



Changing Climate of Emergency Medicine

How to have Career Sustainability & Flexibility

ACEM ASM 2019



WRaP EM invite you to join the conversation

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www.zeetings.com/wrapem



@WRAPEmtweet

#ACEM19

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A sustainable workforce is one in which emergency doctors are able to maximise their health, professional satisfaction and career longevity, thereby optimising their ability to meet the emergency medical care needs of the Australian and New Zealand populations.

ACEM

Workforce Sustainability Survey 2016

CURRENT ACEM MEMBERSHIP

ACEM Demographic and Workforce Survey 2018



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2724 FACEMS

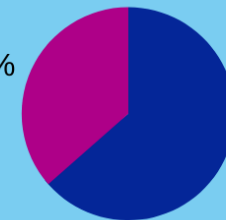


2397 TRAINEES

GENDER OF FACEMS



36.5%



63.5%



FACEM
AVERAGE AGE
46 YEARS



Workforce Sustainability Survey

ACEM 2019

62.5% of FACEMs
state the demands
of work interfere
with home
& family life

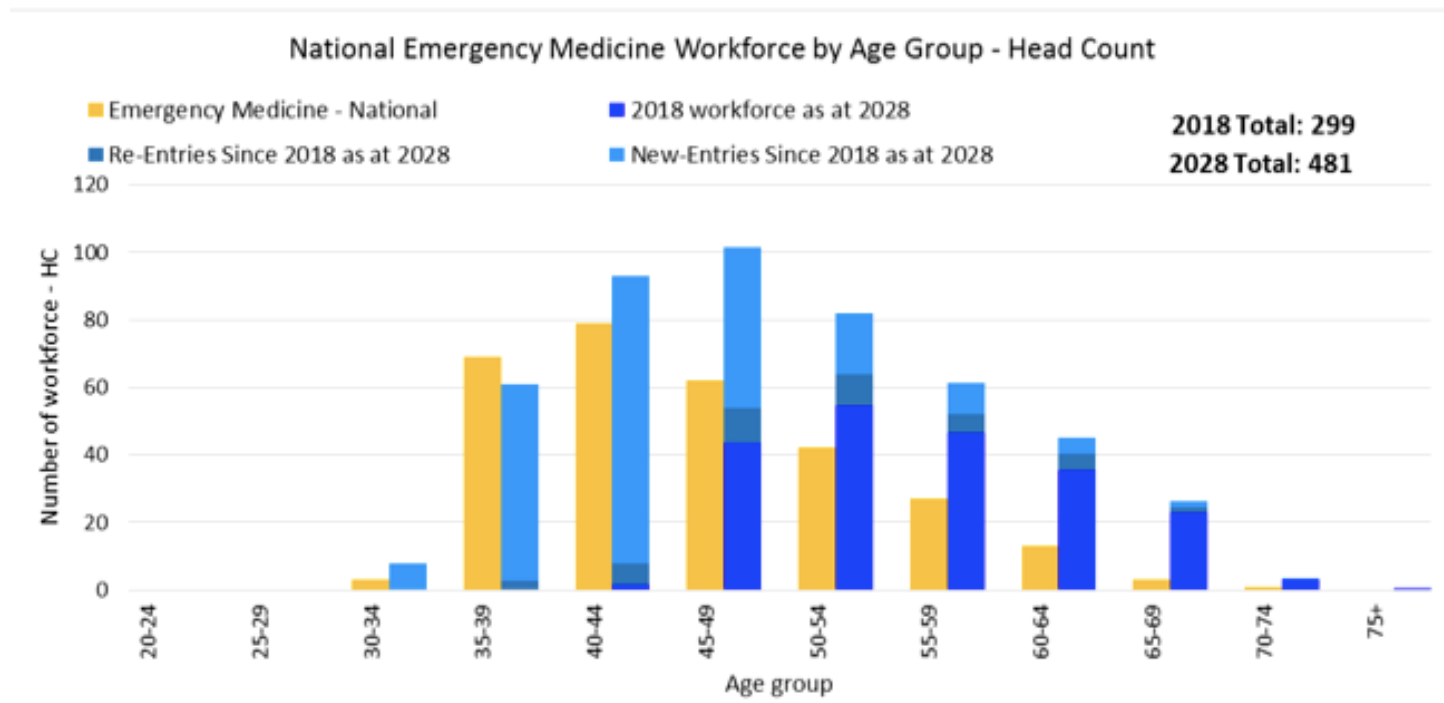
48% of FACEMs
demonstrated
moderate to high
levels of work
related burnout



