

Australasian College for Emergency Medicine

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Report
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2022 FACEM and FACEM Trainee Demographic and Workforce Report

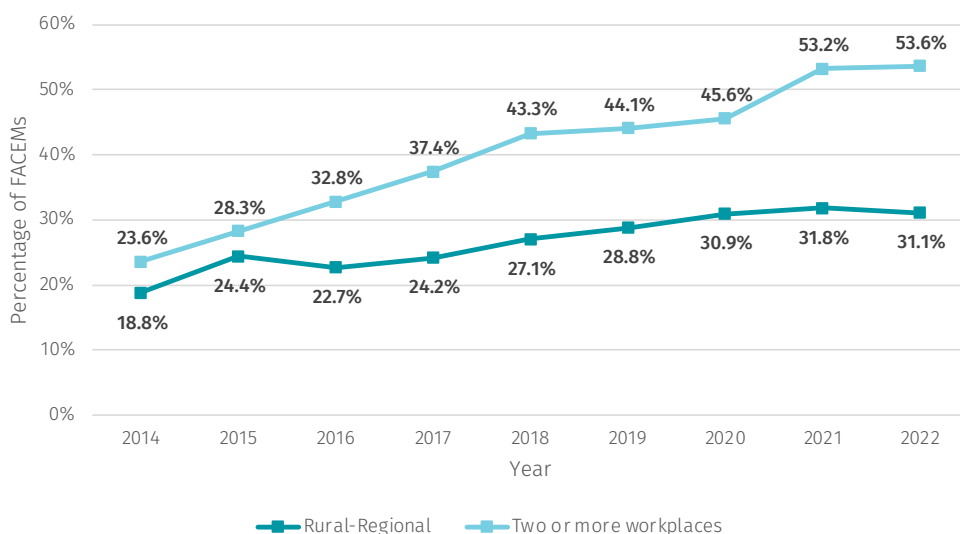


FACEM and FACEM Trainee Demographic and Workforce 2022 Report

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.

3582 FACEMs		2376 Trainees	
39%	Female	52%	Female
45.6	years average age	33.9	years average age
44%	International medical graduates	37%	International medical graduates
Working full-time			
61%	Female FACEMs	69%	Female FACEM Trainees
79%	Male FACEMs	78%	Male FACEM Trainees



Trends in FACEM workplace profiles

From 2014-2022, there has been a **65%** increase for FACEMs working in a rural or regional location, while the percentage of FACEMs working at two or more workplaces **have doubled** during the same period.

Contents

1. Executive Summary	3
<i>Table A 2022 FACEM and FACEM trainee demographics and workforce profile summary.</i>	3
2. Purpose and Scope of Report	4
3. Methodology	4
4. Fellows of the Australian College for Emergency Medicine (FACEMs)	5
<i>Table 1 Distribution of active FACEMs by region and gender</i>	5
<i>Table 2 Active FACEMs by age group, region and gender</i>	6
<i>Table 3 Average age of FACEMs by country and gender</i>	7
<i>Figure 1 FACEMs in Australia, by age group and gender (n = 3058)</i>	7
<i>Figure 2 FACEMs in Aotearoa, by age group and gender (n = 403)</i>	7
4.1 New FACEMs	8
<i>Table 4 Distribution of new FACEMs elected to Fellowship during 2022 by region, pathway and gender</i>	8
4.2 Workplace details of FACEMs	8
<i>Table 5 Workplace profiles of FACEMs working in Australia and Aotearoa</i>	9
<i>Figure 3 Employment status of FACEMs working in Australia and Aotearoa, by age group and gender</i>	10
<i>Table 6 Employment status of FACEMs working in Australia and Aotearoa in an ED by region</i>	10
<i>Table 7 Employment status of FACEMs working across one or more ED, by remoteness of ED</i>	11
<i>Table 8 Primary workplace sector and speciality role of FACEMs working in Australia and Aotearoa, by region</i>	11
<i>Table 9 Primary workplace location of FACEMs working in Australia and Aotearoa by region and remoteness</i>	12
<i>Figure 4 Distribution of FACEMs' primary workplace, by region and remoteness (n = 3282)</i>	12
<i>Table 10 Primary workplace by remoteness and sector for FACEMs employed in Australian and Aotearoa hospitals</i>	13
4.3 FACEM trends	13
<i>Figure 5 Annual number of FACEMs in Australia and Aotearoa, 2008-2022</i>	13
<i>Table 11 FACEM trends for the period 2011-2022</i>	14
<i>Table 12 Average time (years) for new FACEMs to achieve Fellowship through the FACEM Training Program, 2008 to 2022</i>	15
<i>Figure 6 Average time (years) for new FACEMs to achieve Fellowship through the FACEM Training Program by gender, 2008 to 2022</i>	15
5. FACEM Trainees	16
5.1 Demographic characteristics of FACEM trainees	16
<i>Table 13 Distribution of FACEM trainees by region and gender</i>	16
<i>Table 14 FACEM trainees by region, age group and gender</i>	17
<i>Table 15 Average age of FACEM trainees by country and gender</i>	18
<i>Figure 7 FACEM trainees in Australia, by age group and gender</i>	18

	Figure 8 FACEM trainees in Aotearoa, by age group and gender.....	18
5.2	FACEM trainee placement details.....	19
	Table 16 Workplace location of FACEM trainees working in Australia and Aotearoa by region and remoteness.....	19
	Figure 9 Distribution of FACEM trainees' placement workplace, by region and remoteness (n = 1852).....	19
	Figure 10 Employment status of FACEM trainees in Australia and Aotearoa, by gender and age group (n =1874).....	20
	Table 17 Primary training placement by remoteness and sector for FACEM trainees working in a hospital setting in Australia or Aotearoa.....	20
	Table 18 Primary training placement discipline of all FACEM trainees in Australia and Aotearoa, by sector and region	21
5.3	FACEM trainee trends.....	22
	Table 19 FACEM trainee trends for the period 2011-2022.....	22
	Figure 11 Trends of FACEM trainees and advanced trainees in Australia from 2008 to 2022	23
	Figure 12 Trends of FACEM trainees and advanced trainees in Aotearoa from 2008 to 2022.....	23
6.	Emergency Medicine Service Delivery	24
	Table 20 FACEMs and advanced trainees per 100,000 population, by region.....	24
	Table 21 FACEMs and advanced trainees per 100,000 population, by remoteness.....	25
	Table 22 FACEMs and advanced trainees per 100,000 population, by region and year	26
7.	Discussion of Findings	27
8.	References	28
9.	Suggested Citation.....	28
10.	Contact for Further Information.....	28

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 2022. Data was sought from the ACEM member database to provide insight into the emergency medicine (EM) workforce in Australia and Aotearoa New Zealand. This report also presents the longitudinal trends in FACEMs (including new FACEMs) and FACEM trainees over a 12 to 15-year period.

Table A 2022 FACEM and FACEM trainee demographics and workforce profile summary.

FACEM and FACEM trainee	Australia		Aotearoa		Total*	
Demographics						
Number of active FACEMs	3058		403		3582	
% Female	38.8%		44.9%		39.4%	
Average age (years)	45.5		46.0		45.6	
Number of new FACEMs in 2022	260		37		299	
Number of advanced trainees	1741		153		1907	
% Female	52.0%		54.9%		52.3%	
Number of provisional trainees	401		41		442	
% Female	51.4%		61.0%		52.3%	
FACEM	Australia		Aotearoa		Total**	
Workforce profile	n	%	n	n	%	n
Working in EM (at least one workplace)	2910	(96.7%)	367	(96.6%)	3277	(96.7%)
Working equivalent to full-time hours	2220	(73.8%)	273	(71.8%)	2493	(73.5%)
Working at two or more workplaces	1723	(57.3%)	113	(29.8%)	1837	(54.2%)
Working in regional locations	910	(30.5%)	135	(35.8%)	1045	(31.1%)
FACEMs per 100,000 population	11.2		7.5		10.6	

Notes:

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

**Only included Australia and Aotearoa.

2. Purpose and Scope of Report

This report presents the demographic and workforce profiles of the EM workforce for FACEMs and FACEM trainees of the Australian College for Emergency Medicine (ACEM) in 2022. Information from the ACEM member database was sourced for this purpose. This report applies to all FACEMs (including those who came through the FACEM Training Program and those who obtained Fellowship through the Specialist International Medicine Graduate pathway) and FACEM trainees of the College. The data presented in this report will be helpful 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 gender, age, primary medical degree as international medical graduates (IMGs), and Indigenous status.
- FACEM workplace and trainee placement data, including their location, roles and working hours.
- Number of FACEMs and FACEM trainees over the past 12 to 15 years, dependent on data availability.

For this report, data was analysed and presented as of 31 December 2022 to allow for comparisons over a 12- to 15-year period from 2008 to 2022. Data in the report may be impacted by incomplete information, as part of the membership database relies on self-reporting data. Likewise, there were instances where missing data relating to FACEM workplace details required a certain level of data cleaning and cross-checking. 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 each site 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 also included Training Stage 1 FACEM trainees enrolled in the training program since 2022.

