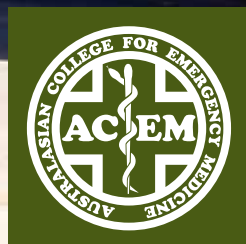


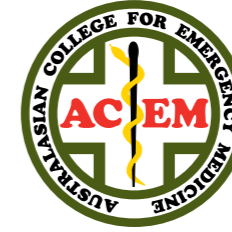
# Australasian College for Emergency Medicine

[acem.org.au](http://acem.org.au)



## Year in Review 2021

The 2021 ACEM Annual Report



The Australasian College for Emergency Medicine (ACEM) is the not-for-profit organisation responsible for training emergency physicians and the advancement of professional standards in emergency medicine in Australia and Aotearoa New Zealand. As the peak professional organisation for emergency medicine in Australia and Aotearoa New Zealand, ACEM has a significant interest in ensuring the highest standards of medical care for patients are maintained in emergency departments across both countries.

**Vision**

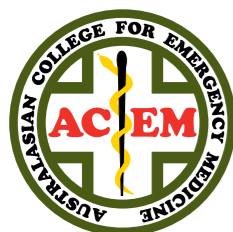
Be the trusted authority for ensuring clinical, professional and training standards in the provision of quality, patient-focused emergency care.

**Mission**

Promote excellence in the delivery of quality emergency care to all of our communities through our committed and expert members.

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# ACEM at a Glance – 30 June 2021