61% FACEMs
intend to
reduce their
hours in the
next 10 years

28% FACEMs
likely to leave
Emergency
Medicine
in next 10 years

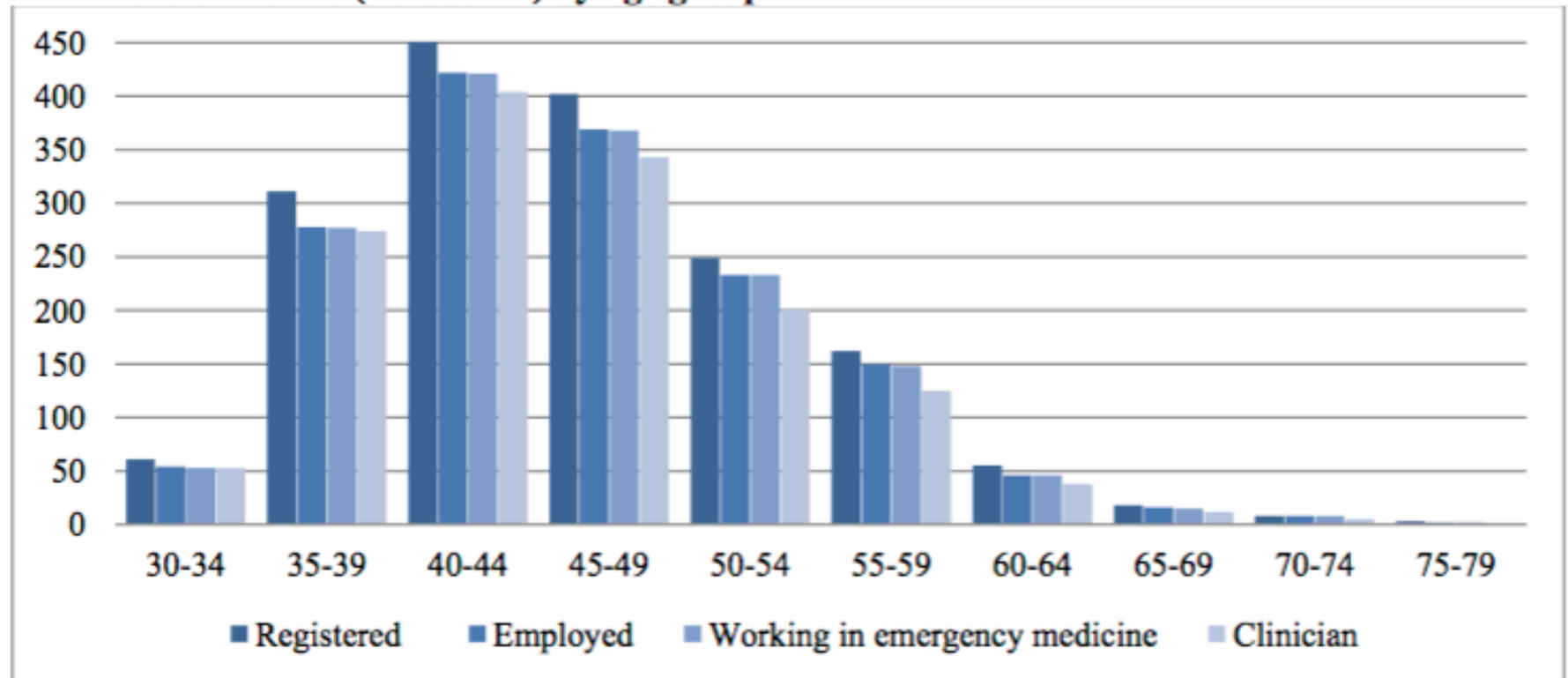
Emergency medicine specialists in 2028



Data courtesy of Emmanuel Jo. (Manager - Analytics & Modelling)
Ministry of Health NZ 2019

What is the lifespan of an Emergency Physician?

Figure 2: Comparison of emergency medicine specialists that are registered, employed, working in EM and clinicians (headcount) by age group



Source: NHWDS, Medical Practitioner 2015



Audience Live Poll

What age do you intend to retire from clinical practice in
Emergency Medicine?