The demographic data analysis was based on residential/ mailing address to classify the 'region', whereas for the FACEM workforce and trainee placement analysis, 'region' is reflective of 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 New Zealand sites were classified as metropolitan or regional using the Stats NZ Functional Urban Areas (FUA) methodology and classification (Stats NZ, 2021).

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

There were a total of 3,582 active FACEMs in 2022; 3,058 (85%) FACEMs living in Australia and 403 (11%) FACEMs living in Aotearoa New Zealand. A further 121 (3%) were living overseas. There was an increase of 7.8% compared with 3322 active FACEMs in 2021. Table 1 presents the distribution of all active FACEMs by their region of residential address and gender. A slight increase in the percentage of female FACEMs was seen from 2021 to 2022 in Australia (38.1% to 38.8%) and Aotearoa (44.2% to 44.9%).

Seven (0.2%) Australian FACEMs self-identified as Aboriginal, increasing from five in 2021. Eleven (2.7%) Aotearoa FACEMs self-identified as Māori, also increasing from nine in 2021. Similarly to previous years, no FACEMs self-identified as Torres Strait Islander.

For the primary medical degree of FACEMs, 1584 (44.2%) active FACEMs gained their primary medical degree outside of Australia and Aotearoa and were classified as international medical graduates (IMGs). This increased slightly from 1443 (43.4%) FACEMs classified as IMGs in 2021.

Table 1 Distribution of active FACEMs by region and gender

Region	Female	Male	Total		Female
	n	n	n	%	%
Australia	1185	1873	3058	85.3%	38.8%
NSW	323	504	827	23.1%	39.1%
VIC	290	465	755	21.1%	38.4%
QLD	286	473	759	21.2%	37.7%
WA	132	202	334	9.3%	39.5%
SA	69	114	183	5.1%	37.7%
TAS	35	48	83	2.3%	42.2%
NT	31	27	58	1.6%	53.4%
ACT	19	40	59	1.6%	32.2%
Aotearoa	181	222	403	11.3%	44.9%
Overseas	45	76	121	3.4%	37.2%
Total	1411	2171	3582	100%	39.4%

Table 2 presents the distribution of all active FACEMs by age group, region and gender. Sixty-one per cent (2,198/3,582) of FACEMs were aged between 35 and 49 years. Fourteen per cent of FACEMs in Australia (437/3,058) and Aotearoa (56/403), respectively, were aged 55 years or older, consistent with findings in 2021. There was a shift to the younger age profile, with the proportion of FACEMs aged less than 35 years increasing from 5% in 2020, 8% in 2021, and 9% in 2022.

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	4.4%	4.7%	9.1% (277)	9.7%	11.3%	21.1% (644)	9.3%	12.6%	21.9% (669)	7.1%	11.4%	18.5% (565)	4.7%	10.5%	15.2% (466)	2.3%	5.5%	7.8% (237)	1.2%	5.3%	6.5% (200)
NSW	4.1%	4.4%	8.5% (70)	9.3%	12.7%	22.0% (182)	10.0%	11.6%	21.6% (179)	6.0%	11.5%	17.5% (145)	5.2%	9.8%	15.0% (124)	2.8%	4.2%	7.0% (58)	1.6%	6.8%	8.3% (69)
VIC	4.1%	3.6%	7.6% (58)	7.5%	10.4%	17.9% (136)	9.5%	13.2%	22.7% (172)	6.7%	11.7%	18.4% (140)	5.9%	11.5%	17.4% (132)	2.5%	7.2%	9.7% (74)	1.4%	4.7%	6.2% (47)
QLD	5.3%	6.6%	11.9% (90)	11.4%	12.5%	23.8% (180)	9.1%	12.8%	22.0% (166)	7.7%	10.6%	18.3% (138)	3.2%	9.4%	12.6% (95)	1.1%	5.3%	6.4% (48)	0.7%	4.4%	5.0% (38)
WA	3.9%	5.1%	9.0% (30)	12.0%	10.2%	22.2% (74)	9.6%	11.1%	20.7% (69)	7.5%	12.3%	19.8% (66)	3.9%	11.7%	15.6% (52)	1.5%	5.4%	6.9% (23)	1.2%	4.8%	6.0% (20)
SA	3.3%	2.2%	5.5% (10)	8.2%	11.5%	19.7% (36)	6.0%	10.9%	16.9% (31)	8.7%	13.7%	22.4% (41)	4.4%	12.6%	16.9% (31)	5.5%	4.9%	10.4% (19)	1.6%	6.6%	8.2% (15)
TAS	6.0%	6.0%	12.0% (10)	10.8%	3.6%	14.5% (12)	8.4%	21.7%	30.1% (25)	10.8%	7.2%	18.1% (15)	3.6%	9.6%	13.3% (11)	2.4%	4.8%	7.2% (6)	0.0%	4.8%	4.8% (4)
NT	6.9%	0.0%	6.9% (4)	10.3%	12.1%	22.4% (13)	13.8%	5.2%	19.0% (11)	10.3%	13.8%	24.1% (14)	6.9%	6.9%	13.8% (8)	5.2%	5.2%	10.3% (6)	0.0%	3.4%	3.4% (2)
ACT	1.7%	6.8%	8.5% (5)	11.9%	6.8%	18.6% (11)	5.1%	22.0%	27.1% (16)	3.4%	6.8%	10.2% (6)	8.5%	13.6%	22.0% (13)	0.0%	5.1%	5.1% (3)	1.7%	6.8%	8.5% (5)
Aotearoa	4.2%	3.2%	7.4% (30)	9.7%	9.2%	18.9% (76)	10.7%	11.2%	21.8% (88)	10.4%	9.4%	19.9% (80)	6.5%	11.7%	18.1% (73)	2.2%	5.7%	7.9% (32)	1.2%	4.7%	6.0% (24)
Overseas	1.7%	3.3%	5.0% (6)	12.4%	8.3%	20.7% (25)	9.9%	14.9%	24.8% (30)	6.6%	10.7%	17.4% (21)	2.5%	9.9%	12.4% (15)	3.3%	9.1%	12.4% (15)	0.8%	6.6%	7.4% (9)
Total	4.3%	4.5%	8.7% (313)	9.8%	11.0%	20.8% (745)	9.5%	12.5%	22.0% (787)	7.5%	11.1%	18.6% (666)	4.9%	10.6%	15.5% (554)	2.3%	5.6%	7.9% (284)	1.2%	5.3%	6.5% (233)

Notes: F = Female and M = Male.

The average age of all active FACEMs remained at 46 years, compared with 2021. Female FACEMs, on average, were three years younger than male FACEMs, which was observed in Australia and Aotearoa (Table 3).

Table 3 Average age of FACEMs by country and gender

Region	Female	Male	Total
Australia	43.8	46.6	45.5
Aotearoa	44.2	47.5	46.0
Overseas	44.0	48.1	46.6
Total	43.9	46.8	45.6

Figure 1 and Figure 2 show the distribution of FACEMs by age group and gender in Australia and Aotearoa, respectively. In Australia, more male FACEMs than female FACEMs were seen in all age groups. While in Aotearoa, there were more females than males in younger age groups. For both countries, the largest disparity between males and females was in the 50-54 age group.

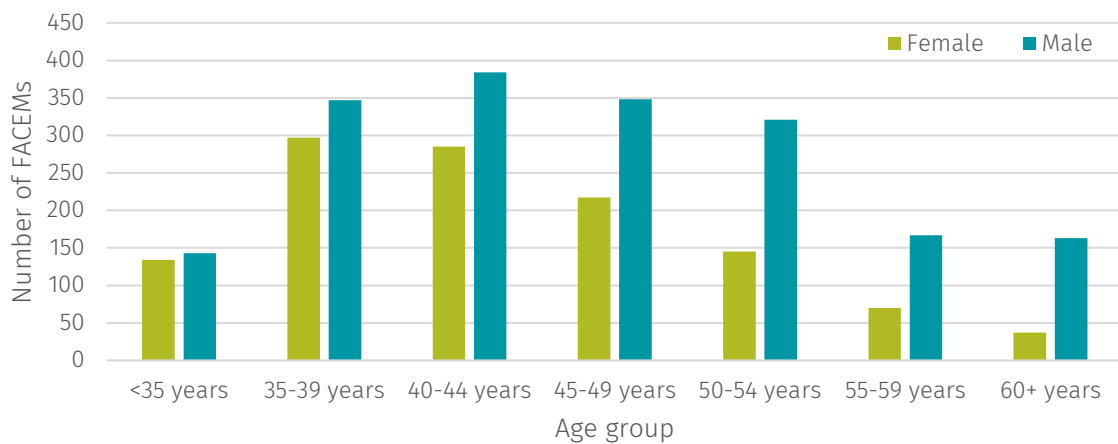


Figure 1 FACEMs in Australia, by age group and gender (n = 3058)

