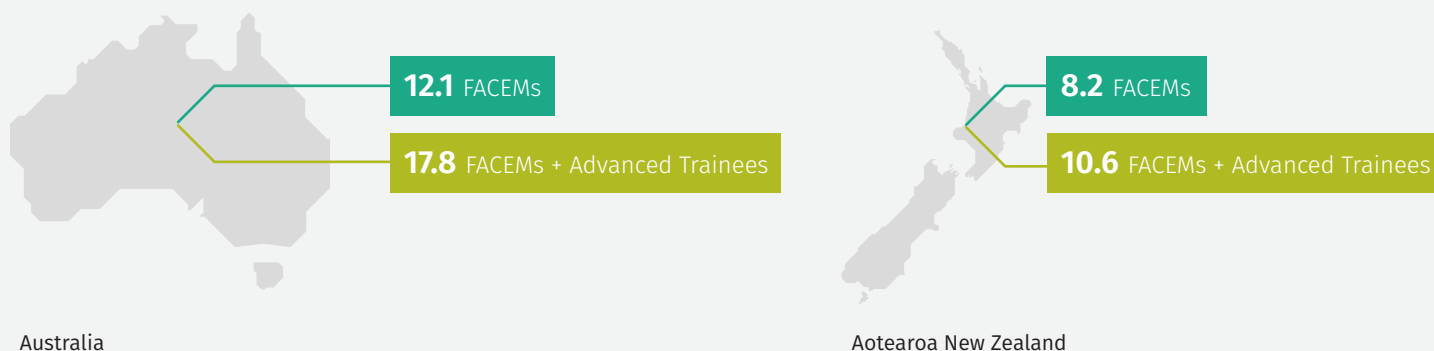
3,830	FACEMs	2,258	Trainees
Working full-time across all workplaces			
68%	Female	71%	Female
82%	Male	78%	Male

Trends in FACEM workplace profiles



From 2014-2023, there has been a **73%** increase in the percentage of FACEMs working at regional or rural locations across all workplaces, while the proportion of those working at two or more workplaces has more than **doubled** during the same period.

FACEMs and Advanced Trainees per 100,000 population



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1. Executive Summary

This report presents the demographic and workforce profiles of Fellows of the Australasian College for Emergency Medicine (FACEMs) and FACEM trainees in 2023. Data was obtained from the ACEM member database to provide insights into the emergency medicine (EM) workforce in Australia and Aotearoa. This report also presents the longitudinal trends in FACEMs (including new FACEMs) and FACEM trainees over a 13 to 16-year period.

The summary in Table A shows a total of 3,830 active FACEMs, an increase from 3,582 in 2022. The comparison of demographics and workforce profiles between Australia and Aotearoa is presented.

Table A 2023 FACEM and FACEM trainee demographics and workforce profile summary

FACEM and FACEM trainee	Australia		Aotearoa		Total*	
Demographics						
Number of active FACEMs	3284 [^]		425		3830	
% Female	39.9%		45.9%		40.4%	
Average age (years)	45.6		46.3		45.7	
Number of new FACEMs in 2023	256		30		291	
Number of advanced trainees	1589		136		1741	
% Female	51.4%		56.6%		51.8%	
Number of provisional trainees	466		46		515	
% Female	52.2%		50.1%		52.2%	
FACEM						
Workforce profile						
	n		%		n	
Working in EM (at least one workplace)	3210	(99.3%)	403	(97.3%)	3613	(98.5%)
Working equivalent to full-time hours	2524	(77.6%)	316	(76.1%)	2840	(77.4%)
Working at two or more workplaces	1924	(59.2%)	154	(36.9%)	2078	(56.7%)
Working in a regional/rural location	1044	(32.2%)	150	(36.2%)	1194	(32.6%)
FACEMs per 100,000 population	12.1		8.2		11.5	

Notes: Provisional trainees refer to those in training stage 1, while advanced trainees were those in training stage 2-4.

* Included in the total column were 121 FACEMs and 16 FACEM trainees who did not live in Australia or Aotearoa.

**Only included Australia and Aotearoa for the workforce profiles.

[^]Includes one FACEM whose sex was not disclosed.

2. Purpose and Scope of Report

This report presents the demographic and workplace profiles of the EM workforce for FACEMs and FACEM trainees of the Australian College for Emergency Medicine (ACEM) as of 31 December 2023. This report applies to all FACEMs (including those who completed the FACEM Training Program and those who obtained Fellowship through the Specialist International Medicine Graduate pathway) and FACEM trainees of the College. The annual profiling of demographics and workplace details of the College members and trainees is essential to inform planning and policy initiatives relating to the EM workforce and ACEM training activities.

3. Methodology

FACEM and FACEM trainees' data extracted from the ACEM member database included:

- Demographic data, including sex, age, country of primary medical degree, and Indigenous status.
- FACEM workplace and trainee placement data, including their location, roles, employment type, and working hours.
- Number of FACEMs and FACEM trainees over the past 13 to 16 years, dependent on data availability.

For this report, data was analysed and presented as of 31 December 2023 to allow for comparisons over a 13- to 16-year period to 2023. Data in the report was extracted from ACEM's membership database, which relies on member self-reporting and as such, a certain level of data cleaning and cross-checking was required.

Data on hours worked per week across all workplaces was generated from two variables, employment type (full-time, part-time, locum, casual or sessional) and usual hours per week, for the individual sites of employment.

For the assessment of full-time vs. part-time employment, if a FACEM recorded 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 working part-time, they were classified as working part-time. 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).

Provisional FACEM trainees in the report included Training Stage 1 FACEM trainees enrolled in the training program since 2022. Similarly, Advanced FACEM trainees included the Training Stage 2-4 trainees.

The demographic data analysis was based on residential/ mailing address to classify the 'region', whereas for the FACEM workforce and trainee placement analysis, 'region' refers to the workplace/ placement location. Analysis based on remoteness (metropolitan or regional/rural) was determined using the workplace of FACEMs and FACEM trainees and excluded those working as locums or in pre-hospital retrieval medicine roles not linked to a hospital. For workplaces in Australia, the remoteness of workplace location was based on the Australian Standard Geographical Standard – Remoteness Area (ASGS-RA) (Australian Bureau of Statistics, 2016), while Aotearoa sites were classified as metropolitan or regional using the Stats NZ Functional Urban Areas (FUA) methodology and classification (Stats NZ, 2021). No regions in the Northern Territory and Tasmania are classified as metropolitan, so all FACEMs and FACEM trainees working in these jurisdictions work in a regional/ rural area. Contrastingly, no regions in the Australian Capital Territory are classified as regional/ rural, so all FACEMs and FACEM trainees work in a metropolitan area.

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

As of 31 December 2023, there were a total of 3,830 active FACEMs, with 3,283 (86%) residing in Australia, 425 (11%) in Aotearoa and an additional 121 (3%) living overseas. This represents an overall increase of 7% compared to 3,582 active FACEMs in 2022. Table 1 details the distribution of active FACEMs by region of residential address and sex. A slight increase in the percentage of female FACEMs was seen from 2022 to 2023, rising from 39% to 40% in Australia, and from 45% to 46% in Aotearoa.

Among FACEMs residing in Australia, ten (0.3%) self-identified as Aboriginal, increasing from seven in 2022 and two (0.1%) self-identified as Māori. In Aotearoa, eleven (2.6%) FACEMs self-identified as Māori, which remained unchanged from 2022. No FACEMs self-identified as Torres Strait Islander.

For the primary medical degree of FACEMs, 1,695 (44%) obtained their degree outside of Australia and Aotearoa and were classified as international medical graduates (IMGs), comparable with the proportion reported in 2022 at 1,584 (44%).

Table 1 Distribution of active FACEMs by region and sex

Region	Female	Male	Total		Female
	n	n	n	%	%
Australia	1310	1973	3283	85.7%	39.9%
NSW	364	524	888	23.2%	41.0%
VIC	304	510	814	21.3%	37.3%
QLD	324	484	808	21.1%	40.1%
WA	148	218	366	9.6%	40.4%
SA	71	119	190	5.0%	37.4%
TAS	40	50	90	2.4%	44.4%
NT	34	24	58	1.5%	58.6%
ACT	25	44	69	1.8%	36.2%
Aotearoa	195	230	425	11.1%	45.9%
Overseas	41	80	121	3.2%	33.9%
Total	1546	2283	3830*	100%	40.4%

Notes: *Includes one FACEM whose sex was not disclosed.

Table 2 presents the distribution of all active FACEMs by age group, region and sex. Sixty-one per cent (2,327/3,830) of FACEMs were aged between 35 and 49 years. In Australia, 15% (495/3,283) and in Aotearoa, 16% (70/425) of FACEMs were aged 55 years or older, a slight increase compared with 14% in 2022. FACEMs who resided overseas were more likely to be in the age group of 40-49, and 17% (21/121) were aged 55 years or older. The proportion of FACEMs under 35 years was comparable between 2022 (8.7%) and 2023 (8.3%).