## Fellows

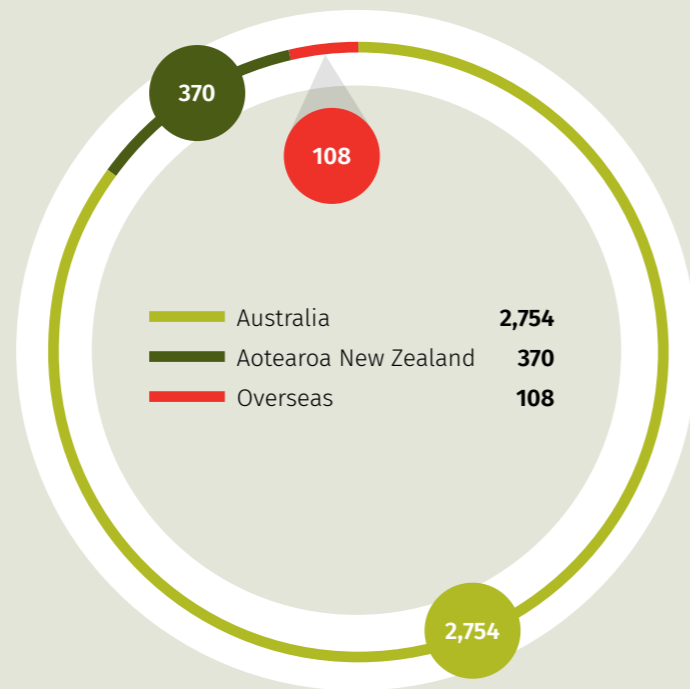
3,232

Active Fellows

211

New Fellows between  
1 July 2020 – 30 June 2021

## Active Fellows by region



## Training programs

2,678

Registered **FACEM Training Program** trainees

74

Registered **Emergency Medicine Diploma (EMD)** trainees

315

Registered **Emergency Medicine Certificate (EMC)** trainees

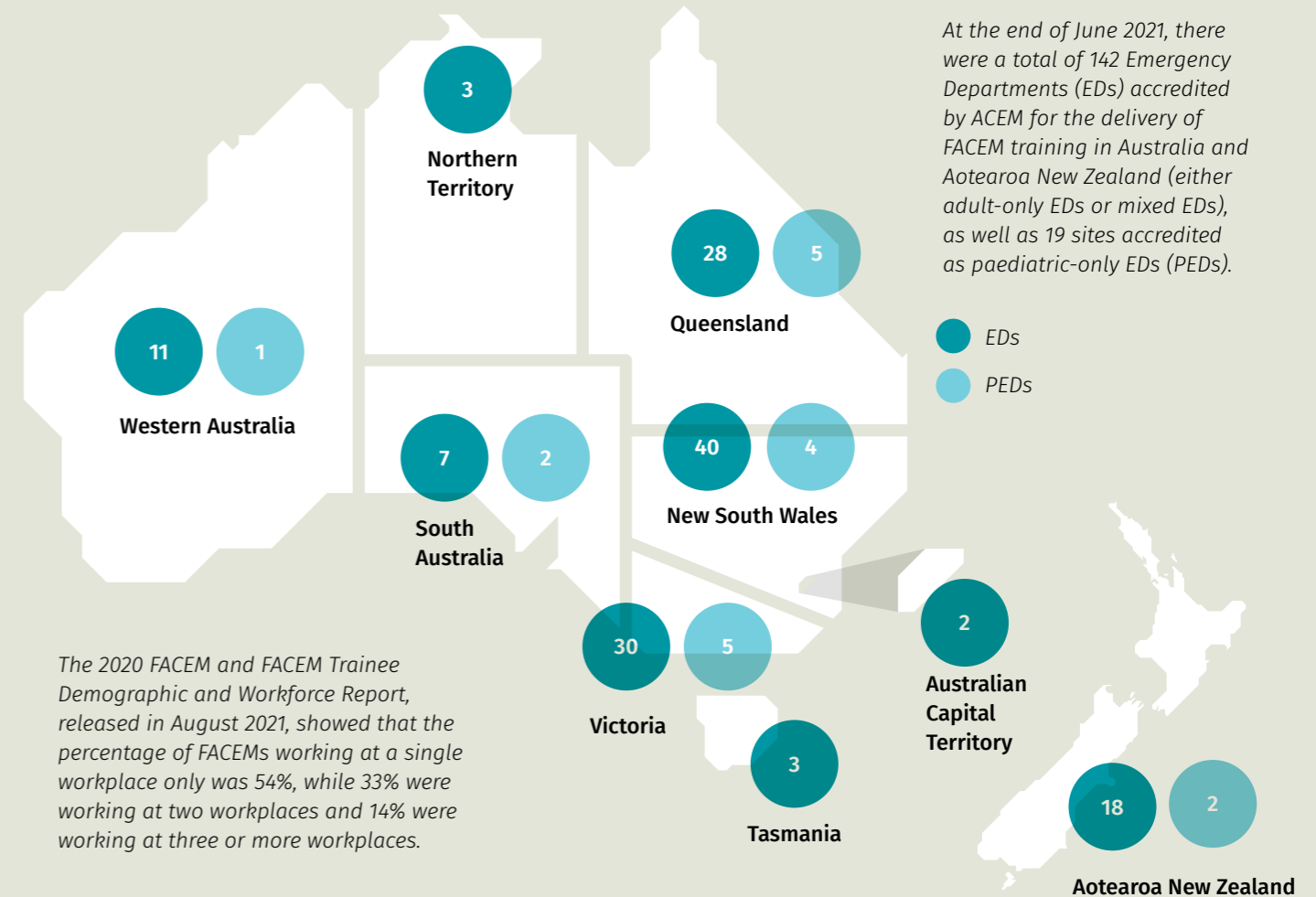
80

Registered **Specialist International Medical Graduates (SIMG)** on the pathway to Fellowship