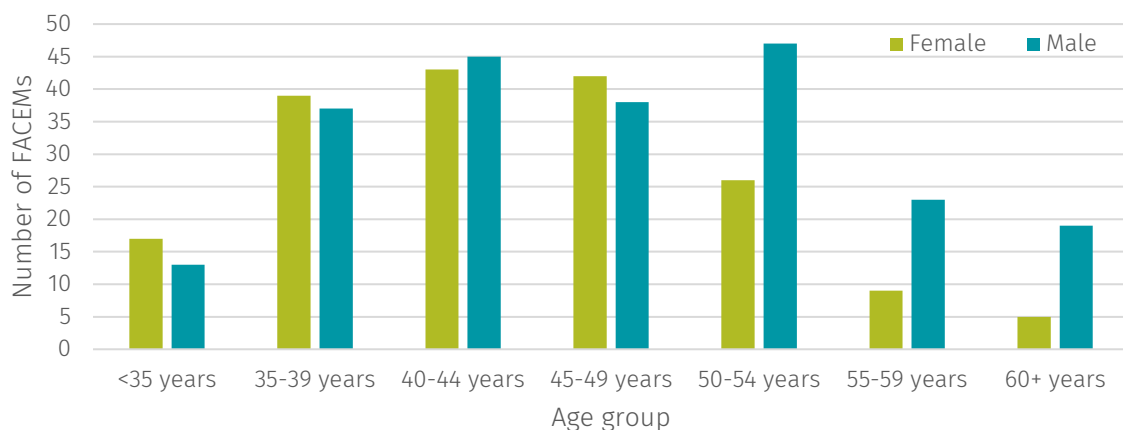


Figure 2 FACEMs in Aotearoa, by age group and gender (n = 403)

4.1 New FACEMs

In 2022, a total of 299 new FACEMs were elected to Fellowship, with 90% (n= 269) completing the FACEM Training Program and the remainder (n= 30) obtaining Fellowship via the Specialist International Medical Graduates (SIMG) pathway. Table 4 presents the distribution of new FACEMs by region, Fellowship pathway and gender. Consistent with the 2021 findings, a larger proportion of new FACEMs in Aotearoa (23%, 8/35) obtained their Fellowship via the SIMG pathway compared with those in Australia (9%, 21/230).

Table 4 Distribution of new FACEMs elected to Fellowship during 2022 by region, pathway and gender

Region	FACEM Training Program			SIMG Pathway			Total	
	Female n	Male n	Total n	Female n	Male n	Total n	n	Female %
Australia	105	134	239	7	14	21	260	43.1%
NSW	33	48	81	1	2	3	84	40.5%
VIC	24	25	49	0	1	1	59	45.8%
QLD	27	31	58	0	0	0	59	45.8%
WA	6	11	17	0	0	0	21	33.3%
SA	4	9	13	3	7	10	14	35.7%
TAS	6	4	10	0	0	0	11	54.5%
NT	5	2	7	0	0	0	7	71.4%
ACT	0	4	4	0	0	0	5	20.0%
Aotearoa	14	15	29	2	6	8	37	43.2%
Overseas	1	0	1	1	0	1	2	100.0%
Total	120	149	269	10	20	30	299	43.5%

4.2 Workplace details of FACEMs

This section presents the workplace details of the 3,390 FACEMs working in Australia and Aotearoa according to their workplace details recorded in the ACEM membership database. Of those, 89% (n= 3010) worked in Australia, while 11% (n= 380) worked in Aotearoa. Of the 121 FACEMs whose residential address was overseas, 105 had workplace details located overseas, thirteen had workplace details in Australia, and three had workplace details in Aotearoa. Sixty-four FACEMs living in Australia or Aotearoa did not have employment information recorded, and an additional three FACEMs had incomplete workplace details, with these FACEMs excluded from analysis.

Overall workplace profile

The percentage of FACEMs working at one workplace (n= 1,551, 46%) further reduced from 54% in 2020 and 47% in 2021. FACEMs working in Aotearoa were significantly more likely to be working at one workplace only (70%), compared with Australian-based FACEMs (43%) (Table 5).

Almost all FACEMs were working in a hospital setting at one or more workplaces in both Australia (n= 2988) and Aotearoa (n= 379). Of the FACEMs working at public or private hospitals, 97% (n= 3,027) worked in an emergency department (ED). All FACEMs working in a hospital in Aotearoa exclusively worked in the public sector, compared with 95% in Australia.

Overall, 69% (n= 2,312) of FACEMs working in a hospital setting were located in metropolitan areas only; 70% in Australia (n= 2,070) and 64% in Aotearoa (n= 242). Twenty per cent (n= 661) were working in a regional location only (18% in Australia and 30% in Aotearoa). FACEMs working in Australia (12%) were more likely to work at metropolitan and regional locations than FACEMs in Aotearoa (6%).

Almost three-quarters (74%, n= 2,493) of FACEMs were working full-time hours across all workplaces, remaining consistent with 75% in 2021. A workplace summary of 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	3010		380		3390	
Number of workplaces						
One	1285	42.7%	266	70.2%	1551	45.8%
Two	1010	33.6%	95	25.1%	1105	32.6%
Three or more	715	23.7%	19	4.7%	734	21.6%
Workplace setting*	3007		380		3387	
Hospital only	2693	89.6%	364	95.8%	3057	90.3%
Non-hospital only	19	0.6%	1	0.3%	20	0.6%
Both hospital & non-hospital	295	9.8%	15	3.9%	310	9.2%
Working in a hospital at one or more workplaces**	2988		379		3367	
Working in an ED at any workplace	2908	97.3%	367	96.8%	3275	97.3%
Working in a public hospital at any workplace	2848	95.4%	376	100%	3224	96.0%
Metropolitan location only***	2070	69.5%	242	64.2%	2312	68.9%
Regional location only***	548	18.4%	113	30.0%	661	19.7%
Both metropolitan & regional locations***	362	12.1%	22	5.8%	384	11.4%
Hours per week across all workplaces	3010		380		3390	
Full-time hours (≥ 38 hours)	2220	73.8%	273	71.8%	2493	73.5%
Less than full-time hours (< 38 hours)	790	26.2%	107	28.2%	897	26.5%

Notes: *Excludes three FACEMs where we could not determine if one of the workplaces was a hospital, e.g., locum or health department. **Excludes 23 FACEMs where we could not determine if any of their locations were a hospital. ***Excludes 33 FACEMs where we could not determine the workplace location's remoteness.

Overall, the proportion of FACEMs working part-time hours (< 38 hours) increased for both genders, with 39% of females working the equivalent of part-time hours (compared with 37% in 2021), while the proportion of male FACEMs working the equivalent of part-time hours was 21% (compared with 18% in 2021).

Figure 3 shows the employment status (full-time and part-time), by gender and age group for FACEMs working in Australia and Aotearoa. Male FACEMs were more likely than female FACEMs to have employment equivalent to full-time hours across all age groups, whilst female FACEMs aged below 50 years were more likely to work part-time hours.

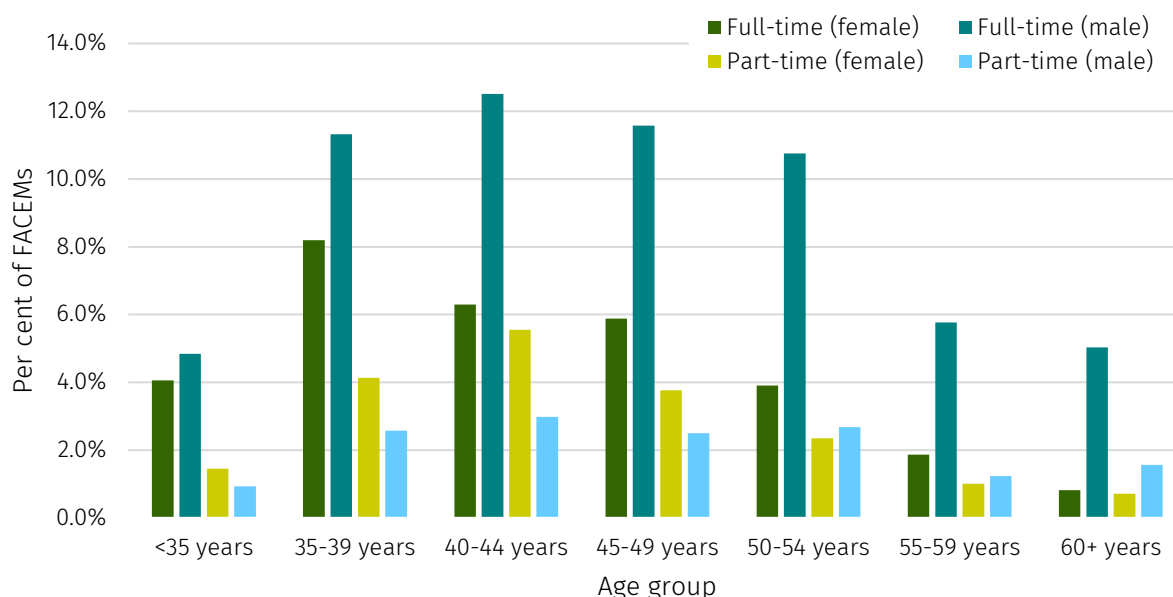


Figure 3 Employment status of FACEMs working in Australia and Aotearoa, by age group and gender

Table 6 presents the number and percentage of FACEMs working full-time or part-time across one or more ED, by region. FACEMs who worked in Tasmanian EDs (37%) were more likely than their counterparts in other jurisdictions to work part-time hours. On the contrary, FACEMs in South Australia (18%) were least likely to work part-time hours.