Table 2 Active FACEMs by age group, region and sex

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	4.2%	4.5%	8.7% (286)	10.4%	11.5%	21.9% (719)	9.3%	12.0%	21.4% (702)	7.1%	10.4%	17.5% (575)	5.1%	10.3%	15.4% (506)	2.4%	6.0%	8.3% (274)	1.4%	5.4%	6.7% (221)
NSW	3.7%	3.8%	7.5% (67)	11.3%	12.6%	23.9% (212)	9.5%	11.7%	21.2% (188)	6.5%	9.2%	15.8% (140)	5.2%	10.0%	15.2% (135)	2.7%	5.2%	7.9% (70)	2.1%	6.4%	8.6% (76)
VIC	4.1%	4.4%	8.5% (69)	7.2%	10.8%	18.1% (147)	8.7%	12.9%	21.6% (176)	6.8%	10.9%	17.7% (144)	6.1%	10.3%	16.5% (134)	2.9%	8.1%	11.1% (90)	1.5%	5.2%	6.6% (54)
QLD	5.9%	5.9%	11.9% (96)	11.6%	12.1%	23.8% (192)	9.5%	11.6%	21.2% (171)	7.4%	10.5%	17.9% (145)	4.2%	9.2%	13.4% (108)	0.9%	5.7%	6.6% (53)	0.5%	4.8%	5.3% (43)
WA	3.6%	4.6%	8.2% (30)	10.9%	11.7%	22.7% (83)	10.7%	9.8%	20.5% (75)	9.0%	11.7%	20.8% (76)	3.6%	11.7%	15.3% (56)	1.6%	4.9%	6.6% (24)	1.1%	4.9%	6.0% (22)
SA	2.1%	3.2%	5.3% (10)	7.4%	10.0%	17.4% (33)	8.4%	10.5%	18.9% (36)	6.3%	13.7%	20.0% (38)	5.8%	14.2%	20.0% (38)	5.3%	4.7%	10.0% (19)	2.1%	6.3%	8.4% (16)
TAS	3.3%	3.3%	6.6% (6)	17.6%	5.5%	23.1% (21)	7.7%	19.8%	27.5% (25)	9.9%	7.7%	17.6% (16)	4.4%	7.7%	12.1% (11)	1.1%	6.6%	7.7% (7)	0.0%	4.4%	4.4% (4)
NT	3.4%	0.0%	3.4% (2)	17.2%	10.3%	27.6% (16)	13.8%	8.6%	22.4% (13)	6.9%	10.3%	17.2% (10)	8.6%	6.9%	15.5% (9)	8.6%	3.4%	12.1% (7)	0.0%	1.7%	1.7% (1)
ACT	4.3%	4.3%	8.7% (6)	11.6%	10.1%	21.7% (15)	7.2%	18.8%	26.1% (18)	1.4%	7.2%	8.7% (6)	7.2%	14.5%	21.7% (15)	1.4%	4.3%	5.8% (4)	2.9%	4.3%	7.2% (5)
Aotearoa	3.8%	3.1%	6.8% (29)	9.9%	9.4%	19.3% (82)	11.8%	10.1%	21.9% (93)	9.4%	8.9%	18.4% (78)	6.6%	10.6%	17.2% (73)	2.8%	7.8%	10.6% (45)	1.6%	4.2%	5.9% (25)
Overseas	0.8%	1.7%	2.5% (3)	8.3%	11.6%	19.8% (24)	10.7%	14.9%	25.6% (31)	6.6%	12.4%	19.0% (23)	3.3%	12.4%	15.7% (19)	2.5%	6.6%	9.1% (11)	1.7%	6.6%	8.3% (10)
Total	4.1%	4.2%	8.3% (318)	10.3%	11.3%	21.5% (825)	9.7%	11.9%	21.6% (826)	7.3%	10.3%	17.7% (676)	5.2%	10.4%	15.6% (598)	2.4%	6.2%	8.6% (330)	1.4%	5.3%	6.7% (256)

Notes: F = Female and M = Male. Excludes one FACEM with undisclosed sex.

The average age of all active FACEMs has remained at 46 years since 2018. On average, female FACEMs were three years younger than their male counterparts, a trend consistently observed among FACEMs in Australia, Aotearoa and those overseas (Table 3).

Table 3 Average age of FACEMs by country and sex

Region	Female	Male	Total
Australia	43.8	46.8	45.6
Aotearoa	44.8	47.6	46.3
Overseas	45.1	48.1	47.1
Total	44.0	46.9	45.7

Figures 1 and 2 illustrate the distribution of FACEMs by age group and sex in Australia and Aotearoa, respectively. In Australia, male FACEMs outnumbered female FACEMs across all age groups, with the smallest difference observed in the <35 years age group. In contrast, Aotearoa had a higher number of female than male FACEMs in all age groups under 50 years of age. In both countries, the most significant sex disparities occurred in the over 55 age group.

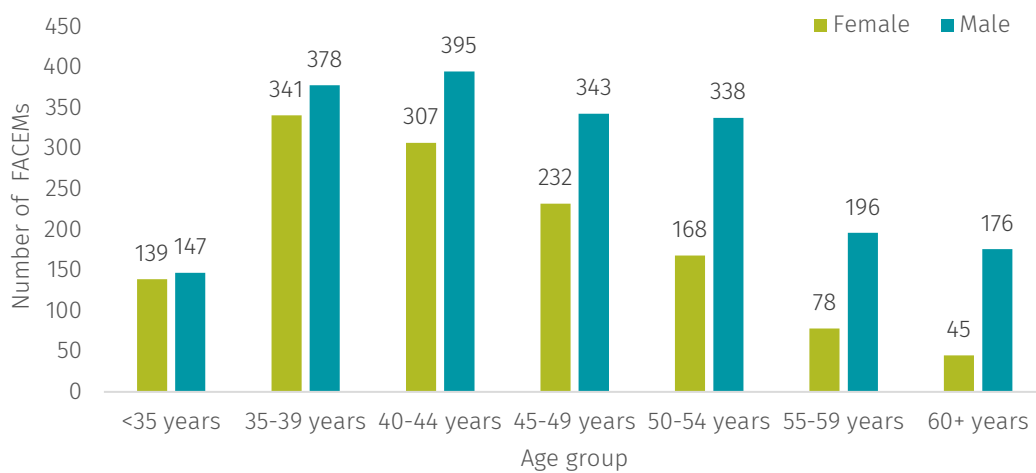


Figure 1 FACEMs in Australia, by age group and sex (n = 3283)

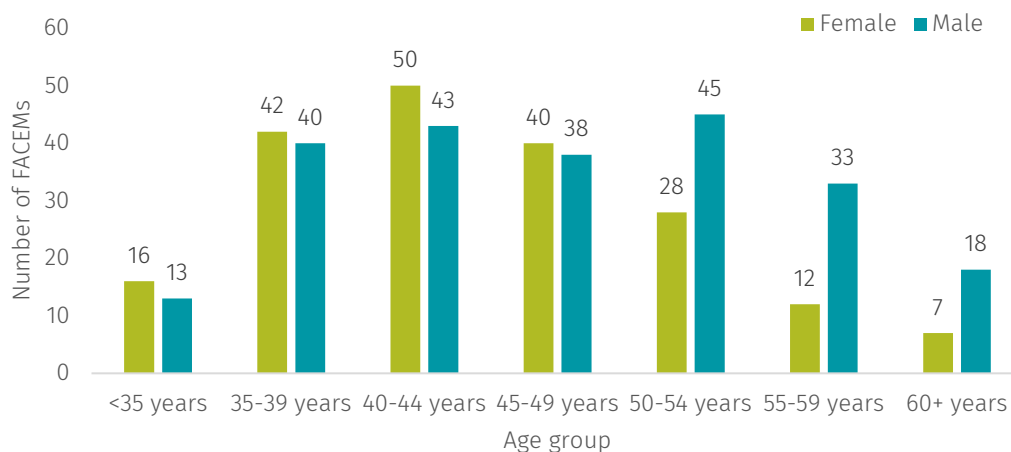


Figure 2 FACEMs in Aotearoa, by age group and sex (n = 425)

4.1 New FACEMs

In 2023, a total of 291 new FACEMs were elected to Fellowship, with 92% (n=267) completing the FACEM Training Program, while the remaining 8% (n=24) obtained Fellowship through the Specialist International Medical Graduates (SIMG) pathway. Table 4 presents the distribution of new FACEMs by region, Fellowship pathway and sex.

The percentage of females elected to Fellowship through the FACEM training program in 2023 was higher than in 2022 (52% vs. 45%). Consistent with the findings in 2022, a larger proportion of new FACEMs in Aotearoa (30%, n=9/30) obtained their Fellowship via the SIMG pathway compared to those in Australia (5%, n=12/256).

Table 4 Distribution of new FACEMs elected to Fellowship during 2023 by region, pathway and sex

Region	FACEM Training Program			SIMG Pathway			Total	
	Female n	Male n	Total n	Female n	Male n	Total n	n	Female %
Australia	125	119	244	3	8	11	255	50.2%
NSW	45	23	68	1	3	4	72	63.9%
VIC	20	44	64	0	1	1	65	30.8%
QLD	34	25	59	0	1	1	60	56.7%
WA	15	13	28	1	2	3	31	51.6%
SA	3	8	11	0	1	1	12	25.0%
TAS	2	2	4	1	0	1	5	50.0%
NT	2	0	2	0	0	0	2	100%
ACT	4	4	8	0	0	0	8	50.0%
Aotearoa	12	9	21	4	5	9	30	53.3%
Overseas	1	1	2	0	3	3	5	20.0%
Total	138	129	267	7	16	24*	291*	50.0%

Notes: *One new FACEM had an undisclosed sex.