For the purpose of career sustainability or maintaining
your wellbeing, have you already or do you intend to
reduce your working hours in the next 5-10 years?



What does career sustainability
mean to you?



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SUSTAINABLE ROSTERS



**ROSTERED SHIFTS TO BE
NO MORE THAN 10 HOURS**

MAXIMUM 12 CONTINUOUS
WORKING HOURS

**MINIMUM 10 HOUR BREAK BETWEEN
ROSTERED SHIFTS**

ROSTERS CONSISTENT WITH
CIRCADIAN PRINCIPLES



**REGULAR 48 HOUR BREAKS
FROM WORK**

6 DAYS OFF PER FORTNIGHT

**MAXIMUM SUSTAINABLE
LONG-TERM WEEKEND
COMMITMENT**

10 WEEKENDS PER YEAR



**MAXIMUM 2 ON-CALL SHIFTS
PER FORTNIGHT**

NO CONSECUTIVE ON-CALL SHIFTS

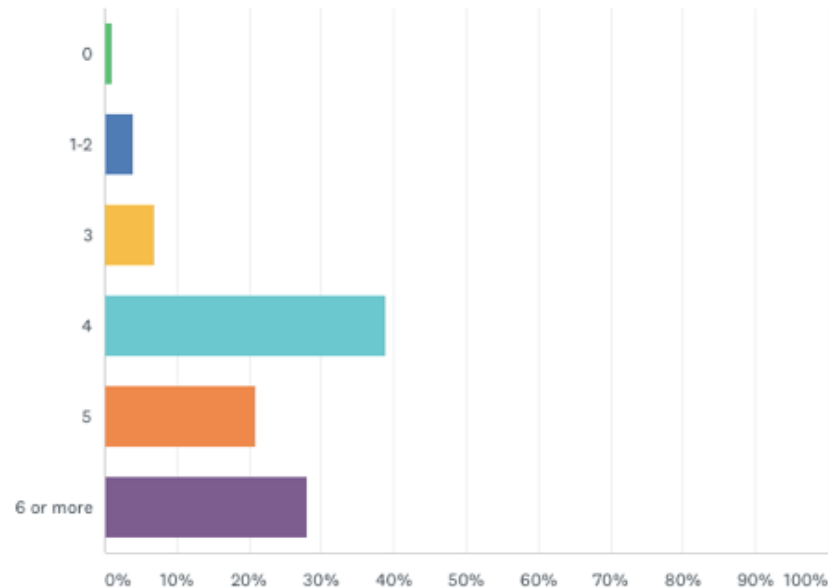


ACEM GUIDELINES ON CONSTRUCTING &
RETAINING AN EMERGENCY MEDICINE
WORKFORCE (G23) NOV 2015

QLD FACEMs - Evening Shifts

How many evening (late) shifts does a full time (1.0 FTE) FACEM work per month?

