



What does the EM workforce look like?

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The oversupply



- DOHA has projected that the FACEM workforce will be in significant oversupply by 2030
- Depending on scenario modelling used, this varies from an oversupply of 1200 – 2300 FACEMs (headcount)
- Some queries regarding adequacy of demand modeling
- Yeah, right...



Proportion of EDs meeting ACEM guidelines

- G23 recommends a minimum number of senior clinical decision makers (depending on annual presentations) that should be rostered for each shift, in order to ensure provision of quality patient care

Number of ACEM accredited EDs meeting G23 recommendations (2017)

| Region | Number of EDs | % meeting G23 minimum FACEM staffing |
|--------------------|---------------|---|
| NSW | 36 | 5.6% |
| VIC | 28 | 42.9% |
| QLD | 25 | 20.0% |
| WA | 11 | 27.3% |
| SA | 7 | 28.6% |
| TAS | 3 | 0.0% |
| ACT | 2 | 50.0% |
| NT | 2 | 0.0% |
| Australia | 114 | 21.9% |
| New Zealand | 16 | 12.5% |
| Total | 130 | 20.8% |

Current FACEM workforce



Table 1. Distribution of all FACEMs by region and gender

| Region | Female | | Male | | Total | | % Female |
|--------------------|------------|--|-------------|--|--------------|---------------|--------------|
| | N | | N | | N | % | |
| Australia | 766 | | 1384 | | 2151 | 85.2% | 35.6% |
| NSW | 213 | | 360 | | 573 | 22.7% | 37.2% |
| VIC | 196 | | 359 | | 556 | 22.0% | 35.3% |
| QLD | 180 | | 340 | | 520 | 20.6% | 34.6% |
| WA | 88 | | 157 | | 245 | 9.7% | 35.9% |
| SA | 45 | | 84 | | 129 | 5.1% | 34.9% |
| TAS | 16 | | 34 | | 50 | 2.0% | 32.0% |
| NT | 17 | | 20 | | 37 | 1.5% | 45.9% |
| ACT | 11 | | 30 | | 41 | 1.6% | 26.8% |
| New Zealand | 118 | | 164 | | 283 | 11.2% | 41.7% |
| Overseas | 29 | | 60 | | 90 | 3.6% | 32.2% |
| Total | 913 | | 1608 | | 2524* | 100.0% | 36.2% |

*3 FACEMs had an unspecified gender and are included in the total column.

FACEM workplace settings



| Workplace setting | | | | | | |
|------------------------------|------|-------|-----|-------|------|-------|
| Hospital only | 1905 | 94.3% | 255 | 97.3% | 2160 | 94.6% |
| Non-hospital only | 18 | 0.9% | 4 | 1.5% | 22 | 1.0% |
| Both hospital & non-hospital | 98 | 4.8% | 3 | 1.1% | 101 | 4.4% |

FACEM trends



- Proportion of female FACEMs has risen steadily over the past seven years from 30% in 2011 to 36% in 2017
- Average age of FACEMs has remained steady at between 45-46 years.
- In 2017 the College saw the largest number of new FACEMs elected at 290, with 57% of them IMGs having gained their primary medical degree from overseas.

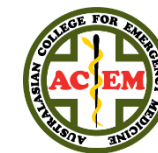
Growth in FACEM numbers



- Average of 153 new FACEMs/year between 2008 – 2017
 - 129/year in Australia
 - 19/year in New Zealand



FACEM trends – part time hours



| | Australia | | New Zealand | | Total | |
|--|-------------|-------|-------------|-------|-------------|-------|
| | N | % | N | % | N | % |
| Hours per week across all workplaces* | 1990 | | 254 | | 2244 | |
| Full-time hours | 1422 | 71.5% | 208 | 81.9% | 1630 | 72.6% |
| Less than full-time hours | 568 | 28.5% | 46 | 18.1% | 614 | 27.4% |

ACEM trainees



| Region | Total | Metropolitan | Regional or Rural | % Regional or Rural |
|--------------------|-------------|--------------|-------------------|---------------------|
| Australia | 2005 | 1653 | 352 | 17.6% |
| NSW | 618 | 548 | 70 | 11.3% |
| VIC | 433 | 391 | 42 | 9.7% |
| QLD | 553 | 422 | 131 | 23.7% |
| WA | 209 | 187 | 22 | 10.5% |
| SA | 92 | 92 | | 0.0% |
| TAS | 36 | | 36 | 100.0% |
| NT | 51 | | 51 | 100.0% |
| ACT | 13 | 13 | | 0.0% |
| New Zealand | 232 | 144 | 69 | 32.4% |
| Total | 2218 | 1797 | 421 | 19.0% |

NB: Excludes 28 trainees working in pre-hospital/ retrieval medicine and 8 undertaking a placement outside of Australia and New Zealand; 2 trainees were working across 2 workplaces, 1 in a major city and 1 in a regional-rural area and are included as working regionally-rurally.