4.2 Workplace details of FACEMs

This section provides an overview of the workplace details for the 3,666 FACEMs employed in Australia and Aotearoa, as recorded in the ACEM membership database. Of the total, 89% (n=3,252) were working in Australia, while 11% (n=414) were based in Aotearoa. Of the 121 FACEMs whose residential addresses were overseas, 73 had workplace details recorded in the respective overseas countries, 17 had workplace details in Australia, three had workplace details in Aotearoa and 28 did not provide workplace details. Additionally, 44 FACEMs residing in Australia or Aotearoa did not provide employment information, and 14 FACEMs had incomplete workplace details and therefore were excluded from the analysis.

Overall workplace profile

The percentage of FACEMs working at one workplace in 2023 decreased to 43% (n=1,588) from 46% (n=1,551) in 2022 and 47% (n=1,480) in 2021. FACEMs working in Aotearoa were significantly more likely to work at only one workplace (63%) compared to their Australian counterparts (41%) (Table 5).

Almost all FACEMs were employed in hospital settings across Australia (n=3,232) and Aotearoa (n=412). Among those working in public or private hospitals, 99% (n=3,613) worked in an emergency department (ED) in at least one workplace. Notably, all FACEMs working in hospitals in Aotearoa were employed exclusively in the public sector, compared with 96% in Australia.

Overall, 67% (n=2,436) of FACEMs working in hospital settings were situated in metropolitan areas; 68% in Australia (n=2,173) compared with 64% in Aotearoa (n=263). Additionally, 19% (n=691) were working solely in regional locations (18% in Australia and 29% in Aotearoa). FACEMs in Australia (15%) were more likely to work in both metropolitan and regional locations compared to those in Aotearoa

(7%). Over three-quarters (78%, n=2,840) of FACEMs were working full-time hours across all workplaces, an increase from 73% recorded in 2022. A summary of workplace details for FACEMs in Australia and Aotearoa is presented in Table 5.

Table 5 Workplace profiles of FACEMs working in Australia and Aotearoa

	Australia		Aotearoa		Total	
	n	%	n	%	n	%
Number with workplace details	3252		414		3666	
Number of workplaces						
One	1328	40.8%	260	62.8%	1588	43.3%
Two	1057	32.5%	116	28.0%	1173	32.0%
Three or more	867	26.7%	38	9.2%	905	24.7%
Workplace setting*	3249		414		3663	
Hospital only	2862	88.1%	389	94.0%	3251	88.8%
Non-hospital only	17	0.5%	2	0.5%	19	0.5%
Both hospital & non-hospital	370	11.4%	23	5.5%	393	10.7%
Working in a hospital at one or more workplaces**	3234		413		3647	
Working in an ED at any workplace	3210	99.3%	403	97.3%	3613	98.5%
Working in a public hospital at any workplace	3086	95.6%	411	99.2%	3497	95.3%
Metropolitan location only***	2173	67.5%	263	63.6%	2436	67.1%
Regional location only***	570	17.7%	121	29.2%	691	18.9%
Both metropolitan & regional locations***	474	14.7%	29	7.0%	503	13.7%
Hours per week across all workplaces	3252		414		3666	
Full-time hours (≥ 38 hours)	2524	77.6%	316	76.3%	2840	77.5%
Less than full-time hours (< 38 hours)	728	22.4%	98	23.7%	826	22.5%

Notes: *Excludes three FACEMs where it could not be determined if one of the workplaces was a hospital, e.g., locum or health department. **Excludes 19 FACEMs where it could not be determined if any of their locations were a hospital. ***Excludes 36 FACEMs where it could not be determined the remoteness of the workplace.

Overall, the proportion of FACEMs working full-time hours (≥ 38 hours) increased for both genders, with 68% of females working the equivalent of full-time hours (compared with 61% in 2022), while the proportion of male FACEMs working the equivalent of full-time hours was 82% (compared with 79% in 2022).

As shown in Figure 3, male FACEMs were more likely than female FACEMs to have employment equivalent to full-time hours across all age groups, except for those below 35. While female FACEMs aged between 35 and 54 were more likely than their male counterparts to work part-time hours.

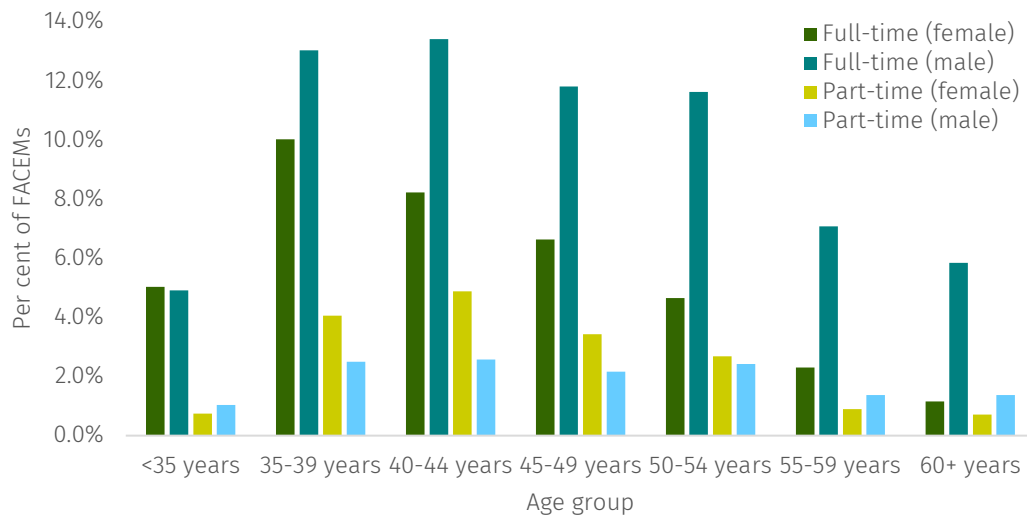


Figure 3 Employment status of FACEMs working in Australia and Aotearoa, by age group and sex

Table 6 presents the number and percentage of FACEMs working full-time or part-time across one or more EDs by region. FACEMs working in Tasmanian EDs were more likely to work part-time hours (33%) compared to their counterparts in other jurisdictions, while those in the Northern Territory were least likely to work part-time (10%).

Table 6 Employment status of FACEMs working in Australia and Aotearoa in EDs by region

Region	Full-time		Part-time	
	n	%	n	%
Australia	2506	77.9%	711	22.1%
NSW	684	78.4%	189	21.6%
VIC	596	74.2%	207	25.8%
QLD	623	80.1%	155	19.9%
WA	276	76.2%	86	23.8%
SA	156	86.7%	24	13.3%
TAS	59	67.0%	29	33.0%
NT	61	89.7%	7	10.3%
ACT	51	78.5%	14	21.5%
Aotearoa	309	76.1%	97	23.9%
Total	2815	77.7%	808	22.3%

Notes: For FACEMs working across more than one region, the primary region was based on the workplace where they worked most of their hours. Where the hours were equal across two or more regions, it was then based on their residential address. Excludes 9 FACEMs working in an ED with an indeterminable region (e.g., those working as locums).

Among FACEMs working in one or more ED, those in metropolitan areas were generally more likely to work full-time hours than those in regional and rural areas. Not surprisingly, FACEMs working in both metropolitan and regional/rural areas were more likely to work the equivalent of full-time hours across workplaces (Table 7).

Table 7 Employment status of FACEMs working across one or more ED, by remoteness of ED

Remoteness	Full-time		Part-time	
	n	%	n	%
Metropolitan only	1867	77.0%	557	23.0%
Regional or rural only	496	72.9%	184	27.1%
Both metropolitan and regional/ rural	445	88.3%	59	11.7%

Note: Exclude FACEMs where it could not be determined the workplace location's remoteness, including those worked as locum and/or pre-hospital or retrieval

Primary workplace profile

Complete primary workplace data was available for 3,579 FACEMs (n=3,171 for Australia and n=408 for Aotearoa), with 92% (n=3,306) working as emergency physicians in an ED at their primary workplace. In Australia, 90% (n=2,844) of FACEMs had their primary workplace at a public hospital, while in Aotearoa, nearly all (99%, n=403) worked primarily at a public hospital. The remaining FACEMs were working in private hospitals or other non-hospital roles. Table 8 presents the workplace sector and speciality roles of FACEMs in Australia and Aotearoa.

Table 8 Primary workplace sector and speciality role of FACEMs working in Australia and Aotearoa, by region

Region	Public Hospital					Private Hospital					Non-Hospital			Total N		
	ED		Other		Total n	ED		Other		Total n	Pre-hospital or retrieval n	Other			Total n	
	n	%	n	%		n	%	n	%			n	%			
Australia	2713	76.6%	131	3.7%	2844	205	5.8%	12	0.3%	217	87	2.4%	23	0.6%	110	3171
NSW	790	22.3%	38	1.1%	828	8	0.2%	0	0%	8	31	0.9%	4	0.1%	35	871
VIC	631	17.8%	34	1.0%	665	108	3.0%	5	0.1%	113	16	0.5%	2	0.1%	18	796
QLD	642	18.1%	28	0.8%	670	67	1.9%	4	0.1%	71	23	0.6%	6	0.2%	29	770
WA	311	8.8%	18	0.5%	329	15	0.4%	2	0.1%	17	4	0.1%	8	0.2%	12	358
SA	154	4.3%	6	0.2%	160	6	0.2%	1	0%	7	7	0.2%	1	0%	8	175
TAS	76	2.1%	3	0.1%	79	1	0%	0	0%	1	4	0.1%	0	0%	4	84
NT	68	1.9%	1	0%	69	0	0%	0	0%	0	1	0%	0	0%	1	70
ACT	41	1.2%	3	0.1%	44	0	0%	0	0%	0	1	0%	2	0.1%	3	47
Aotearoa	388	10.9%	15	0.4%	403	0	0%	0	0%	0	3	0.1%	2	0.1%	5	408
Total	3101	87.5%	146	4.1%	3247	205	5.8%	12	0.3%	217	90	2.5%	25	0.6%	115	3579

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.