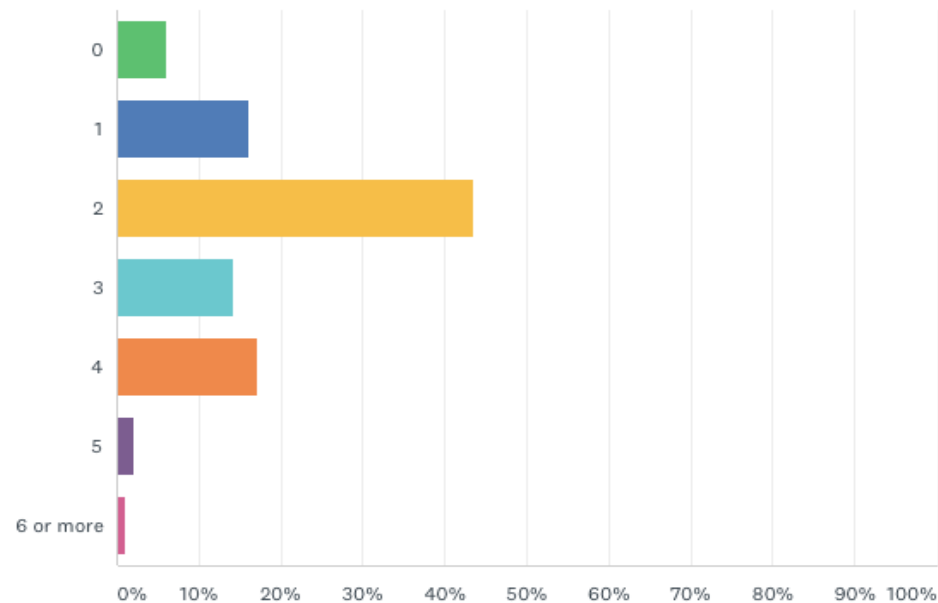
Answered: 100 Skipped: 4



QLD FACEMs - On Call Shifts

How many shifts does a full-time (1.0 FTE) FACEM work per month where they are on call overnight?

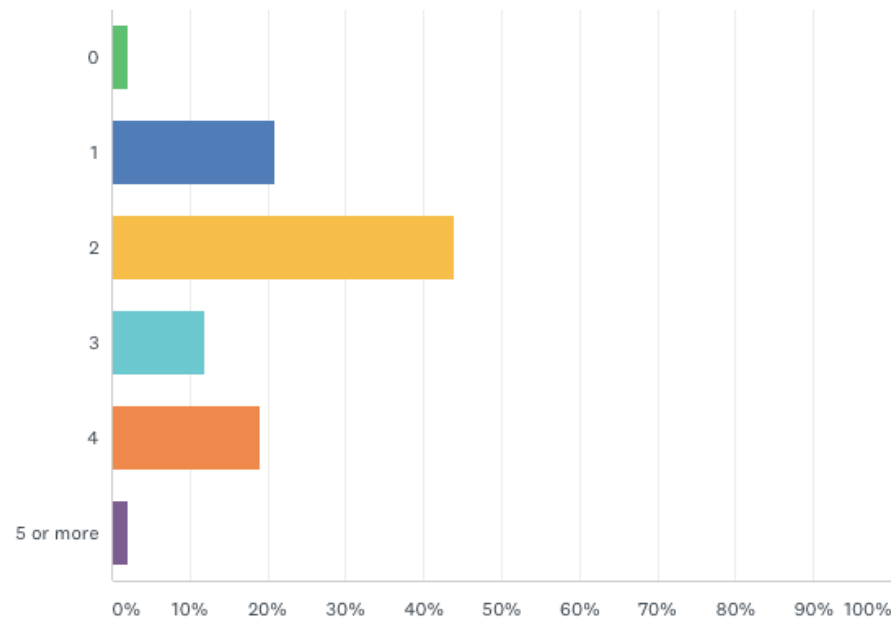
Answered: 99 Skipped: 5



QLD FACEMs - Weekend Shifts

How many weekend shifts does a full-time (1.0FTE) FACEM work per month?

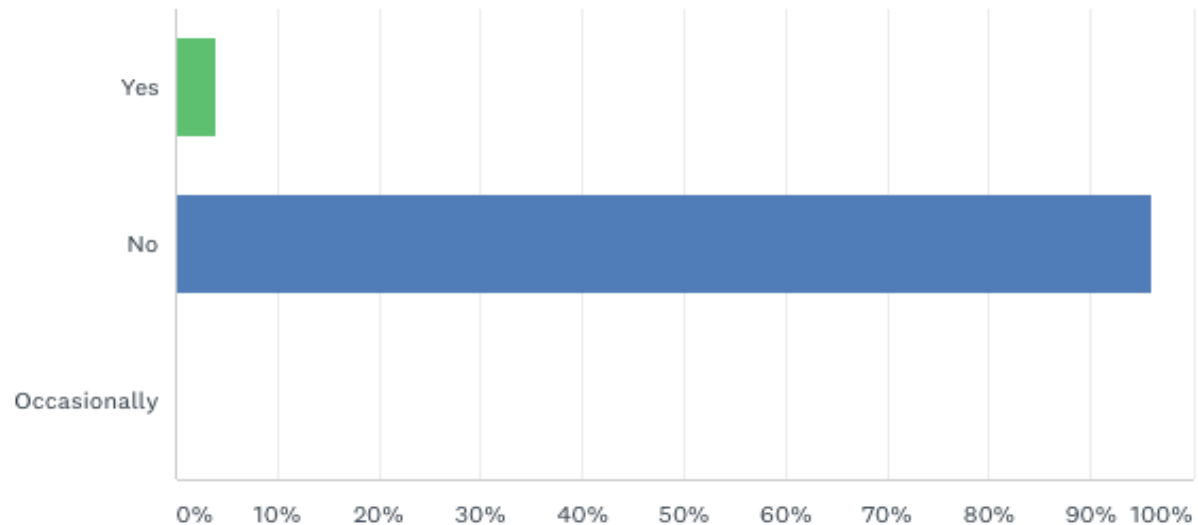
Answered: 100 Skipped: 4



QLD FACEMs - Night Shifts

Do you have any FACEMs who work rostered nights shifts?