Trainee trends



- Over the period 2010 to 2017, a 30% increase in the number of trainees
- Small but steady increase in the proportion of female trainees, increasing from 40% in 2010 to 47% in 2017.
- In 2017 the largest trainee intake was observed as well as the largest number of advanced trainees withdrawing from the training program
- Minimal increase in number of trainees working in rural and/or regional areas

Trainee trends



| | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | % change 2016-2017 | % change 2010-2017 |
|--------------------------|------|------|------|------|------|------|------|------|-----------------------|-----------------------|
| Total no. | 1958 | 1973 | 2078 | 2272 | 2299 | 2320 | 2348 | 2552 | 8.7% | 30.3% |
| % Female | 40% | 41% | 42% | 43% | 44% | 46% | 47% | 47% | 0.0% | 17.5% |
| % IMGs | 58% | 58% | 57% | 58% | 54% | 50% | 48% | 48% | 0.0% | -17.2% |
| No. Advanced trainees | 1159 | 1213 | 1347 | 1397 | 1596 | 1572 | 1662 | 1649 | -0.8% | 42.3% |
| % Rural-Regional | ND | ND | ND | ND | ND | 16% | 17% | 19% | 11.8% | NA |

Emergency medicine certificate & diploma



EMC total numbers by region

| REGION | ENROLLED | IN PROGRESS | COMPLETED |
|--------------|-------------|-------------|------------|
| ACT | 31 | 12 | 12 |
| NSW | 381 | 22 | 214 |
| NT | 91 | 85 | 53 |
| QLD | 273 | 67 | 157 |
| SA | 123 | 35 | 68 |
| TAS | 46 | 17 | 21 |
| VIC | 256 | 64 | 139 |
| WA | 163 | 40 | 92 |
| NZ | 100 | 15 | 60 |
| TOTAL | 1464 | 357 | 816 |

Emergency medicine certificate & diploma



EMD total numbers by region

| REGION | ENROLLED | IN PROGRESS | COMPLETED |
|--------------|------------|-------------|-----------|
| ACT | 3 | | 3 |
| NSW | 20 | 6 | 14 |
| NT | 9 | 1 | 7 |
| QLD | 27 | 13 | 13 |
| SA | 11 | 7 | 3 |
| TAS | 4 | 2 | 1 |
| VIC | 22 | 9 | 12 |
| WA | 23 | 3 | 19 |
| NZ | 3 | 1 | 2 |
| TOTAL | 122 | 42 | 74 |



What about rural/regional?

FACEMs in Rural Settings



| Region | Total | Metropolitan | Regional or Rural | % Regional or Rural |
|--------------------|-------------|--------------|-------------------|---------------------|
| Australia | 2005 | 1595 | 372 | 18.6% |
| NSW | 539 | 435 | 92 | 17.1% |
| VIC | 511 | 453 | 49 | 9.6% |
| QLD | 469 | 344 | 118 | 25.2% |
| WA | 230 | 202 | 22 | 9.6% |
| SA | 124 | 118 | 3 | 2.4% |
| TAS | 43 | 0 | 43 | 100.0% |
| NT | 45 | 0 | 45 | 100.0% |
| ACT | 44 | 43 | 0 | 0.0% |
| New Zealand | 259 | 152 | 106 | 40.9% |
| Total | 2264 | 1747 | 478 | 21.1% |

NB: Excludes 39 FACEMs working in Pre-hospital/ retrieval medicine

New FACEMs in Rural Settings

- Of **739** new FACEMs, **325 (44%)** undertook at least 1 **rural/regional ED placement** during their training (excluding SSPs)
 - They did so in an average of 1.3 RR EDs (Min 1: Max 4)
 - Spent an average of 17 months in RR ED
 - 24% (79/325) spent at least 50% of their ED time in RR EDs
- 291 (39%) of new FACEMs undertook at least 1 RR ED placement in advanced training.
 - Spent an average of 12 months in a rural/regional ED (of advanced training)
 - 13% (38/291) spent at least 50% of their ED time during advanced training in rural/regional EDs