The distribution of FACEMs' primary workplaces by region and remoteness is presented in Table 9 and Figure 4. In Aotearoa, 32% (n=129) of FACEMs were working in a regional or rural location at their primary workplace, compared to 23% (n=713) of FACEMs in Australia. Queensland had the highest number of FACEMs working primarily in regional or rural locations, followed by New South Wales.

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

Region	Metropolitan n	Regional or Rural n	Total n	Regional or Rural %
Australia	2353	713	3066	23.3%
NSW	638	199	837	23.7%
VIC	673	107	780	13.7%
QLD	530	211	741	28.5%
WA	305	41	346	11.8%
SA	162	6	168	3.6%
TAS	0	80	80	100%
NT	0	69	69	100%
ACT	45	0	45	0%
Aotearoa	275	129	404	31.9%
Total	2628	842	3470	24.3%

Notes: *Excludes 196 FACEMs working in pre-hospital / retrieval medicine, as a locum or where the remoteness of their workplace could not be determined.

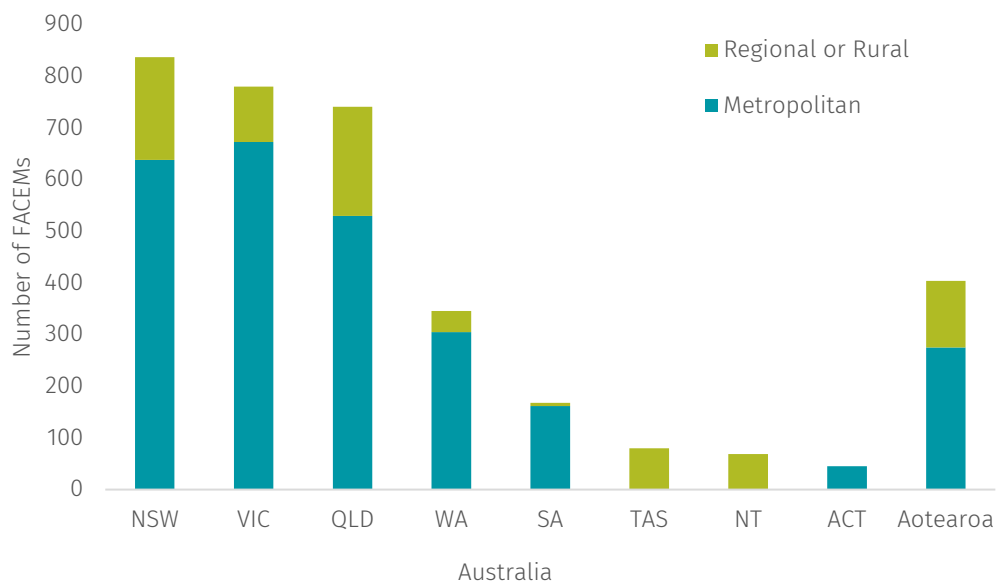


Figure 4 Distribution of FACEMs' primary workplace, by region and remoteness (n = 3470)

Table 10 presents data on FACEMs working in a hospital setting for their primary workplace, categorised by remoteness and sector. In Australia, the proportion of FACEMs employed in public versus private hospitals remained unchanged from 2022, at 93% and 7%, respectively.

More than three-quarters of Australian FACEMs worked in public (70%) or private (7%) hospitals in metropolitan areas. A smaller proportion of FACEMs in Aotearoa worked primarily in public hospitals located in metropolitan areas (68%); however, none were employed in private hospitals as their primary workplace. A smaller proportion of Australian FACEMs (23%) compared with Aotearoa FACEMs (32%) worked in hospitals located in regional or rural locations for their primary workplace.

Table 10 Primary workplace by remoteness and sector for FACEMs employed in Australian and Aotearoa hospitals

Remoteness	Public Hospital		Private Hospital		Total n
	n	%	n	%	
Australia	2836	92.9%	216	7.1%	3052
Metropolitan	2140	70.1%	203	6.7%	2343
Rural or Regional	696	22.8%	13	0.4%	709
Aotearoa	403	100%	0	0%	403
Metropolitan	275	68.2%	0	0%	275
Rural or Regional	128	31.8%	0	0%	128
Total*	3239	93.7%	216	6.3%	3455

Notes: *Excludes fifteen FACEMs with an unknown work location and 196 FACEMs working in pre-hospital / retrieval medicine, as a locum or where the remoteness of their workplace could not be determined.

4.3 FACEM trends

Over the period 2008 to 2023, there was an average of 172 new FACEMs per annum; 153 per annum in Australia and 21 per annum in Aotearoa. For the same period, the average attrition from the emergency medicine speciality was 18 FACEMs per annum from 2008-2023 (12 per annum in Australia, 3 per annum in Aotearoa, and 3 per annum for FACEMs residing overseas). Figure 5 shows the annual increment of FACEMs in Australia and Aotearoa from 2008 to 2023.

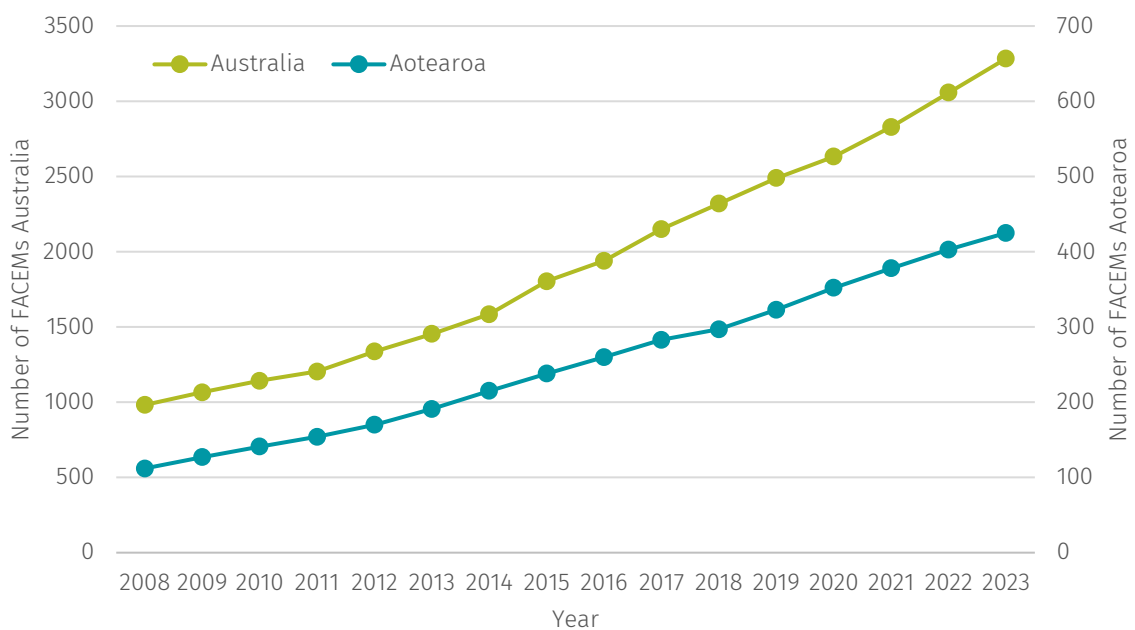


Figure 5 Annual number of FACEMs in Australia and Aotearoa, 2008-2023

Table 11 summarises the trends across thirteen years relating to the demographic and workplace characteristics of FACEMs, new FACEMs, and attrition from 2011 to 2023. Over this period, the proportion of female FACEMs increased steadily from 30% in 2011 to 40% in 2023, while the average age of FACEMs remained stable between 45 and 47 years. The percentage of FACEMs working part-time hours (<38 hours) across multiple workplaces fluctuated between 24% and 29% from 2014 to 2023. In contrast, the proportion of FACEMs employed at two or more workplaces increased more than double during this time, from 24% to 57%. The proportion of FACEMs working in regional or rural areas remained fairly consistent, ranging between 31% and 33% over the previous four years, while a more obvious increase was seen from 2014 to 2020.

The annual number of new FACEMs reached a new peak of 299 in 2022 and remained relatively stable at 292 in 2023. The proportion of new FACEMs who were IMGs dropped from 50% in 2022 to 44% in 2023. Likewise, there was a slight decline in the proportion of new FACEMs entering through the SIMG pathway from 10% in 2022 to 8% in 2023.