## ACEM accredited emergency department training sites (FACEM Training Program)

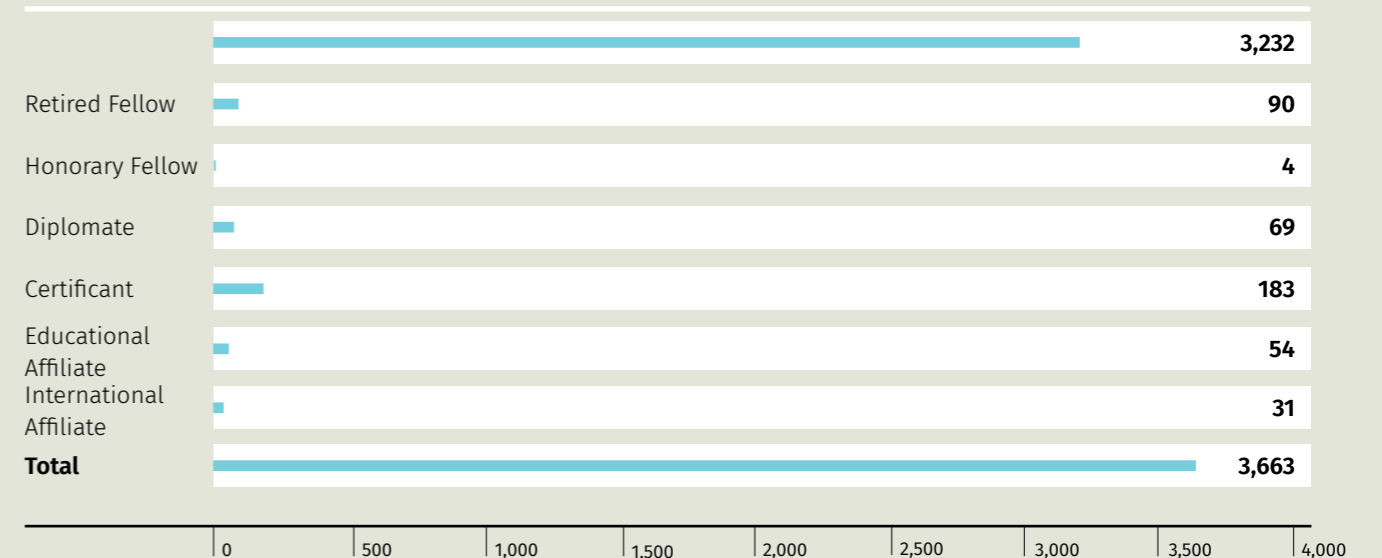
142

At the end of June 2021, there were a total of 142 Emergency Departments (EDs) accredited by ACEM for the delivery of FACEM training in Australia and Aotearoa New Zealand (either adult-only EDs or mixed EDs), as well as 19 sites accredited as paediatric-only EDs (PEDs).



The 2020 FACEM and FACEM Trainee Demographic and Workforce Report, released in August 2021, showed that the percentage of FACEMs working at a single workplace only was 54%, while 33% were working at two workplaces and 14% were working at three or more workplaces.

## Membership categories



# President's Report

**Dr John Bonning, President**

Tēnā koutou katoa

The COVID-19 pandemic has significantly impacted almost every element of our lives and work, including the operations of our College, over the past financial year.

The period covered by this report includes the peaking of Victoria's second COVID-19 wave and associated restrictions in late 2020; a period of relative 'COVID normal' despite some outbreaks and snap lockdowns; then, by late June 2021, the Delta variant driving more frequent and severe outbreaks and harsh restrictions reintroduced in various Australian jurisdictions. My thoughts are with all who have felt, and continue to feel, the pandemic's impacts.

Despite the fleeting establishment of the trans-Tasman travel bubble allowing me to visit Australia before the COVID-19 situation deteriorated again, it is unclear when we may next meet again, in person, in any large-scale way.

Throughout a challenging year, College work has sought to support members and trainees and allow core business to proceed, on top of COVID-19-related demands and constraints.

This included immense efforts to, wherever possible, allow College examinations to proceed. I acknowledge the work of our Council of Education, as well as supporting entities, members, trainees and the College Education and Training staff. Throughout, we sought to provide trainees with as much information and support as rapidly-changing circumstances allowed. From 1 July 2020 to 30 June 2021, over the conduct of nine examinations, there were no fewer than 1,866 instances where a candidate was able to sit their College examination, a truly incredible feat.

COVID-19 restrictions limiting in-person meetings and connection, and College staff required to work from home for most of the year, added to the challenges. Major College events; our Annual Scientific Meeting, and Annual General Meeting; were, necessarily, recalibrated to fully virtual.

On top of persisting pandemic challenges, access block roared back with a vengeance. As we continued seeking solutions, consultation and advocacy progressed on the College's revised Hospital Access Targets (HATs). Additionally, we persistently called for greater federal-state-territory cooperation, additional staffed in-patient beds, extended hours whole-of-hospital access, and improved flow out of emergency departments (EDs) into wards and the community.

With our commitment to strive for excellence and equity in emergency care for Aboriginal, Torres Strait Islander and Māori communities now enshrined in our Constitution



following a vote of Fellows concluding in July 2020, we further cemented equity as core College business.