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

Region	Full-time		Part-time	
	n	%	n	%
Australia	2154	74.2%	750	25.8%
NSW	609	75.6%	197	24.4%
VIC	512	70.7%	212	29.3%
QLD	542	75.6%	175	24.4%
WA	220	71.4%	88	28.6%
SA	136	82.4%	29	17.6%
TAS	48	63.2%	28	36.8%
NT	49	83.1%	10	16.9%
ACT	38	77.6%	11	22.4%
Aotearoa	266	72.5%	101	27.5%
Total	2420	73.9%	853	26.1%

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 five FACEMs working in an ED with an indeterminable region (e.g., those working as locums).

Of the FACEMs working at one or more ED, a slightly larger proportion of those working in only metropolitan areas were working full-time hours compared with those working in only regional areas (73% compared with 70%) (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	1639	73.4%	595	26.6%
Regional or rural only	451	69.6%	197	30.4%
Both metropolitan and regional/ rural	329	85.7%	55	14.3%

Primary workplace profile

Complete primary workplace data was available for 3,339 FACEMs, with 94% (n=3,141) working as emergency physicians in an ED at their primary workplace. In Australia, 91% (n=2,693), and in Aotearoa, 98% (n=388) of FACEMs' primary workplace was at a public hospital, with the remaining proportion of FACEMs working in a private hospital, or in other non-hospital roles. Table 8 displays the workplace sector and speciality role for the primary workplace 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	2591	77.6%	102	3.1%	2693	185	5.5%	11	0.3%	196	65	1.9%	13	0.4%	78	2951
NSW	769	23.0%	21	0.6%	790	6	0.2%	0	0%	6	1	0.1%	1	0.1%	2	54
VIC	584	17.5%	26	0.8%	610	96	2.9%	5	0.1%	101	3	0.1%	0	0%	3	73
QLD	621	18.6%	19	0.6%	640	62	1.9%	3	0.1%	65	23	0.7%	3	0.1%	26	69
WA	288	8.6%	19	0.6%	307	12	0.4%	2	0.1%	14	13	0.4%	2	0.1%	15	712
SA	147	4.4%	6	0.2%	153	6	0.2%	1	0.1%	7	18	0.5%	6	0.2%	24	705
TAS	67	2.0%	3	0.1%	70	3	0.1%	0	0%	3	6	0.2%	1	0.1%	7	160
NT	68	2.0%	1	0.1%	69	0	0%	0	0%	0	0	0%	0	0%	0	796
ACT	47	1.4%	7	0.2%	54	0	0%	0	0%	0	1	0.1%	0	0%	1	382
Aotearoa	365	10.9%	15	0.4%	380	0	0%	0	0%	0	3	0.1%	2	0.1%	5	388
Total	2956	88.5%	117	3.5%	3073	185	5.5%	11	0.3%	196	68	2.0%	15	0.4%	83	3339

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.

In Aotearoa 32% (n= 380) of FACEMs were working in a regional or rural location at their primary workplace, compared to 24% (n= 681) in Australia. The distribution of FACEM's 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 Aotearoa by region and remoteness

Region	Metropolitan n	Regional or Rural n	Total n	Regional or Rural %
Australia	2221	681	2902	23.5%
NSW	592	207	799	25.9%
VIC	630	84	714	11.8%
QLD	508	201	709	28.3%
WA	281	41	322	12.7%
SA	155	6	161	3.7%
TAS	0	73	73	100.0%
NT	0	69	69	100.0%
ACT	55	0	55	0.0%
Aotearoa	259	121	380	31.8%
Total	2480	802	3282	24.4%

Notes: *Excludes 88 FACEMs working in pre-hospital / retrieval medicine, as a locum or where the remoteness of their workplace could not be determined.

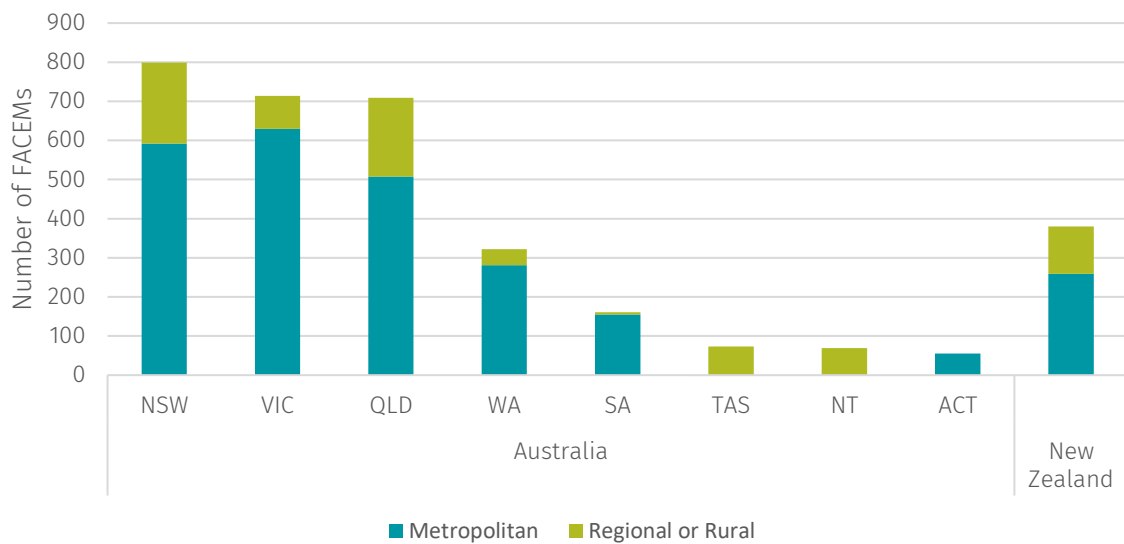


Figure 4 Distribution of FACEMs' primary workplace, by region and remoteness (n = 3282)

Table 10 presents data on FACEMs working in a hospital setting for their primary workplace, by remoteness and sector. In Australia, the percentage of FACEMs working in public versus private hospitals remained unchanged at 93% vs. 7%, compared with 2021 data. More than three-quarters of Australian FACEMs worked in public (70%) or private (6%) hospitals in a metropolitan area. A comparable proportion of FACEMs in Aotearoa worked primarily in public hospitals located in a metropolitan area (68%); however, none of them worked in a private hospital as 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	2692	93.2%	195	6.8%	2887
Metropolitan	2028	70.2%	182	6.3%	2210
Rural or Regional	664	23.0%	13	0.5%	677
Aotearoa	379	100.0%	0	0.0%	379
Metropolitan	259	68.3%	0	0.0%	259
Rural or Regional	120	31.7%	0	0.0%	120
Total*	3071	94.0%	195	6.0%	3266

Notes: *Excludes eleven FACEMs who had an unknown work location and 88 FACEMs working in pre-hospital / retrieval medicine, as a locum, or where we were unable to determine the remoteness of their workplace.

4.3 FACEM trends

Over the period 2008 to 2022, there was an average of 186 new FACEMs per annum; 158 per annum in Australia and 24 per annum in Aotearoa. For the same period, the average attrition from the speciality was 17.7 FACEMs per annum from 2008-2022 (11.9 per annum in Australia, 2.6 per annum in Aotearoa, and 3.2 per annum for FACEMs whose residence was overseas). Figure 5 shows the annual increment of FACEMs in Australia and Aotearoa from 2008 to 2022.

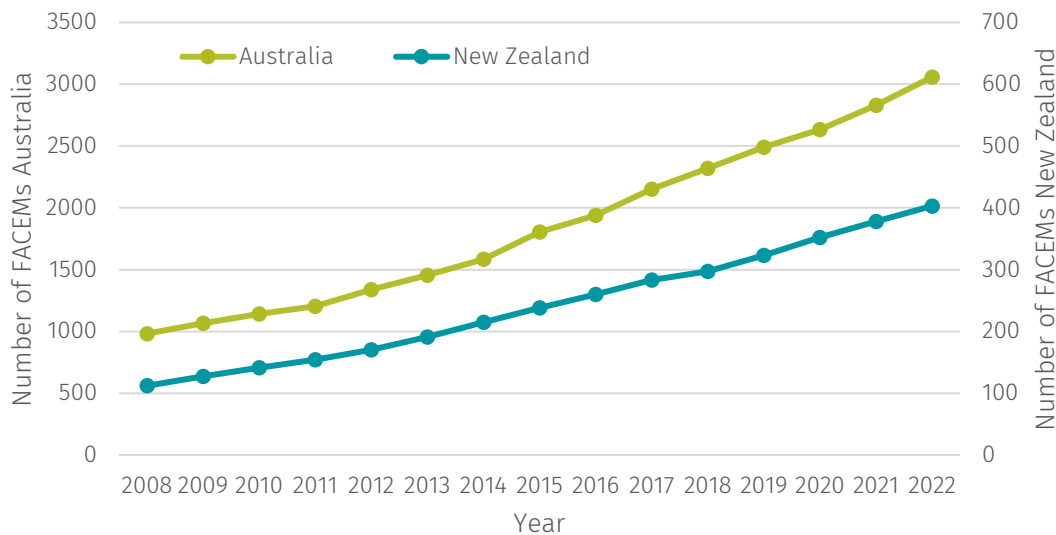


Figure 5 Annual number of FACEMs in Australia and Aotearoa, 2008-2022

Table 11 presents a summary of trends across twelve years relating to the demographic characteristics of FACEMs, intake (new FACEMs), and attrition from 2011 to 2022. There was a steady increase in the proportion of female FACEMs over the past twelve years, from 30% in 2011 to 39% in 2022, while the average age of FACEMs has remained between 45 and 46 years. Whilst the proportion of FACEMs who worked the equivalent of part-time hours across multiple workplaces has fluctuated between 25% and 29% (2014 – 2022), the proportion of FACEMs who worked at two or more workplaces has doubled from 24% to 54% in the same period. The proportion of FACEMs working in rural or regional areas remained consistent at 31% - 32% in the last three years.