Table 11 FACEM trends for the period 2011-2023

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	% change 2022-2023	% change 2011-2023
All FACEMs	1413	1562	1705	1859	2101	2252	2524	2724	2921	3094	3322	3582	3830	7%	171%
% Female	29.6%	30.9%	31.9%	33.1%	33.6%	34.8%	36.2%	36.5%	37.2%	38.3%	38.7%	39.4%	40.4%	2%	36%
Average age	44.7	45.5	45.7	46.3	45.4	45.6	45.4	46.0	46.3	46.6	45.7	45.6	45.7	0.2%	2%
% 55+ years of age	9.5%	10.4%	11.2%	13.8%	13.6%	14.3%	14.4%	14.6%	15.4%	16.3%	14.6%	14.4%	15.3%	6%	61%
% Working PT	ND	ND	ND	25.0%	27.0%	26.0%	27.4%	26.4%	28.0%	28.7%	25.0%	28.0%	23.8%	-15%	ND
% Rural-Regional	ND	ND	ND	18.8%	24.4%	22.7%	24.2%	27.1%	28.8%	30.9%	31.8%	31.1%	32.6%	5%	ND
% Working 2+ workplaces	ND	ND	ND	23.6%	28.3%	32.8%	37.4%	43.3%	44.1%	45.6%	53.2%	53.6%	56.7%	6%	ND
New FACEMs	96	152	144	164	249	181	290	229	217	196	260	299	292	-2%	204%
% Female	31.3%	45.4%	39.6%	45.7%	35.7%	47.5%	46.2%	38.0%	45.2%	52.6%	44.2%	43.5%	49.8%	14%	59%
% IMG	50.5%	58.0%	50.0%	45.9%	54.5%	47.6%	56.9%	52.0%	53.5%	48.5%	43.4%	49.8%	44.3%	-11%	-12%
Average age at election	36.6	37.4	37.6	37.4	37.5	37.6	37.5	37.0	37.0	37.0	37.0	36.3	36.9	2%	0.9%
% SIMG pathway	9.4%	14.5%	23.6%	17.7%	10.8%	9.4%	10.3%	10.0%	10.1%	9.2%	8.8%	10.0%	8.2%	-17%	-12%
FACEM withdrawals/retirees	7	2	2	10	7	30	22	39	30	36	35	40	51	28%	629%

Notes: PT = Part-time hours (<38 hours). ND = No data. % Rural-Regional = working in a rural-regional area for any workplace. IMG = International Medical Graduate. SIMG = Specialist International Medical Graduate. Prior to 2014, there was substantial missing demographic and workforce data for members, and issues exist with the reliability of some of the existing data.

Over the period 2008 to 2023, new FACEMs who came through the FACEM Training Program took an average of 7.3 years from ACEM registration, and 5.5 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 through the FACEM Training Program, 2008 to 2023

Year	Total n	ACEM registration to Fellowship			Advanced training commencement to Fellowship		
		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
2020	178	7.2	4.7	15.1	5.5	4.0	11.7
2021	237	7.3	2.3	15.1	5.6	1.8	11.7
2022	269	7.0	3.5	16.2	5.5	2.7	10.1
2023	265	7.2	1.7	13.5	5.6	2.1	10.7
Total	2731	7.3	1.6	24.3	5.5	1.5	22.2

Females were generally taking longer than males on average, to complete advanced training and achieve Fellowship. However, in 2023, both females and males took the same amount of time, on average 7.2 years, to achieve Fellowship through the FACEM Training Program (Figure 6).

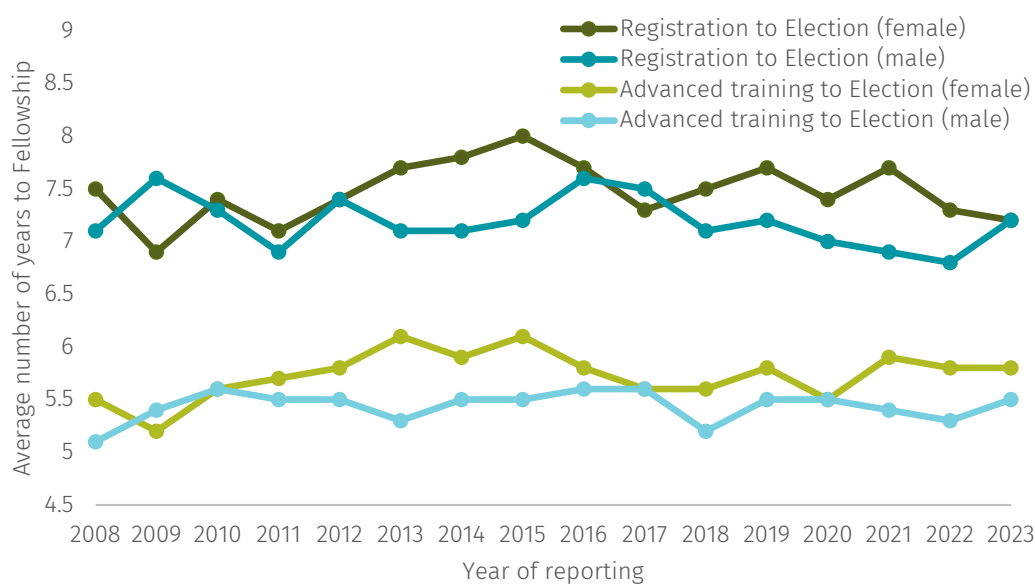


Figure 6 Average time (years) for new FACEMs to achieve Fellowship through the FACEM Training Program by sex, 2008 to 2023

5. FACEM Trainees

5.1 Demographic characteristics of FACEM trainees

At the end of 2023, a total of 2,258 FACEM trainees were enrolled in the FACEM Training Program, comprising 1,742 advanced/ training stage 2-4 trainees and 516 provisional/ training stage 1 trainees. In the same year, 234 new trainees joined the program, with 165 withdrawing from the program (including 81 advanced trainees).

Sixteen trainees (0.7%) in Australia self-identified as Aboriginal, and three identified as Torres Strait Islander, with two of the latter also identifying as Aboriginal. In Aotearoa, a higher proportion (7%, n=12) of trainees self-identified as Māori.

More than one-third (35%, n=791) of all FACEM trainees obtained their primary medical degree from overseas (as IMGs). Over half of both advanced and provisional trainees (52%, respectively) were female. Sex parity among FACEM trainees was seen in Victoria and Queensland, and a higher proportion of females was seen in all other regions (Table 13).

Table 13 Distribution of FACEM trainees by region and sex

Region	Advanced Trainees			Provisional Trainees			Total		
	Female n	Male n	Total n	Female n	Male n	Total n	N*	%	Female %
Australia	817	772	1589	243	223	466	2055	91.1%	51.5%
NSW	243	223	466	74	70	144	610	27.1%	51.9%
VIC	172	178	350	66	58	124	474	21.0%	50.1%
QLD	225	222	447	48	57	105	552	24.4%	49.5%
WA	84	69	153	26	20	46	199	8.9%	55.5%
SA	41	45	86	14	6	20	106	4.7%	51.9%
TAS	15	14	29	3	1	4	33	1.5%	54.5%
NT	23	9	32	4	8	12	44	1.9%	61.4%
ACT	14	12	26	8	3	11	37	1.6%	59.5%
Aotearoa	77	59	136	23	23	46	182	8.1%	54.9%
Overseas	9	7	16	3	0	3	19	0.7%	56.3%
Total	903	838	1741	269	246	515	2258*	100%	51.9%

Note: *Includes 2 FACEM trainees with undisclosed sex.

Table 14 shows the distribution of FACEM trainees by region, age group and sex. The majority of trainees, 88% (1978/2252), were aged less than 40 years. The proportion of trainees under 30 years declined marginally, from 20% in 2022 to 18% in 2023. In contrast, the proportion of trainees aged 30-39 years increased from 68% in 2022 to 70% in 2023.

Table 14 FACEM trainees by region, age group and sex

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	9.0%	8.3%	17.3% (355)	24.1%	22.4%	46.5% (957)	12.6%	11.0%	23.6% (485)	4.3%	4.6%	8.9% (183)	1.0%	1.6%	2.6% (53)	0.4%	0.5%	0.9% (19)
NSW	9.0%	7.5%	16.6% (101)	22.8%	22.8%	45.6% (278)	14.4%	11.0%	25.4% (155)	4.4%	5.2%	9.7% (59)	1.0%	1.0%	2.0% (12)	0.3%	0.3%	0.7% (4)
VIC	9.7%	6.9%	16.6% (79)	22.1%	25.7%	47.8% (227)	12.0%	10.7%	22.7% (108)	4.2%	4.6%	8.8% (42)	1.9%	0.6%	2.5% (12)	0.2%	1.3%	1.5% (7)
QLD	9.4%	10.9%	20.3% (112)	24.8%	21.9%	46.7% (258)	10.7%	11.2%	21.9% (121)	3.1%	4.2%	7.2% (40)	0.7%	2.0%	2.7% (15)	0.7%	0.4%	1.1% (6)
WA	8.5%	5.5%	14.0% (28)	26.0%	22.0%	48.0% (96)	13.5%	10.0%	23.5% (47)	6.0%	4.0%	10.0% (20)	0.5%	2.5%	3.0% (6)	1.0%	0%	1.0% (2)
SA	1.9%	6.6%	8.5% (9)	33.0%	19.8%	52.8% (56)	14.2%	14.2%	28.3% (30)	2.8%	4.7%	7.5% (8)	0%	0%	0% (0)	0%	1.9%	1.9% (2)
TAS	12.1%	15.2%	27.3% (9)	21.2%	12.1%	33.3% (11)	9.1%	6.1%	15.2% (5)	9.1%	6.1%	15.2% (5)	3.0%	6.1%	9.1% (3)	0%	0%	0% (0)
NT	18.2%	11.4%	29.5% (13)	27.3%	11.4%	38.6% (17)	6.8%	11.4%	18.2% (8)	6.8%	2.3%	9.1% (4)	0%	2.3%	2.3% (1)	0%	0%	0% (0)
ACT	5.4%	8.1%	13.5% (5)	24.3%	13.5%	37.8% (14)	18.9%	10.8%	29.7% (11)	10.8%	2.7%	13.5% (5)	0%	5.4%	5.4% (2)	0%	0%	0% (0)
Aotearoa	12.6%	11.5%	24.0% (44)	25.1%	22.4%	47.5% (87)	13.1%	5.5%	18.6% (34)	2.7%	3.3%	6.0% (11)	1.1%	1.6%	2.7% (5)	0.5%	0.5%	1.1% (2)
Overseas	0%	6.3%	6.3% (1)	50.0%	37.5%	87.5% (14)	0%	0%	0% (0)	0%	0%	0% (0)	0%	0%	0% (1)	0%	0%	0% (0)
Total	9.3%	8.5%	17.8% (401)	24.4%	22.5%	46.9% (1058)	12.5%	10.5%	23.0% (519)	4.2%	4.4%	8.6% (194)	1.1%	1.6%	2.6% (59)	0.4%	0.5%	0.9% (21)