We have closely considered workforce issues, including maldistribution between urban, regional and rural areas. Thanks to all who have participated in ongoing consultations.

Significant work has been carried out, and is ongoing, in relation to the College's reaccreditation with the Australian Medical Council and the Medical Council of New Zealand. This important undertaking has involved major membership and staff efforts, and thanks must go to all involved.

Attention also turned to revising our Strategic Plan, with an emphasis on consolidation, clarification and simplification of its predecessor. This, as we seek to give greater prominence to notions of equity, generalism, advocacy, inclusion, resource stewardship and sustainability, as well as replacing references to 'care in EDs' with a more inclusive 'emergency care'.

On sustainability, work on our Environmental Action Plan has progressed to the point of imminent launch in the new financial year.

In finishing, I would also like to acknowledge the passing of Dr Tom Hamilton, ACEM's inaugural President, in August 2020. Tom was one of the giants of our College and specialty, a true pioneer, whose legacy we all seek to honour through our ongoing College work.

Thank you to all members, trainees and College staff who have contributed so much during a most trying year. Despite the many challenges, we should be proud of our collective achievements.

**Dr John Bonning**  
President

# ACEM Board

as at 30 June 2021



**Dr John Bonning**  
President



**Dr Clare Skinner**  
President-Elect



**Associate Professor Didier Palmer OAM**  
Chair Council of Advocacy, Practice and Partnerships



**Dr Barry Gunn**  
Censor-in-Chief/Chair,  
Council of Education



**Dr Rebecca Day**  
FACEM General Member



**Associate Professor Melinda Truesdale**  
FACEM General Member



**Dr Shannon Townsend**  
Trainee Member



**Ms Jacqui Gibson-Roos**  
Community Representative



**Mr Craig Hodges**  
Non-FACEM Member



**Ms Libby Pallot**  
Non-FACEM Member



# CEO's Report

Dr Peter White, CEO

'Whilst I always look forward to the next year and what it holds, who knows what it will bring, and what reflections we will have to look back on in 12 months' time?'

So ended the corresponding report to this one in last year's ACEM Annual Report, and we now know the answer to the question that was posed. The context of last year's report was the first few months of COVID-19 in Australia and Aotearoa New Zealand, preceded by significant natural events in both countries. The pandemic at the time had forced us to adjust how we functioned as individuals and organisations, including dealing with community lockdowns and their effects, and had placed considerable strain on the individuals and systems involved in providing healthcare.

Twelve months on we have demonstrated an ability to be 'flexible', to 'pivot', and to 'adapt', and to be patient and stoic in the face of difficult circumstances that present 'wicked' problems. We have also come to understand, if we didn't before, that the passing from one year to another on a calendar does not, of itself, change the circumstances in which we find ourselves. While there have been periods where a 'new normal' has looked like emerging, factors beyond our control, including the ability of pathogens to evolve to suit their needs, have set us on yet another pathway.

Through this, as a result of the efforts of a large number of committed people, ACEM has continued to operate in a manner that has shown what we are capable of as an organisation. As can be seen through this Annual Report, we have developed ways to continue to progress trainees through training, to continue to develop and revise programs, to advocate on a wide range of issues, and to introduce initiatives aimed at ensuring equity and increased access to healthcare. We have developed a detailed submission as part of our reaccreditation requirements to ensure the FACEM continues to be the accepted qualification for recognition as a specialist in emergency medicine in both Australia and Aotearoa New Zealand, and we have continued to function as an organisation in what have indeed been circumstances out of the ordinary.

I have always believed that success in organisations such as ACEM stems from an ability of all those involved to work in partnership, with an awareness of the



purpose and functions of the organisation understood and committed to. This past year, although difficult in a number of ways, has been testament of the ability of ACEM to demonstrate these requirements and my thanks go to all who have worked to accomplish what the organisation has.

Given where we find ourselves as I write this report, however, I will resist the temptation to ask the same question as I did last year. All indications, though, are that it will be an interesting time to look back on. As always, I look forward again to playing a part in enabling the College to address whatever needs to be done during that time so that, whatever circumstances arise, we can, as we have through this year, look back with satisfaction on what committed people can achieve when working toward a common goal in an organisation that exists for the benefit of the communities served by its members.