The annual number of new FACEMs has reached a new peak at 299 in 2022, surpassing the previous highest number in 2017. Notably, the proportion of new FACEMs who were IMGs also increased significantly from 43% in 2021 to 50% in 2022. Likewise, an increase in the proportion of new FACEMs via the SIMG pathway was observed in 2022.

Table 11 FACEM trends for the period 2011-2022

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	% change 2021-2022	% change 2011-2022
All FACEMs	1413	1562	1705	1859	2101	2252	2524	2724	2921	3094	3322	3582	8%	153%
% 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%	2%	33%
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	-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%	-1%	52%
% Working PT	ND	ND	ND	25.0%	27.0%	26.0%	27.4%	26.4%	28.0%	28.7%	25.0%	28.0%	12%	ND
% Rural-Regional	ND	ND	ND	18.8%	24.4%	22.7%	24.2%	27.1%	28.8%	30.9%	31.8%	31.1%	-2%	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%	1%	ND
New FACEMs	96	152	144	164	249	181	290	229	217	196	260	299	12%	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%	1.6%	39%
% 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%	14.7%	-1.4%
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	-1.9%	-0.8%
% 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%	13.6%	6.4%
FACEM withdrawals/ retirees	7	2	2	10	7	30	22	39	30	36	35	40	14%	471%

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 training-related data for members, and issues exist with the reliability of some of the existing data.

Over the period 2008 to 2022, new FACEMs who came through the FACEM Training Program took an average of 7.3 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 through the FACEM Training Program, 2008 to 2022

Year	Total	ACEM registration to Fellowship			Advanced training commencement to Fellowship		
	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
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
Total	2466	7.3	1.6	24.3	5.6	1.5	22.2

Females took slightly longer (0.5 year) than males, on average, to achieve Fellowship through the FACEM Training Program in recent years, between 2018 and 2022. (Figure 6).

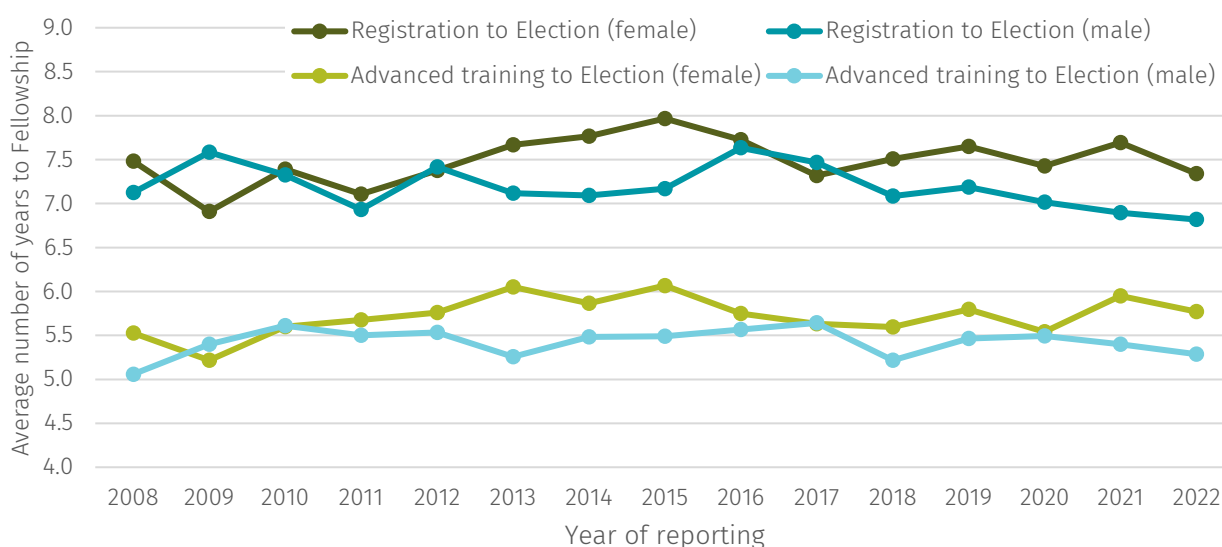


Figure 6 Average time (years) for new FACEMs to achieve Fellowship through the FACEM Training Program by gender, 2008 to 2022

5. FACEM Trainees

5.1 Demographic characteristics of FACEM trainees

There were a total of 2,376 trainees enrolled in the FACEM Training Program at the end of 2022, including 1,907 advanced trainees and 442 provisional trainees. A total of 261 trainees joined the FACEM Training Program in 2022, with 132 withdrawing from the program during 2022 (including 75 advanced trainees).

Sixteen (0.7%) FACEM trainees in Australia self-identified as Aboriginal, and three trainees self-identified as Torres Strait Islander, with two of these trainees also identifying as Aboriginal. A higher percentage of FACEM trainees in Aotearoa (4.1%, n= 8) self-identified as Māori.

Over one-third (36.7%, n= 863) of all FACEM trainees obtained their primary medical degree from overseas (as IMGs).

Over half of the advanced and provisional trainees (52.3%, respectively) were female, with the number of FACEM 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	906	835	1741	206	195	401	2142	91.2%	51.9%
NSW	293	228	521	59	57	116	637	27.1%	55.3%
VIC	183	192	375	54	46	100	475	20.2%	49.9%
QLD	242	245	487	53	53	106	593	25.2%	49.7%
WA	88	78	166	17	17	34	200	8.5%	52.5%
SA	41	50	91	11	13	24	115	4.9%	45.2%
TAS	19	16	35	3	2	5	40	1.7%	55.0%
NT	28	14	42	1	4	5	47	2.0%	61.7%
ACT	12	12	24	8	3	11	35	1.5%	57.1%
Aotearoa	84	69	153	25	16	41	194	8.3%	56.2%
Overseas	7	6	13	0	0	0	13	0.6%	53.8%
Total	997	910	1907	231	211	442	2349	100.0%	52.3%

Note: One trainee was of an unspecified gender. * Excluded 27 FACEM trainees who enrolled in the program but had yet to be allocated the level of training and placement detail

Table 14 presents the distribution of FACEM trainees by region, age group and gender. The majority of trainees, 89% (2107/2370), were aged less than 40 years. The proportion of FACEM trainees in the age group of <30 years decreased slightly from 22% in 2021 to 20% in 2022.

Table 14 FACEM trainees by region, age group 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	11.0%	9.3%	20.3% (440)	23.5%	22.1%	45.6% (988)	12.0%	10.6%	22.7% (491)	4.1%	3.8%	7.9% (171)	0.9%	1.6%	2.4% (53.0)	0.3%	0.6%	0.8% (18.0)
NSW	11.4%	8.1%	19.5% (125)	22.6%	21.2%	43.8% (281)	15.8%	10.8%	26.5% (170)	4.2%	3.1%	7.3% (47)	0.8%	1.1%	1.9% (12)	0.2%	0.5%	0.6% (4)
VIC	9.7%	8.5%	18.2% (88)	24.0%	25.0%	49.0% (237)	10.1%	10.7%	20.9% (101)	4.8%	3.3%	8.1% (39)	1.4%	1.0%	2.5% (12)	0.0%	1.4%	1.4% (7)
QLD	13.1%	10.9%	24.0% (143)	22.4%	22.4%	44.7% (266)	9.6%	10.6%	20.2% (120)	3.0%	4.2%	7.2% (43)	0.8%	2.0%	2.9% (17)	0.7%	0.3%	1.0% (6)
WA	8.9%	9.4%	18.3% (37)	26.2%	23.3%	49.5% (100)	13.4%	10.4%	23.8% (48)	2.5%	2.5%	5.0% (10)	1.0%	1.5%	2.5% (5)	0.5%	0.0%	0.5% (1)
SA	6.7%	8.3%	15.0% (18)	25.8%	20.0%	45.8% (55)	10.8%	14.2%	25.0% (30)	3.3%	7.5%	10.8% (13)	0.0%	2.5%	2.5% (3)	0.0%	0.0%	0.0% (0)
TAS	15.0%	15.0%	30.0% (12)	20.0%	15.0%	35.0% (14)	15.0%	5.0%	20.0% (8)	5.0%	10.0%	15.0% (6)	0.0%	0.0%	0.0% (0)	0.0%	0.0%	0.0% (0)
NT	16.3%	8.2%	24.5% (12)	28.6%	16.3%	44.9% (22)	8.2%	6.1%	14.3% (7)	8.2%	2.0%	10.2% (5)	0.0%	4.1%	4.1% (2)	0.0%	0.0%	0.0% (0)
ACT	2.9%	11.4%	14.3% (5)	25.7%	11.4%	37.1% (13)	11.4%	8.6%	20.0% (7)	17.1%	5.7%	22.9% (8)	0.0%	5.7%	5.7% (2)	0.0%	0.0%	0.0% (0)
Aotearoa	12.8%	7.7%	20.4% (40)	28.1%	24.5%	52.6% (103)	10.7%	6.1%	16.8% (33)	3.6%	3.1%	6.6% (13)	0.0%	2.6%	2.6% (5)	1.0%	0.0%	1.0% (2)
Overseas	23.1%	0.0%	23.1% (3)	30.8%	23.1%	53.8% (7)	0.0%	15.4%	15.4% (2)	0.0%	0.0%	0.0% (0)	0.0%	0.0%	0.0% (0)	0.0%	0.0%	0.0% (0)
Total	11.2%	9.1%	20.3% (483)	23.9%	22.3%	46.2% (1098)	11.9%	10.3%	22.1% (526)	4.0%	3.7%	7.8% (185)	0.8%	1.6%	2.4% (58)	0.3%	0.5%	0.8% (20)

Notes: F = Female. M = Male. One trainee aged 30-34 did not disclose their gender. Six trainees did not provide a date of birth.