Notes: F = Female. M = Male; Excludes five FACEM trainees with undisclosed age and two with undisclosed sex

The average age of FACEM trainees was 34.1 years, consistent with 33.9 years in 2022. In Australia, the average age of FACEM trainees was comparable between males and females, while female trainees in Aotearoa were slightly younger than male trainees (Table 15).

Table 15 Average age of FACEM trainees by country and sex

Region	Average age of FACEM trainees		
	Female	Male	Total
Australia	34.3	34.1	34.2
Aotearoa	33.2	33.7	33.4
Overseas	31.9	32.4	32.1
Total	34.2	34.1	34.1

Figures 7 and 8 show the distribution of FACEM trainees in Australia and Aotearoa by age group and sex. Similar age distributions were observed in both Australia and Aotearoa, with the highest number of female advanced trainees aged 30-34 years, followed by those aged 35-39 years. Most provisional trainees were under 35 years, displaying a more comparable sex composition.

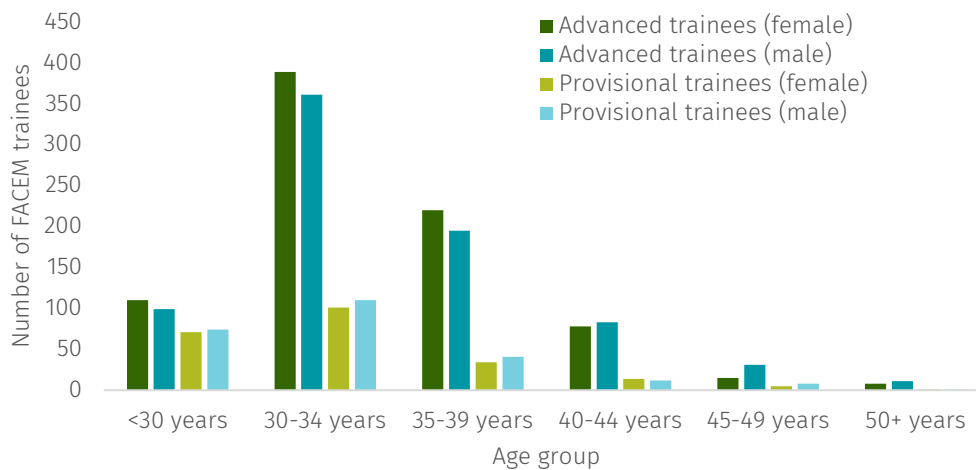


Figure 7 FACEM trainees in Australia, by age group and sex

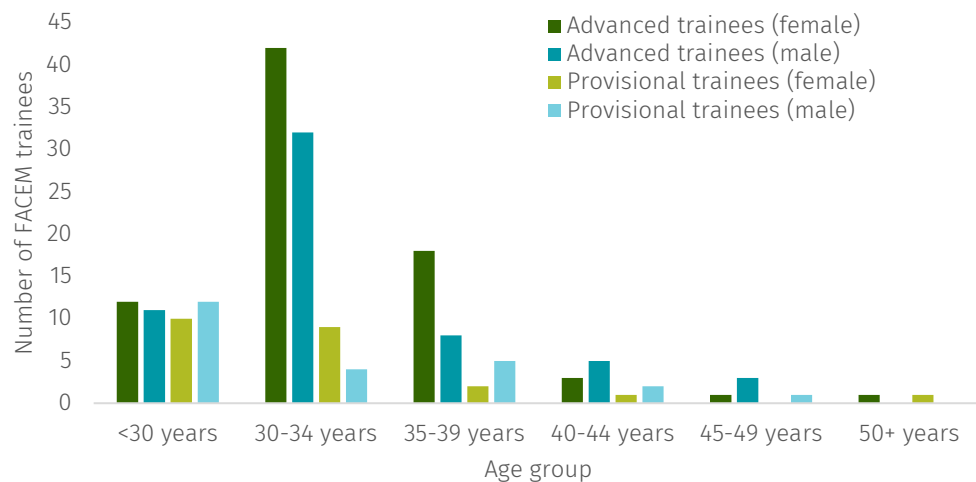


Figure 8 FACEM trainees in Aotearoa, by age group and sex

5.2 FACEM trainee placement details

This section outlines the placement details of all FACEM trainees in Australia and Aotearoa based on their placement as of 31 December 2023. Out of 2,258 trainees, 237 (128 females and 109 males) were on a training break, 16 were working overseas, and 11 had not yet formally started a training placement. These 264 trainees were excluded from further analysis of placement location.

Additionally, FACEM trainees working in pre-hospital or retrieval medicine (n=134), where the remoteness of their workplace could not be determined, were also excluded from the remoteness analysis. The same percentage of FACEM trainees (18%) in Australia (n=304) and Aotearoa (n=23) were working in regional or rural areas at their placement workplace. The detailed breakdown of their placement locations by region and remoteness is provided in Table 16 and Figure 9.

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

Region	Metropolitan n	Regional or Rural n	Total n	Regional or Rural %
Australia	1365	304	1669	18.2%
NSW	401	93	494	18.7%
VIC	358	34	392	8.7%
QLD	339	101	440	23.2%
WA	145	7	152	4.4%
SA	92	5	97	5.0%
TAS	0	26	26	100%
NT	0	38	38	100%
ACT	30	0	30	0%
Aotearoa	113	23	136	17.8%
Total	1478	327	1805	18.1%

Notes: Excludes 134 FACEM trainees working in pre-hospital or retrieval medicine (with no identified workplace address, e.g., ambulance services), 66 FACEM trainees with missing workplace location details and 237 FACEM trainees who were on leave or on a training interruption.

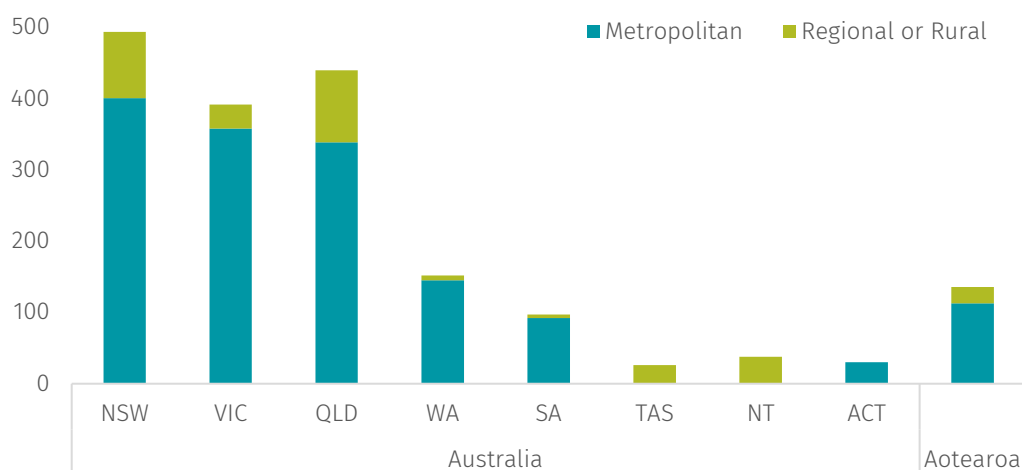


Figure 9 Distribution of FACEM trainees' placement workplace, by region and remoteness (n = 1805)

Three-quarters (75%, n=1,683) of FACEM trainees in active placements in Australia or Aotearoa were working full-time hours across all workplaces. Figure 10 illustrates the employment status of trainees by sex and age group. Across all age groups, female trainees were generally more likely than male trainees to work part-time hours. The proportion of trainees working equivalent part-time hours slightly decreased in 2023; 29% of female trainees worked part-time hours, down from 31% in 2022. In comparison, a smaller proportion of male trainees (22%) worked part-time hours, remaining unchanged from 2022.