Trainees in rural placements

- Number of trainees undertaking an ED placement in a metropolitan vs RRR ED

| Jurisdiction | Total | Metropolitan | Rural/Regional | % Rural/Regional |
|--------------------|-------------|--------------|----------------|------------------|
| Australia | 1376 | 1139 | 237 | 17.2% |
| NSW | 396 | 305 | 91 | 23.0% |
| VIC | 299 | 258 | 41 | 13.7% |
| QLD | 400 | 329 | 71 | 17.8% |
| WA | 137 | 128 | 9 | 6.6% |
| SA | 60 | 60 | 0 | 0.0% |
| TAS | 32 | 21 | 11 | 34.4% |
| NT | 29 | 15 | 14 | 48.3% |
| ACT | 23 | 23 | 0 | 0.0% |
| New Zealand | 160 | 122 | 38 | 23.8% |
| Total | 1536 | 1261 | 275 | 17.9% |

NB: Only includes trainees undertaking ED placement, other placements include CCU, pre-hospital/ retrieval medicine and those undertaking a placement outside of Australia and New Zealand.

Accredited rural training sites



| Jurisdiction | Total accredited sites | Rural regional base No. (%) | Accreditation term (6,12,18,24 months) |
|--------------------|------------------------|--------------------------------|---|
| New South Wales | 38 | 13 (34%) | (4*/6/2/1) |
| Victoria | 29 | 8 (28%) | (5*/1/1/1) |
| Queensland | 26 | 7 (27%) | (2/3/0/2) |
| Western Australia | 13 | 4 (31%) | (2*/2/0/0) |
| Tasmania | 3 | 2 (67%) | (1/1/0/0) |
| Northern Territory | 2 | 1 (50%) | (0/0/1/0) |
| New Zealand | 18 | 8 (44%) | (4/4/0/0) |
| Total | 129 | 43 (33%) | 18*/17/4/4 |

*Linked ED with 6-month term: NSW (2), VIC (2), WA (1),

^ Tas: Launceston General Hospital has no longer accredited in 2018.



Potentially accreditable rural training sites

- ACEM RRR Workforce Survey – data collected from non-ACEM accredited EDs/Emergency Care Centres (n=482) outside metro areas in Australia
- 196 sites (41%) responded with 24% reporting ED presentations of >10,000

| | Sites with ≥10k annual attendance | |
|------------------------------------|-----------------------------------|-------------|
| | N | % |
| Jurisdiction | | |
| NSW | 16 | 40% |
| NT | 2 | 5% |
| QLD | 6 | 15% |
| SA | 4 | 10% |
| TAS | 1 | 3% |
| VIC | 7 | 18% |
| WA | 4 | 10% |
| Remoteness area^a | | |
| Inner Regional | 23 | 58% |
| Outer Regional | 11 | 28% |
| Remote | 5 | 13% |
| Very Remote | 1 | 3% |
| Opened 24 hours | 40 | 100% |
| EMET training sites | 38 | 95% |
| Total number | 40 | 100% |

^a Classified by the Australian Standard Geographical Classification – Remoteness Area

Is there capacity?

- Distribution of accredited ED, trainee placement and total available trainee capacity, by jurisdiction

| Jurisdiction | No of RR accredited EDs (ASGS-RA 2-5) | No. of trainees undertaking RR placement | Total RR trainee capacity (existing FTE + unfilled FTE) |
|--------------------------------|--|--|---|
| NSW | 9 | 40 | 97.3 |
| VIC | 6 | 27 | 37.8 |
| QLD | 8 | 74 | 107.3 ^b |
| WA | 3 | 9 | 10.5 ^b |
| TAS | 3 | 32 | 38.0 |
| NT | 2 | 29 | 35.5 |
| New Zealand^a | 11 | 53 | 75.0 |
| Total | 42 | 264 | 401.4 |

^a Includes EDs located in regional areas

^b Trainee FTE was not provided by one ED in QLD and WA, therefore the total available trainee capacity is likely to be underestimated



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