Answered: 100 Skipped: 4





What are some of the challenges of creating sustainable rosters in emergency departments?



Audience Live Poll

What is more important to you with respect to rosters – equity, flexibility, sustainability, transparency, access to leave at preferred times, fatigue considerations?



How can we create rosters at a department level that reflect best rostering practices when most EDs are understaffed?



What is the impact of shift work
over the course of a career?



Should there be bespoke rostering
for all special groups?



Flexible Careers in Emergency Medicine





The College of Emergency Medicine

Creating successful, satisfying and sustainable careers in Emergency Medicine



**Guidance from the College of
Emergency Medicine**

FLEXIBLE CAREERS FOR EMERGENCY PHYSICIANS



Portfolio Careers

Research, Education, Simulation, Toxicology,
Pre-hospital, Retrieval, Travel Medicine, Hyperbaric



Part-Time Work

Family responsibilities, Health
reasons, Fatigue
management, Wellbeing,
Lifestyle, Transitions in
& out of workforce



Prolonged Leave

Parental Leave, Sick Leave,
Long Service Leave, Unpaid
Leave



Sabbaticals

International Fellowships,
Remote Area work,
Humanitarian work,
Disaster work, Locum work



Non-clinical Roles

Management Roles, Medical
Administrator Roles, Project
Work, Technology



Audience Live Poll

If you could take a break from Emergency Medicine by working in another role, what would that be?



What career options are there for FACEMs wanting to decrease their pace of work?



What impact does working in a non-clinical role
have on your wellbeing?



What are some other flexible
career options for Emergency Physicians?



What supports do you think should be offered
to staff who are returning to clinical work
from prolonged leave?



How do you maintain your skills when you are doing fewer clinical shifts?



How do we approach this from a departmental and organizational perspective to ensure people maintain their clinical skills?



Linda Dykes @DrLindaDykes Mar 20

Replying to @Andywebster @gala1871 an...

In other industries, exposure to the hot zone is limited: nuclear workers for example. Heck, even in WW1 troops in trenches were rotated out frequently. As EM (and GP!) is now too intense to do full time, need access to alternative options to top up to full time if wished.

💬 1 ↻ 1 ❤️ 4 ...



Markus Arnold @drmarkyarnie Mar 20

Replying to @sbatrawden

While I welcome being able to LTFT for any reason - much of what's behind this scheme annoys me. Its an admission that EM has a serious problem with intensity, but offering LTFT is just a temporary fix, and may even hamper any efforts to fix the root problem. 1/2

💬 3 ↻ 6 ❤️ 16 ...



Melanie Rule @rulesrule1 Mar 20

Replying to @DrLindaDykes @gala1871 a...

Agree. EM docs are taking control the only way they can to create sustainability, which is to drop their hours to LTFT. We need to change the way we work in EM. The intensity is not sustainable full time so we must build in less intense work patterns. #wellbeingpaygap

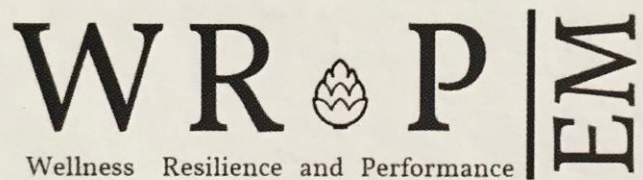
💬 1 ↻ 1 ❤️ 10 ...



Shouldn't we be able to do
this career full time?



Are there any great initiatives you have seen
to manage the intensity of ED work?



Career Sustainability & Flexibility in Emergency Medicine

www.wrapem.org

@WRaPEMtweet @QldAutumnSymp

wrapemcomms@gmail.com



Slides and Audience poll results available at
www.zeetings.com/wrapem



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@bethany_boulton

@almarkwell