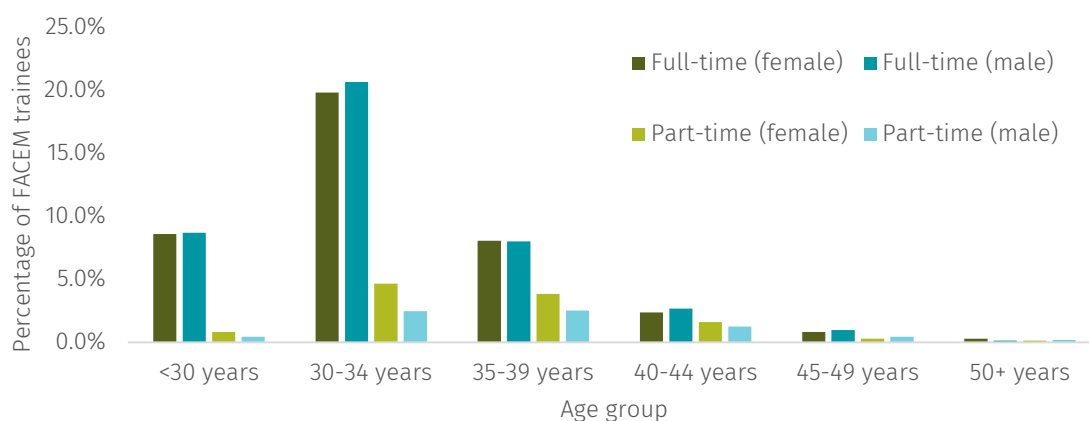


Figure 10 Employment status of FACEM trainees in Australia and Aotearoa, by sex and age group

For FACEM trainees working in hospitals in Australia or Aotearoa, the majority were employed in the public hospital setting and metropolitan locations, which is consistent with findings from previous years (Table 17).

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

Remoteness	Public Hospital		Private Hospital		Total n
	n	%	n	%	
Australia	1608	97.0%	52	3.0%	1660
Metropolitan	1310	96.7%	47	3.3%	1357
Rural or Regional	298	98.4%	5	1.6%	303
Aotearoa	136	100.0%	0	0%	136
Metropolitan	113	100.0%	0	0%	113
Rural or Regional	23	100.0%	0	0%	23
Total	1744	97.3%	52	2.7%	1796

Notes: Excludes 143 FACEM trainees working in pre-hospital or retrieval medicine (with no identified workplace address, e.g., Ambulance Services), 66 FACEM trainees with missing workplace location details and 237 FACEM trainees who were on leave or on a training interruption.

Table 18 presents FACEM trainee's primary placement workplace profile, including region, sector (public, private, or non-hospital) and placement discipline. Over three-quarters of FACEM trainees (76%, n=1,398) were working in an ED within a public hospital, with comparable percentages in Australia and Aotearoa (76% vs. 75%). The proportion of trainees undertaking a placement in other disciplines outside of ED (in both public and private settings) decreased from 32% in 2022 to 22% in 2023.

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

Region	Public Hospital					Private Hospital					Non-Hospital			Total								
	ED		CC		Pre-hospital or retrieval	ED		CC		Other	Total	Pre-hospital or retrieval	Other		Total	n						
	n	%	n	%	N	%	n	%	n	%	n	n	%	n	%	n	%	n	%	n	n	
Australia	1280	76.2%	241	14.7%	7	0.4%	94	5.4%	1622	41	2.2%	9	0.6%	1	0.1%	51	7	0.3%	1	0.1%	8	1,681
NSW	388	79.9%	59	12.9%	5	0.9%	25	5.1%	477	4	0.6%	0	0%	0	0%	4	3	0.4%	1	0.2%	4	485
VIC	268	70.3%	51	13.6%	1	0.2%	27	6.9%	347	24	6.1%	7	2.1%	1	0.3%	32	2	0.3%	0	0%	2	381
QLD	356	76.9%	73	16.0%	1	0.2%	26	5.1%	456	8	1.2%	2	0.3%	0	0%	10	1	0.2%	0	0%	1	467
WA	123	75.6%	27	17.0%	0	0%	6	3.8%	156	5	2.9%	0	0%	0	0%	5	1	0.6%	0	0%	1	162
SA	80	80.5%	17	17.4%	0	0%	2	2.0%	99	0	0%	0	0%	0	0%	0	0	0%	0	0%	0	99
TAS	19	77.1%	4	17.5%	0	0%	2	5.4%	25	0	0%	0	0%	0	0%	0	0	0%	0	0%	0	25
NT	24	66.3%	8	21.9%	0	0%	4	11.7%	36	0	0%	0	0%	0	0%	0	0	0%	0	0%	0	36
ACT	22	84.5%	2	6.9%	0	0%	2	8.7%	26	0	0%	0	0%	0	0%	0	0	0%	0	0%	0	26
Aotearoa	118	75.4%	26	17.3%	0	0%	12	7.4%	156	0	0%	0	0%	0	0%	0	0	0%	0	0%	0	156
Total	1398	76.1%	267	15.0%	7	0.3%	106	5.6%	1778	41	2.0%	9	0.5%	1	0.1%	51	7	0.3%	1	0%	8	1837

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

5.3 FACEM trainee trends

Table 19 illustrates the trends of FACEM trainees from 2012 to 2023, including the number of new and withdrawing trainees. Over this period, there has been a small but steady increase in the proportion of female trainees, rising from 42% in 2012 to 52% in 2023. This marks the third consecutive year in which the number of female trainees has surpassed that of male trainees. In contrast, the proportion of IMGs among FACEM trainees has gradually decreased over the past 12 years, from 57% in 2012 to 35% in 2023. There was a 10% decline in the number of new FACEM trainees in 2023 compared to 2022. Overall, there has only been a slight increase in the proportion of advanced trainees working in rural-regional areas over eight years from 15% in 2015 to 17% in 2023.

Table 19 FACEM trainee trends for the period 2012-2023

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	% change 2022-2023	% change 2012-2023
All FACEM trainees	2078	2272	2299	2320	2348	2552	2397	2310	2310	2444	2376	2258	-5.0%	8.7%
% Female	42%	43%	44%	46%	47%	47%	48%	49%	49%	51%	52%	52%	0%	23.8%
% IMGs	57%	58%	54%	50%	48%	48%	40%	39%	40%	38%	37%	35%	-5.4%	-38.6%
Advanced trainees	1347	1397	1596	1572	1662	1649	1801	1800	1773	1863	1907	1741	-8.7%	29.3%
% Rural-Regional	ND	ND	ND	15%	16%	16%	17%	17%	17%	17%	18%	17%	-5.6%	NA
New FACEM trainees	282	482	306	389	369	659	143	298	313	442	261	234	-10.3%	-17.0%
% Female	44%	43%	49%	52%	48%	45%	45%	49%	53%	52%	49%	48%	-2.0%	9.1%
% IMG	58%	58%	33%	32%	62%	40%	15%	32%	32%	36%	34%	33%	-2.9%	-43.1%
Advanced trainee withdrawals	32	50	57	50	72	87	72	90	57	82	75	81	8.0%	153.1%

Notes: IMG = International medical graduate. ND = No data.

The total number of FACEM trainees and advanced trainees from 2008 to 2023 in Australia (Figure 11) and Aotearoa (Figure 12) is presented below. In Australia, the number of FACEM trainees continued to increase annually from 2008 and peaked in 2017, followed by a fluctuation between 2,055 and 2,132 annual trainees from 2018 to 2023. In contrast, Aotearoa saw a slightly different trend, with the number of FACEM trainees starting to decline in 2018 and remaining low at 184 in 2023.

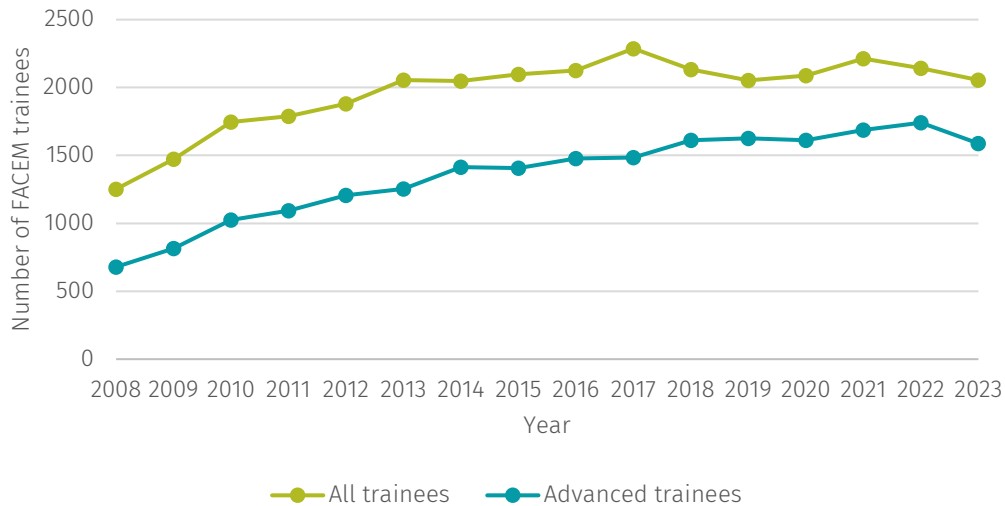


Figure 11 Trends of FACEM trainees and advanced trainees in Australia from 2008 to 2023