**Dr Peter White**  
Chief Executive Officer

# College Councils

## Membership

### Council of Advocacy, Practice and Partnerships (CAPP)

**Associate Professor Didier Palmer OAM**, Chair

**Dr Clare Skinner**, Deputy Chair (until 2020 AGM),  
President-Elect (from 2020 AGM)

**Dr John Bonning**, President

**Dr Simon Judkins**, Immediate Past President (until 2020 AGM)

**Dr Kimberly Humphrey**, South Australia (until 2020 AGM),  
Deputy Chair (from 2020 AGM)

**Dr Kate Allan**, Aotearoa New Zealand

**Dr André Cromhout**, Aotearoa New Zealand

**Dr Suzanne Smallbane**, Australian Capital Territory

**Dr Rhiannon Browne**, New South Wales

**Associate Professor Sally McCarthy**, New South Wales

**Dr Ellen Meyns**, New South Wales (until May 2021)

**Dr Stephen Gourley**, Northern Territory

**Dr Kim Hansen**, Queensland

**Dr Jess Forbes**, Queensland

**Dr Niall Small**, Queensland

**Dr Daniel Haustead**, South Australia (from February 2021)

**Dr Juan Ascencio-Lane**, Tasmania

**Professor George Braitberg**, Victoria

**Dr Belinda Hibble**, Victoria

**Dr Edward Oakley**, Victoria

**Dr Peter Allely**, Western Australia

**Dr Nicole Liesis**, Western Australia (from November 2020)

**Dr Lynda Vine**, Western Australia (until July 2020)

**Dr Harriet Jennings**, Trainee Committee Chair

### Council of Education (COE)

**Dr Barry Gunn**, Chair and Censor-in-Chief

**Dr Kate Field**, Deputy Censor-in-Chief (from 2020 AGM),  
Regional Censor for Tasmania (until 2020 AGM)

**Associate Professor Gabriel Lau**, Deputy Censor-in-Chief  
(until 2020 AGM)

**Dr John Bonning**, President

**Dr Clare Skinner**, President-Elect (from 2020 AGM)

**Dr Simon Judkins**, Immediate Past President (until 2020 AGM)

**Dr Stuart Barrington-Onslow**, Regional Censor for Aotearoa  
New Zealand

**Dr Andrée Salter**, Regional Censor for Australian Capital  
Territory (until October 2020)

**Dr Miguel Taliana**, Regional Censor for New South Wales  
(from 2020 AGM)

**Dr Jules Willcocks**, Regional Censor for New South Wales  
(until 2020 AGM)

**Dr Rebecca Day**, Regional Censor for Northern Territory

**Dr Sharyn Smith**, Regional Censor for Queensland

**Dr Alistair Fergusson**, Regional Censor for South Australia

**Dr Viet Tran**, Regional Censor for Tasmania (from 2020 AGM)

**Dr Jonathan Dowling**, Regional Censor for Victoria

**Dr Simone Bartlett**, Regional Censor for Western Australia  
(from 2020 AGM)

**Dr Harry Patterson**, Regional Censor for Western Australia  
(until 2020 AGM)

**Ms Jacqui Gibson-Roos**, Community Representative

**Dr Harriet Jennings**, Trainee Committee Chair

# CAPP Report

Associate Professor Didier Palmer OAM, Chair



I am proud to be re-elected as the Chair of the Council of Advocacy, Practice and Partnerships (CAPP) for the upcoming term, commencing at the 2021 Annual General Meeting of the College. As we enter a new three-year business cycle, CAPP will have a vital role in protecting the professional interests of members and improving the health system for our patients. This report contains selected highlights of our work in 2020/2021.

**Access Targets:** New ACEM-developed Hospital Access Targets (HATs) have been designed to reflect the diverse pathways emergency department (ED) patients may take and encourage whole-of-hospital solutions to patient flow issues. Members are championing HATs regionally, with some jurisdictions already piloting the measures and others implementing fully.

**Mental Health:** The College is finalising its *Mental Health Action Plan* which, following consultation with members, will guide advocacy in that area. The Mental Health Research Project Steering Group is working on the Aotearoa New Zealand version of the *Nowhere Else to Go* report. CAPP is also finalising College guidance on restrictive practices and a joint policy (with the Royal Australian and New Zealand College of Psychiatrists; RANZCP) on medical assessment of mental health patients.