The average age of FACEM trainees was 33.9 years, consistent with findings in 2021 (33.7). On average, male trainees in Australia were slightly younger than female trainees, while the average age for FACEM trainees in Aotearoa was similar. (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	33.7	33.9
Aotearoa	33.4	33.4	33.4
Overseas	34.0	31.1	32.7
Total	34.1	33.7	33.9

Figure 7 and Figure 8 display the distribution of trainees in Australia and Aotearoa, respectively, by age group and gender. Comparable patterns were seen among FACEM trainees in 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 aged below 35 years, with a similar gender composition.

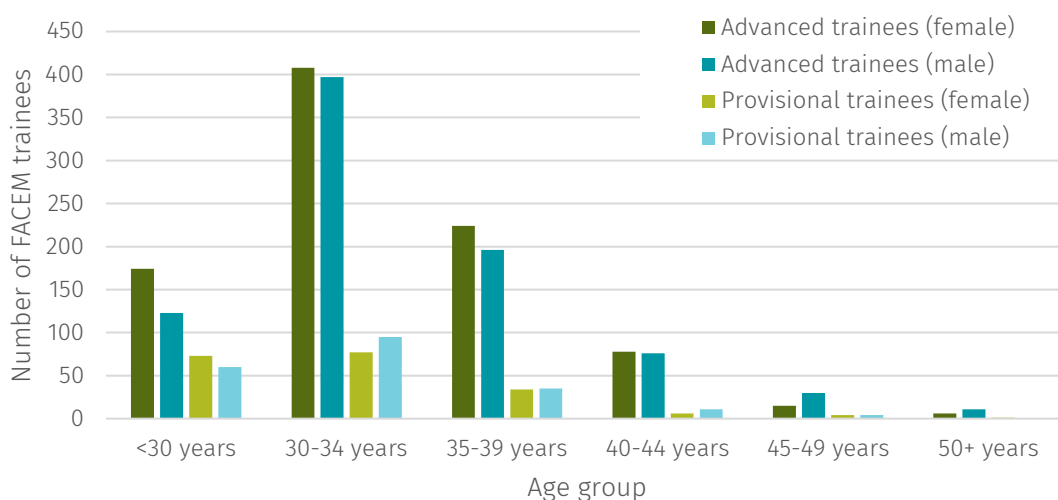


Figure 7 FACEM trainees in Australia, by age group and gender

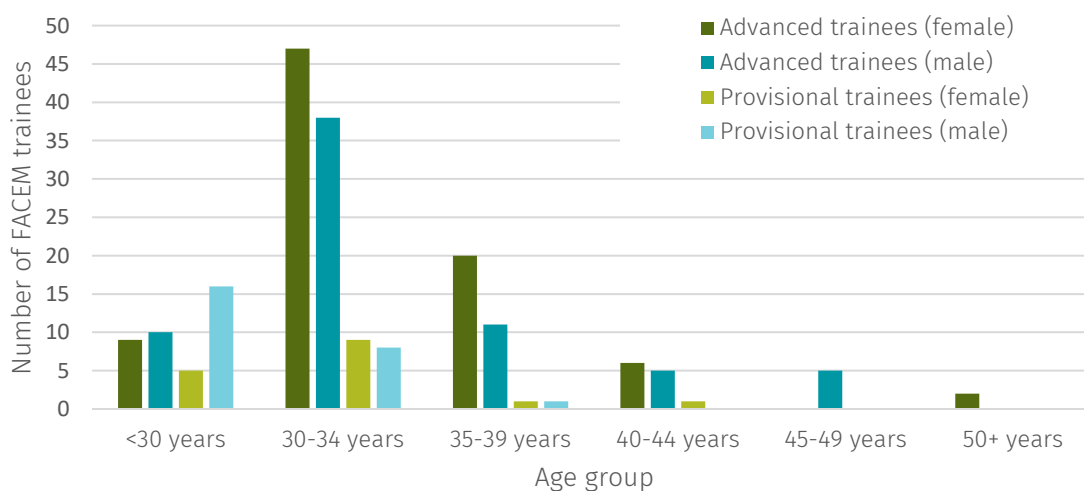


Figure 8 FACEM trainees in Aotearoa, by age group and gender

5.2 FACEM trainee placement details

This section presents the placement details of all FACEM trainees based on their placement as of 31 December 2022. Of the 2,376 FACEM trainees, 366 (220 females and 146 males) were on a training break, a further thirteen were working overseas, and 27 had not formally commenced a training placement, with all (n= 406) excluded from further analysis. FACEM trainees working in pre-hospital or retrieval medicine (n=26) where the remoteness of their workplace was unable to be determined were excluded from analysis relating to remoteness.

The same percentage of FACEM trainees (18%) in Australia (n=308) and Aotearoa (n=27) were working in regional or rural areas at their placement workplace. Of note, there were no ACEM-accredited EDs in rural or regional South Australia. The breakdown of the location of their placement workplace by region and remoteness is presented 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	1391	308	1699	18.1%
NSW	418	87	505	17.2%
VIC	355	34	389	8.7%
QLD	360	102	462	22.1%
WA	142	7	149	4.7%
SA	92	0	92	0.0%
TAS	0	29	29	100.0%
NT	0	49	49	100.0%
ACT	24	0	24	0.0%
Aotearoa	126	27	153	17.6%
Total	1517	335	1852	18.1%

Notes: Excludes 26 FACEM trainees working in pre-hospital or retrieval medicine (with no identified workplace address, e.g., Ambulance Victoria), 92 FACEM trainees with missing workplace location details and 366 FACEM trainees on leave or training interruption.

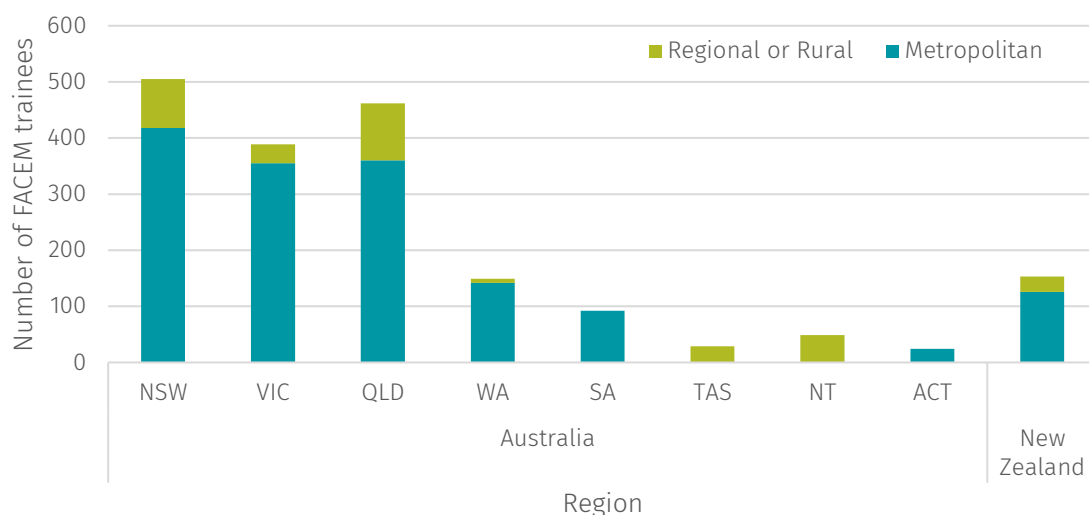


Figure 9 Distribution of FACEM trainees' placement workplace, by region and remoteness (n = 1852)

Just over two-thirds (69%, n= 1,383) of FACEM trainees who were in a placement in Australia or Aotearoa were working full-time. Figure 10 presents the employment status of trainees by gender and age group for those working in Australia and Aotearoa. Male trainees were generally more likely than female trainees to work full-time across all age groups, except those below 30 years. Overall, the proportion of FACEM trainees working part-time hours (<38 hours) increased for both genders, with 31% of females working the equivalent of part-time hours (compared with 27% in 2021). In comparison, a smaller proportion of male FACEM trainees were working part-time (22% in 2022 vs. 19% in 2021).