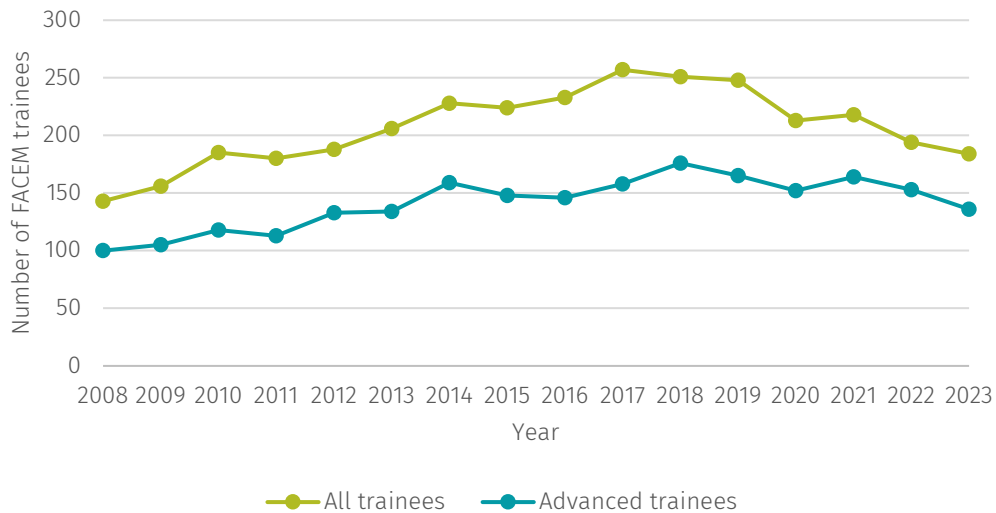


Figure 12 Trends of FACEM trainees and advanced trainees in Aotearoa from 2008 to 2023

6. Emergency Medicine Service Delivery

This section presents data for FACEMs and advanced trainees with workplace details, including their ratios per 100,000 population by region (Table 20) and remoteness (Table 21). The Northern Territory reported the highest number of FACEMs and advanced trainees ($n=42$) per 100,000 population, while Aotearoa reported the lowest (11 per 100,000 population), a trend consistent with findings from previous years. Overall, the number of FACEMs + advanced trainees per 100,000 population increased across all regions, compared with findings in 2022.

Table 20 FACEMs and advanced trainees per 100,000 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	3244	88.6%	1510	91.8%	26649	1:8214	12	1:5605	18
NSW	884	24.1%	445	27.1%	8342	1:9436	11	1:6277	16
VIC	806	22.0%	318	19.3%	6815	1:8455	12	1:6063	16
QLD	784	21.4%	432	26.3%	5460	1:6964	14	1:4490	22
WA	364	9.9%	145	8.8%	2881	1:7915	13	1:5660	18
SA	182	5.0%	85	5.2%	1852	1:10176	10	1:6937	14
TAS	88	2.4%	26	1.6%	573	1:6512	15	1:5027	20
NT	71	1.9%	35	2.1%	252	1:3556	28	1:2382	42
ACT	65	1.8%	24	1.5%	466	1:7176	14	1:5241	19
Aotearoa	419	11.4%	135	8.2%	5223	1:12465	8	1:9427	11

Notes: * FACEMs in Australia and Aotearoa with available workplace details, excluding locums ($n = 3,663$). ** Advanced FACEM trainees in Australia and Aotearoa with available placement details ($n = 1,645$). FPR = FACEM to population ratio. FTPR = FACEM and advanced FACEM trainee to population ratio. Population data sources: ¹Australian demographic tables (Australian Bureau of Statistics, 2024). ²New Zealand national population estimates, as of 30 Jun 2023 (Statistics New Zealand, 2023).

Table 21 indicates that the regional areas of Aotearoa have the lowest number of FACEMs (n= 6) and FACEMs + advanced FACEM trainees (n= 7) per 100,000 population, when compared to the metropolitan areas of Aotearoa, as well as both metropolitan and regional areas in Australia. The number of FACEMs + advanced trainees per 100,000 population slightly increased in metropolitan areas in Australia (n=19, compared with n=18 in 2022), and Aotearoa (n=13 vs. n=12), while the number remained unchanged in regional Australia and Aotearoa.

Table 21 FACEMs and advanced trainees per 100,000 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										
<i>Metropolitan</i>	2358	76.7%	1235	83.7%	19344	72.6%	1:8203	12	1:5383	19
<i>Regional</i>	717	23.3%	241	16.3%	7305	27.4%	1:10188	10	1:7625	13
Aotearoa										
<i>Metropolitan</i>	275	67.7%	122	85.9%	3058	58.5%	1:11120	9	1:7703	13
<i>Regional</i>	131	32.3%	20	14.1%	2165	41.5%	1:16527	6	1:14337	7

Notes: * Active FACEMs working in Australia and Aotearoa, with available primary workplace data (n = 3,481). ** Advanced FACEM trainees in active placement in Australia and Aotearoa with available placement details and excluding 27 trainees who work in the pre-hospital/ambulance retrieval (n = 1,618). 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, 2023). ²Aotearoa subnational population estimates tables, as of 30 Jun 2023 (Statistics New Zealand, 2023)

There has been a steady increase in the number of FACEMs and advanced trainees per 100,000 population in Australia and Aotearoa over the past 14 years (Table 22). In 2010, there were 4.8 FACEMs per 100,000 population across Australia and Aotearoa, which increased to 11.5 in 2023, representing a 140% increase.

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

Year	Australia		Aotearoa		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	5.0	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
2014	6.8	12.8	4.6	8.2	6.5	12.1
2015	7.3	13	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
2020	9.9	15.3	6.5	9.0	9.3	14.2
2021	10.7	16.0	7.0	9.6	10.1	14.9
2022	11.5	17.1	7.4	9.8	10.6	15.6
2023	12.1	17.8	8.2	10.6	11.5	16.7

Notes: FACEMs ($n = 3,481$) and FACEM trainees ($n = 1,618$) working in the hospital setting at one or more workplaces in Australia and Aotearoa, excluding locums and those FACEM trainees working in pre-hospital or retrieval medicine.

7. Discussion of Findings

This report provides an annual profile of the EM specialist (FACEM) and FACEM trainee demographics and workforce characteristics in 2023, with longitudinal trends from 2008 to 2023. There was a steady increase in the number of new FACEMs obtaining Fellowship annually, with a total of 3,830 active FACEMs at the end of 2023, a 7% increase from the previous year.

There has been a gradual shift in the sex composition of the EM workforce, with the proportion of female FACEMs increasing from 30% in 2011 to 40% in 2023. Further, the proportion of female trainees surpassed male trainees (52% vs. 48%) for the third consecutive year in 2023. The rise in female representation is likely driven by greater efforts in promoting diversity and inclusion in the EM workforce, alongside the flexibility of FACEM training, and supportive workplace policies that attract and retain women in EM careers. Although male FACEMs were more likely than female FACEMs to have employment equivalent to full-time hours across all age groups, this difference is gradually narrowing, particularly among younger cohorts. There were minimal differences between male and female FACEM trainees who worked the equivalent of full-time hours across all age groups. To support the diverse needs of FACEMs and trainees, it is essential for workplaces to offer flexible working hours and adaptable rostering. Such accommodations would help EM doctors achieve optimal work capacity while aligning with individual work-life preferences, ultimately contributing to a more sustainable and inclusive EM workforce.

The proportion of FACEMs working equivalent to part-time hours across workplace(s) remained relatively stable over the past decade, between 24% and 29% from 2014 to 2023. However, the number of FACEMs working at two or more workplaces has more than doubled during this period, rising from 24% in 2014 to 57% in 2023. This indicates a trend toward an increasing level of fractionalisation within the EM workforce and potentially growing casualisation or locum employment arrangements. This shift may have been driven by several factors, including a desire for greater flexibility and exposure to diverse work experiences. The trend toward casualisation may affect workforce stability and continuity of patient care, as those working across multiple sites may have less engagement or long-term commitments to the individual workplaces. Further, this shift may also impact the career development opportunities for FACEMs.

Despite a 140% increase in the number of FACEMs per 100,000 population in Australia and Aotearoa between 2010 (4.8) and 2023 (11.5), the geographical distribution varied from eight FACEMs per 100,000 population in Aotearoa to 28 FACEMs per 100,000 population in the Northern Territory. In comparison, the number of FACEM trainees remained relatively consistent between 2,000 and 2,500 annually. The ACEM Annual Site Census consistently reported a high level of EM specialist and FACEM trainee vacancies in EDs across all regions, suggesting an ongoing insufficient supply of the EM workforce (Australasian College for Emergency Medicine, 2023). This, coupled with the growing demand for emergency care, further indicates the need for more proactive efforts in building and retaining the EM workforce.

Workforce maldistribution remains a persistent issue, with metropolitan areas continuing to have a significantly higher number of FACEMs per 100,000 population than regional areas in both Australia and Aotearoa. This disparity is even more pronounced among FACEM trainees, with only 17% of advanced FACEM trainees compared with 33% of FACEMs, working outside metropolitan areas. To address this, ACEM is exploring mechanisms and undertaking initiatives to increase rural training opportunities. The College has commenced a pilot project to assess the feasibility of a blended supervision model for the FACEM Training Program, which sees face-to-face clinical supervision coupled with remote supervision, to improve access to FACEM training opportunities in rural areas. ACEM is also undertaking a pilot project to explore the feasibility of Accredited Training Networks, which will comprise an appropriate balance of metropolitan and rural sites, in providing a synchronised approach to ensure the training and workforce needs are coordinated at a network level.

The findings from this report will continue to support ongoing surveillance and inform planning and policy decisions regarding the FACEM Training Program and EM workforce distribution in Australia and Aotearoa.

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10. Contact for Further Information

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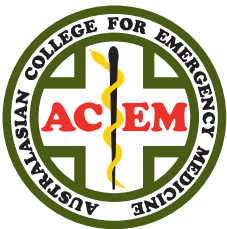
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