**Global Emergency Care (GEC):** The GEC Committee (GECCo) continues to capacity-build in the Indo-Pacific. This year saw the launch of Kumul Helt Skul, a digital platform to enable job-embedded professional development for health workers in Papua New Guinea. Emergency nurses were deployed to support the associated Interagency Integrated Triage Tool roll-out, with ACEM providing technical and pastoral support. GECCo continues to host monthly Indo-Pacific COVID-19 Support Forums.

**Quality Framework:** ACEM has secured Department of Health funding to review the College's Quality Standards for Emergency Departments and Other Hospital-Based Emergency Care Services. This will ensure that they remain

fit-for-purpose, including in rural settings; they incorporate COVID-normal adjustments; and are a user-friendly online tool with a suite of companion resources.

**Rural Health Action Plan (RuHAP):** The Rural, Regional and Remote (RRR) Committee has led the development of the ACEM RuHAP, which complements other work underway across the College to address RRR health inequity. Rural/regional emergency medicine is an important focus of our advocacy prior to the Australian federal election.

**Aged Care:** The Geriatric Emergency Medicine Section Executive continues to support the College's work with the Royal Commission into Aged Care, including mapping ACEM's submission against recommendations in the Commission's Final Report. Aged care, as it relates to emergency medicine, is another key spoke of College advocacy going into the Australian federal election.

**Environmental:** ACEM is partnering in a Multi-College Climate Change and Health Project led by the Royal Australasian College of Physicians. A commissioned expert research report on climate risks to healthcare systems will assist the College to meet commitments under the new *ACEM Environmental Strategy*.

**Preventing Harm:** The Victorian Managed Insurance Authority (VMIA) has partnered with Safer Care Victoria and ACEM in analysing state-wide claims data and making recommendations on *Preventing patient harm in emergency care settings*. The College will work to extrapolate recommendations to a binational setting. The Quality and Patient Safety Committee continues to do important work, including implementing a Standard Operating Procedure for ACEM responses to coronial findings and developing guidance on morbidity and mortality reviews.

**COVID-19:** The College has worked hard to support members and trainees during the pandemic, including authoring novel clinical guidelines and hosting numerous forums/webinars. An ACEM research project is examining the impact of COVID-19 and associated restrictions on ED attendances, with the findings to drive discussion on resource allocation.

**Building Member Networks:** Following review, College Sections will be re-launched under the title of 'Networks' and will function under new governance and operational arrangements. An Advisory Group has been established to roll-out the recommendations. It is hoped that the re-launch will enhance networking opportunities for members and trainees.

# COE Report

Dr Barry Gunn, Chair and Censor-in-Chief



The COVID-19 pandemic has continued to be a major influence on the delivery of the training and educational activities of the College. However, despite the difficulties that this has presented, the Council of Education (COE) and the Education and Training staff of the College have been able to continue to adapt and respond to enable trainees to progress through the FACEM Training Program.

Between 1 July 2020 and 30 June 2021, the College has been able to run two Primary Written Examinations, three Primary Viva Examinations, two Fellowship Written Examinations and two Fellowship Clinical Examinations. Across these nine examinations, a total of 1,866 candidates sat the Primary and Fellowship examinations, with many candidates able to sit both their written and clinical examinations during this period.

Adjustments have had to be made with the move to regional examinations for both the Primary Viva and Fellowship Clinical examinations. These have included having one remote examiner for every examination station.

For the written examinations, a backup online proctoring service through Monash University was engaged to provide an alternative method for invigilating examinations in the event that regional lockdowns prevent candidates attending an examination centre in person. These alternative arrangements first had to be implemented in February 2021 in Perth, Western Australia when a lockdown commenced five days prior to the 2021.1 Primary Written Examination.

COE is very appreciative of the adaptability and understanding of both trainees and their supervisors in these extremely difficult times. COE is also very grateful and thankful of all the work that the ACEM Education and Training staff have undertaken to ensure that the educational activities of the College could continue and that have allowed trainees of all ACEM training programs to progress. For the vast majority of the pandemic, staff have continued to work from home, in isolation from other members of their team.