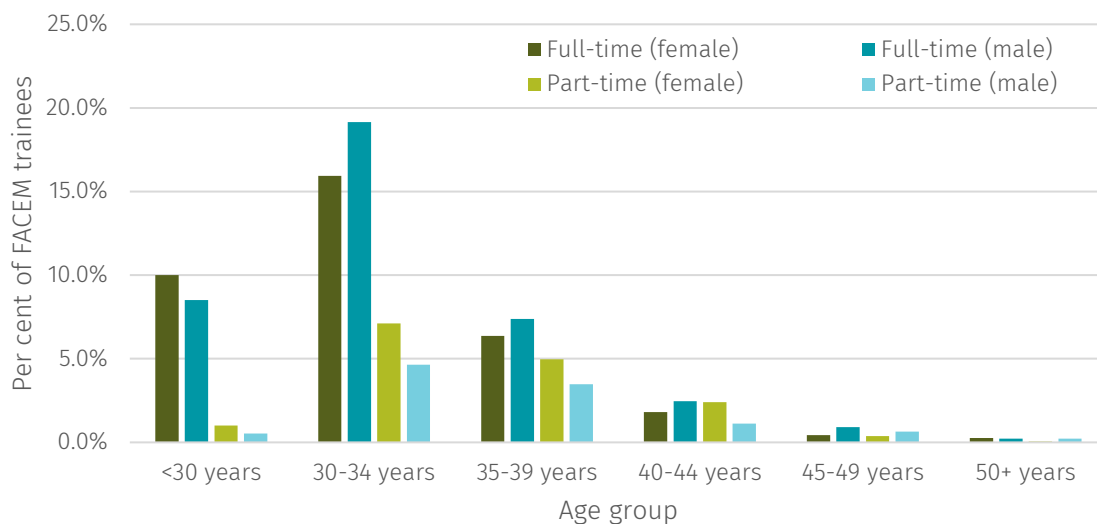


Figure 10 Employment status of FACEM trainees in Australia and Aotearoa, by gender and age group (n =1874)

For FACEM trainees working in a hospital in Australia or Aotearoa, the majority were working in a public hospital setting and a metropolitan location, 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	1637	96.7%	55	3.3%	1692
Metropolitan	1339	79.1%	49	2.9%	1388
Rural or Regional	298	17.6%	6	0.4%	304
Aotearoa	152	100.0%	0	0.0%	152
Metropolitan	125	82.2%	0	0.0%	95
Rural or Regional	27	17.8%	0	0.0%	57
Total	1789	97.0%	55	3.0%	1844

Table 18 displays the FACEM trainee's primary placement workplace profile, including region, sector (public, private, or non-hospital) and discipline. Two-thirds of FACEM trainees (67%, n= 1,241) were working in an ED in a public hospital setting, with a higher percentage observed in Aotearoa than in Australia (74% compared with 66%). Trainees undertaking a placement in other disciplines outside of ED (both public and private) increased from 29% in 2021 to 32% in 2022.

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 n			
	ED		CC		Pre-hospital or retrieval		Other		Total	ED		CC		Other		Total	Pre-hospital or retrieval	Other		Total		
	n	%	n	%	n	%	n	%	n	n	%	n	%	n	%	n	n	%	n	%	n	
Australia	1,128	65.8%	250	14.6%	10	0.6%	249	14.5%	1,637	38	2.2%	14	0.8%	3	0.2%	55	19	1.1%	3	0.2%	22	1,714
NSW	346	68.4%	70	13.8%	6	1.2%	73	14.4%	495	3	0.6%	2	0.4%	1	0.2%	6	3	0.6%	2	0.4%	5	506
VIC	241	61.6%	54	13.8%	0	0%	61	15.6%	356	24	6.1%	7	1.8%	1	0.3%	32	2	0.5%	1	0.3%	3	391
QLD	307	65.2%	70	14.9%	0	0%	75	15.9%	452	6	1.3%	4	0.8%	0	0%	10	9	1.9%	0	0%	9	471
WA	99	66.0%	28	18.7%	0	0%	15	10.0%	142	5	3.3%	1	0.7%	1	0.7%	7	1	0.7%	0	0%	1	150
SA	65	69.9%	14	15.1%	0	0%	13	14.0%	92	0	0%	0	0%	0	0%	0	1	1.1%	0	0%	1	93
TAS	17	58.6%	6	20.7%	0	0%	6	20.7%	29	0	0%	0	0%	0	0%	0	0	0%	0	0%	0	29
NT	33	67.3%	6	12.2%	4	8.2%	4	8.2%	47	0	0%	0	0%	0	0%	0	2	4.1%	0	0%	2	49
ACT	20	80.0%	2	8.0%	0	0%	2	8.0%	24	0	0%	0	0%	0	0%	0	1	4.0%	0	0%	1	25
Aotearoa	113	74.3%	25	16.4%	0	0%	13	8.6%	151	0	0.0%	0	0.0%	0	0.0%	0	1	0.7%	0	0.0%	1	152
Total	1,241	66.6%	275	14.7%	10	0.5%	262	14.0%	1,788	38	2.0%	14	0.8%	3	0.2%	55	20	1.1%	3	0.2%	23	1,866

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 FACEM trainee trends over the period 2011 to 2022, including the number of new and withdrawing trainees. From 2011 to 2022, there has been a small but steady increase in the proportion of female trainees, increasing from 41% in 2011 to 52% in 2022. This was the second consecutive year female trainees exceeded the number of male trainees. On the contrary, there was a gradual decrease in the proportion of IMGs over the previous 11 years, from 58% in 2011 to 37% in 2022. There has been a 41% decrease in the number of new FACEM trainees in 2022, compared with 442 new FACEM trainees in 2021. Only a small increment (6%) was seen in the proportion of advanced trainees working in a rural-regional area over eight years (2015-2022).

Table 19 FACEM trainee trends for the period 2011-2022

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	% change 2021-2022	% change 2011-2022
All FACEM trainees	1973	2078	2272	2299	2320	2348	2552	2397	2310	2310	2444	2376	-2.8%	27.1%
% Female	41%	42%	43%	44%	46%	47%	47%	48%	49%	49%	51%	52%	2.0%	26.8%
% IMGs	58%	57%	58%	54%	50%	48%	48%	40%	39%	40%	38%	37%	-2.6%	-36.2%
Advanced trainees	1213	1347	1397	1596	1572	1662	1649	1801	1800	1773	1863	1907	2.4%	57.2%
% Rural-Regional	ND	ND	ND	ND	15%	16%	16%	17%	17%	17%	17%	18%	5.9%	NA
New FACEM trainees	305	282	482	306	389	369	659	143	298	313	442	261	-41.0%	-14.4%
% Female	48%	44%	43%	49%	52%	48%	45%	45%	49%	53%	52%	49%	-5.8%	2.1%
% IMG	54%	58%	58%	33%	32%	62%	40%	15%	32%	32%	36%	34%	-5.6%	-37.0%
Advanced trainee withdrawals	31	32	50	57	50	72	87	72	90	57	82	75	-8.5%	141.9%

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

The total number of all FACEM trainees and advanced trainees in Australia (Figure 11) and Aotearoa (Figure 12) are presented below. In Australia, the number of FACEM trainees continued to increase in 2022, following a decrease between 2018 and 2020. This was not seen in Aotearoa, where the number of FACEM trainees remained lower in the recent three years compared with the level in 2019.

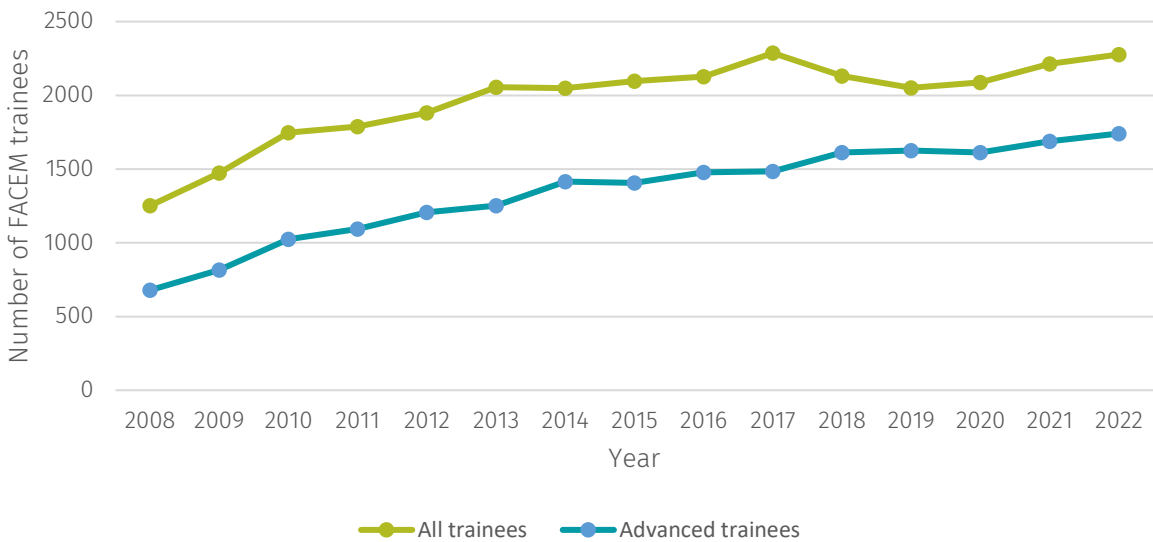


Figure 11 Trends of FACEM trainees and advanced trainees in Australia from 2008 to 2022