Throughout this period, preparations have continued for the implementation of the revised FACEM Training Program, which commences at the start of the 2022 training year. These include building a new training portal to support the revised program, finalisation of new workplace-based assessment forms, development of a new set of regulations (Regulation G) and finalisation of the accreditation requirements for Training Stage 4 for both emergency department (ED) and non-ED placements. With this implementation, all accredited training sites will be notified of their new accreditation status according to the revised accredited training site classification system.

At the beginning of the 2021 training year, the College implemented the revised Emergency Medicine Certificate and Diploma programs and the new Diploma in Pre-Hospital and Retrieval Medicine. There has been significant uptake for these programs, with much positive feedback received from both trainees and local facilitators. Feedback will continue to be gathered, which will help determine future refinements of these programs.

The College continues to build on embedding ACEM's core values into every aspect of COE and its entities' activities. The ACEM Core Values module is now a mandatory requirement for any College member to hold a position on COE and its entities. The module must be completed by all current members by the end of 2021 and prior to any member being considered for a position in the upcoming COE entity spill or any formal ACEM position (i.e. supervisor role).

During the reporting period the College commenced the first formal stage of its reaccreditation with the Australian Medical Council and the Medical Council of New Zealand, with the provision of its reaccreditation submission in May 2021. Many hours of work have gone into preparing the submission and COE would like to acknowledge and thank the College staff, members and trainees who have contributed to the preparation of the submission, as well as those who will take part in associated site visits and entity meetings in August.

I would sincerely like to thank Dr Kate Field, the Deputy Censor-in-Chief, for all her support, guidance, and words of wisdom. I would like to also thank all the members of COE and its entities and the ACEM staff for all their work and support. This year being the year of the COE entity spill, I particularly thank those COE entity members who are finishing their terms for their significant contribution. I am honoured and privileged to be able to work with such amazing people.



# Advancing Education

This past year has been another year of challenges and opportunities, with emergency departments (EDs), members, trainees and ACEM staff having to adapt, adopt and accommodate many changes as the impact of COVID-19 has continued.

Despite the postponements, interruptions or cancellations of some rotations, placements and examinations, trainees and Specialist International Medical Graduates (SIMGs) were able to progress on their individual pathways and the College is very grateful to every member who enabled this to happen.

In response to a situation that has continued to evolve, often at different paces, at different times and in different locations, many changes in ways of 'doing business' have taken place.

'Zoom', has become part of our everyday vocabulary and use. Many hospital education sessions changed from in-person to videoconference and many College meetings, workshops, SIMG interviews, training site accreditation inspections, briefings and other core business activities were moved from face-to-face to videoconference.

The College has appointed and run multiple working groups, conducted significant stakeholder feedback on new initiatives, expanded the Educational Resources platform, offered practice online examinations, continued to hold Trainee Progression Review Panel meetings, and accommodated a record number of SIMG interviews via Zoom, modified training requirements, run examinations, introduced hybrid site accreditation inspections, and launched the revised Emergency Medicine Certificate (EMC) and Emergency Medicine Diploma (EMD) training programs and the new Emergency Medicine Advanced Diploma (EMAD) and Diploma of Pre-Hospital and Retrieval Medicine (DipPHRM).

## FACEM Training Program

COVID-19 continued to have an impact on FACEM training, however, every effort was made to ensure trainees were able to progress through their relevant stage of training with as minimal delay as possible. A number of variations to training requirements were granted and all trainees were given a six-month extension to their training time, regardless of their stage of training, to enable the deferment of an examination sitting or a change to training plans. Trainees were also afforded the opportunity to take an interruption to training while still in an approved training position and with the cancellation of ACEM face-to-face events. Additionally, Trainee Research projects were offered as an online option to enable trainees to be able to progress through their training.

Trainee Site Representatives were recruited to act as a feedback conduit to Regional Trainee Representatives on the Trainee Committee.

Enhanced processes and resources to identify and support trainees in difficulty were developed, along with a *Trainee Support Guide* to advise trainees how to get the most out of their training.

New appointment and re-appointment processes for Directors of Emergency Medicine Training (DEMTs) and Local Workplace Based Assessment (WBA) Coordinators were approved, including the provision of feedback on performance in the roles.