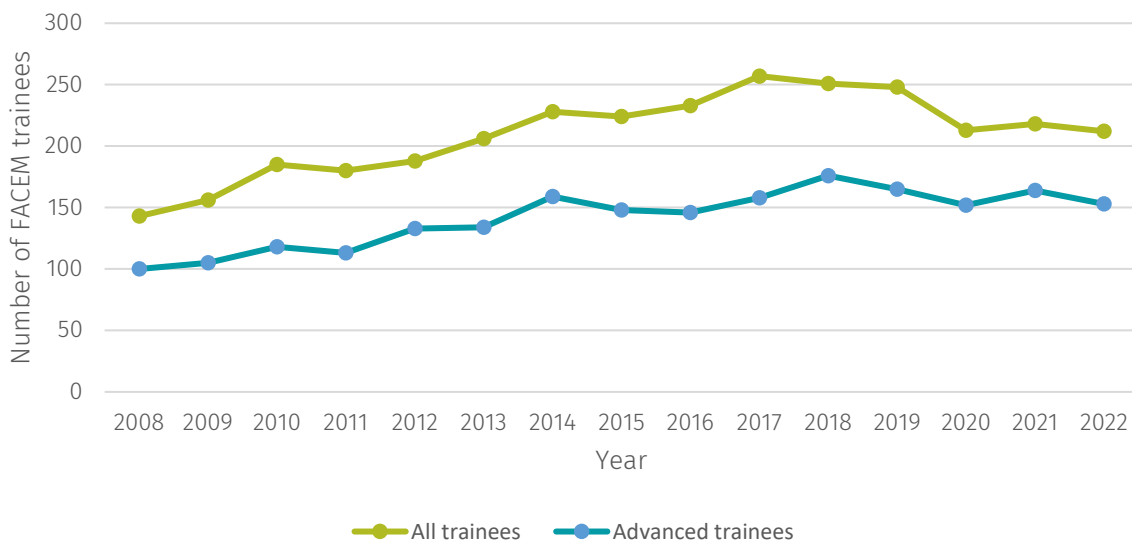


Figure 12 Trends of FACEM trainees and advanced trainees in Aotearoa from 2008 to 2022

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 had the largest number (n= 23) of FACEMs per 100,000 population, while Aotearoa had the smallest number (n= 7) of FACEMs per 100,000 population, which remained consistent with the findings of previous years. Overall, a decrease in the population per FACEM/ advanced trainee was seen in all regions.

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	3000	88.8%	1454	92.3%	26,005.5	1:8669	11.5	1:5839	17.1
NSW	821	24.3%	428	27.2%	8,165.7	1:9946	10.1	1:6538	15.3
VIC	743	22.0%	329	20.9%	6,626.0	1:8918	11.2	1:6181	16.2
QLD	740	21.9%	401	25.4%	5,320.5	1:7190	13.9	1:4663	21.4
WA	330	9.8%	130	8.2%	2,789.1	1:8452	11.8	1:6063	16.5
SA	171	5.1%	74	4.7%	1,821.2	1:10650	9.4	1:7433	13.4
TAS	79	2.3%	28	1.8%	570.0	1:7215	13.8	1:5327	18.7
NT	60	1.8%	44	2.8%	250.2	1:4170	23.4	1:2405	41.6
ACT	56	1.7%	20	1.3%	456.8	1:8157	12.3	1:6011	16.6
Aotearoa	380	11.2%	122	7.7%	5,124.1	1:13484	7.4	1:10207	9.8

Notes: * FACEMs in Australia and Aotearoa with available workplace details, excluding locums (n = 3,380). ** Active FACEM trainees in Australia and Aotearoa with available placement details (n = 1,576). FPR = FACEM to population ratio. FTPR = FACEM and advanced FACEM trainee to population ratio. Population data sources: ¹Australian demographic tables (Australian Bureau of Statistics, 2023). ²New Zealand national population estimates, as at 30 Jun 2022 (Statistics New Zealand, 2022).

Table 21 shows that the regional areas of Aotearoa have a smaller number (n= 6.5) of FACEMs and advanced FACEM trainees per 100,000 population, when compared to the metropolitan areas of Aotearoa as well as both metropolitan and regional areas in Australia.

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>	2221	76.5%	1177	82.1%	18785.1	72.2%	1 : 8458	11.8	1 : 5528	18.1
<i>Regional</i>	683	23.5%	256	17.9%	7220.4	27.8%	1 : 10572	9.5	1 : 7689	13.0
Aotearoa										
<i>Metropolitan</i>	259	67.8%	107	87.7%	2988.0	58.3%	1 : 11537	8.7	1 : 8164	12.2
<i>Regional</i>	123	32.2%	15	12.3%	2136.1	41.7%	1 : 17367	5.8	1 : 15479	6.5

Notes: * Active FACEMs working in Australia and Aotearoa, with available primary workplace data (n = 3,286). ** Advanced FACEM trainees in active placement in Australia and Aotearoa with available placement details and excluding 22 trainees who work in the pre-hospital/ambulance retrieval (n = 1,555). 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, 2022). ²Aotearoa subnational population estimates tables, as at 30 Jun 2022 (Statistics New Zealand, 2022).

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 12 years (Table 22). In 2010, there were 4.8 FACEMs per 100,000 population across Australia and Aotearoa, which increased to 10.6 in 2022, an increase of 121%.

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	11.0
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
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

Notes: FACEMs ($n = 3,286$) and FACEM trainees ($n = 1,555$) 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 annual profiling of the emergency medicine (EM) specialist (FACEM) and FACEM trainee demographic and workforce characteristics in 2022, with longitudinal trends from 2008 to 2022. ACEM has seen a steady increase in the number of new FACEMs coming through the FACEM Training Program since 2008, with 3,582 active FACEMs at the end of 2022.

There has been a slow shift in the gender profile of the FACEM workforce with continued growth in the proportion of female FACEMs over the past years, from 30% in 2011 to 39% in 2022, while the proportion of female trainees exceeded male trainees (52% vs. 48%) for the second consecutive year since 2021. Male FACEMs were more likely than female FACEMs to have employment equivalent to full-time hours across all age groups. The same trend was seen among FACEM trainees, except for those aged less than 30 years, where female trainees were more likely to work full time hours. These gender differences may be at least in part, due to family commitments and carer responsibilities among female FACEM trainees and FACEMs. This highlights the importance of workplaces and training placements to allow for greater flexibility in working hours and rostering.

The proportion of FACEMs working equivalent to part-time hours across workplace(s) remained relatively consistent, between 25% and 29%, from 2014 to 2022. However, the proportion of FACEMs working at two or more workplaces has doubled during the same period, from 24% in 2014 to 54% in 2022. This suggests an increase in fractionalisation of the FACEM workforce and potentially a growing casualisation or locum employment. There has been noticeable increase in the proportion of FACEM trainees who worked part-time hours at their placement. This increase was seen in both genders, with 31% of female trainees and 22% of male trainees working part-time hours (an increase from 27% and 19%, respectively, in 2021).

While an increasing trend in the number of new FACEM trainees was observed between 2011 and 2017, there was a significant decrease in their enrolment in 2018, coinciding with the introduction of the trainee selection process and a moratorium on trainee intake from the end of 2017. The number of new trainees started to increase again in 2019, but has fluctuated in recent years. While two-thirds of FACEM trainees worked in a public ED setting, trainees undertaking a placement in other disciplines outside of the ED increased in recent years.

There has been a 121% increase in the number of FACEMs per 100,000 population in Australia and Aotearoa over the years, from 2010 (4.8) to 2022 (10.6); however, the ratio widely ranged across regions, from seven FACEMs per 100,000 population in Aotearoa to 23 FACEMs per 100,00 population in the Northern Territory. Regardless of this increase, anecdotally and data from our Sustainable Workforce Survey suggests this increase is not sufficient to meet the growing emergency care demands of either the Australian or Aotearoa New Zealand populations. Furthermore, the issue of workforce maldistribution persists. The ratio of FACEMs per 100,000 population in metropolitan locations continues to outgrow their regional counterparts in both Australia and Aotearoa. The disparity was even more apparent among FACEM trainees, with only 18% of advanced trainees compared with 31% of FACEMs working outside of metropolitan locations. More targeted workforce planning to promote rural training and the growth of the rural regional specialist emergency medicine workforce is warranted. ACEM is looking at mechanisms to address this and is in the process of initiating a pilot project to assess the feasibility of a blended supervision model for the FACEM Training Program, to enable Training Stage 2 and 3 trainees to complete ED placements in rural and remote EDs. ACEM is also exploring the feasibility of an integrated emergency medicine training network to provide training opportunities within rural or regional EDs that are not accredited as training sites within each jurisdiction.

Findings from the report will be helpful for ongoing surveillance and in informing planning and policies on FACEM trainee intake and the EM workforce across Australia and Aotearoa New Zealand.

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9. Suggested Citation

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