The third Selection into FACEM Training (SIFT) process was undertaken in 2020. The first year of a two-year pilot of a Situational Judgement Test was conducted as part of the process. Changes to the selection eligibility criteria were approved for the 2021 selection rounds, along with some revisions to the rating scale and domain criteria in the selection reference tools.

## EMC and EMD Training Programs

To enable trainees to progress through their training, the examination eligibility requirements were relaxed for EMC and EMD trainees as many of the mandatory course(s) – such as ALS, BLS, ETM, APLS, EMAC, ACME or EMST – were cancelled due to COVID-19.

Significant revisions to the EMC and EMD training programs were completed along with the development of a new program, EMAD. The implementation for the new programs was completed to enable the first intake of trainees to commence training in February 2021.



## Examinations

During the reporting period, the College has conducted the usual suite of examinations for FACEM trainees and SIMGs, despite the challenging circumstances of the COVID-19 pandemic. Despite some interruptions to the schedule, the College was able to offer all eligible and registered candidates the opportunity to sit their examination, albeit under modified arrangements in many cases. Modifications included offering the clinical examinations in regional centres with one onsite and one remote examiner via video link for each station and offering a greater number of regional settings and online proctoring for the written examinations, to reduce the need for candidates to travel to the major centres.

The College continued to conduct examination working groups, standard setting workshops, and marking days for the Fellowship Written Examination, however, these were conducted via Zoom rather than face-to-face.

The examiner training program continued in a modified format, including Zoom meetings and 'apprenticeship' model training at regional clinical examinations, when available.

The question banks for the Primary and Fellowship written examinations have continued to grow through the efforts of the working groups and regional workshops and existing questions reviewed and enhanced.

Additional resources have been added to the College's Fellowship Examination Resources site to provide further information and support for advanced trainees preparing to sit the Fellowship examinations, these include:

- Upload of one of two webinars presented live by Professor Jill Klein in September 2020, 'A resilient approach to managing exam uncertainty'
- A video resource: Examiner Top Tips for the Fellowship Clinical Examination (OSCE) presented by examiner, Dr Andy Churchman
- Procedures to describe COVID-19 related station modifications for the Primary and Fellowship clinical examinations
- Good practice guidelines for regional OSCE preparation programs, with station writing template.

System enhancements for examinations have continued in the period including:

- Development of an online system to replace paper-based score sheets for examiners at the clinical examinations
- Development of an online system for examiners of the Fellowship Written Examination to enter their marks online which allowed concurrent monitoring of examiner marking patterns and consistency

- Development of an online system for standard setters of the Fellowship and Primary written examinations to enter their scores online and to allow concurrent monitoring of standard setting ranges, patterns and consistency
- Enhancement to the Standard Setting procedure to allow for enhanced checks and balances to be applied to the Fellowship and Primary written examination results.

## Accreditation

The COVID-19 pandemic impaired the College's capacity to conduct face-to-face inspections of training sites. A hybrid inspection model, developed and piloted in the latter months of 2020, was evaluated and deemed to be an acceptable temporary solution due to the limitations of inspector travel to sites, onsite inspection practicalities and ED staff unavailability secondary to COVID-19 response management. The model involves two local onsite inspectors, a third inspector from another state/region and a College staff representative participating by videoconference.

Shifting inspections to the hybrid model required additional measures to ensure capacity to adequately assess ED physical layout and training infrastructure, maintenance of confidentiality for trainee interviews and to meet the technological challenges associated with the various Zoom or Teams platforms used by each site.

Despite the challenges:

- 29 ED/Paediatric ED inspections were conducted; 22 routine re-inspections, two focused and five new sites seeking accreditation for the first time
- 42 Special Skills Placements (SSPs) inspections were conducted; 19 routine re-inspections, four focused and 19 new inspections
- 27 Category T applications were approved; two in Aotearoa New Zealand, six in Australia, and 19 overseas.

The College considered the COVID-19 risk associated with overseas Category T placements and, following collaboration with the ACEM Global Emergency Care Committee (GECCo), a risk matrix was developed and implemented. Trainees applying for overseas Category T placements are now required to include the risk matrix as a component of their application.

## Trainee Annual Survey Feedback to Site DEMTs

All accredited training sites received a tailored, deidentified report containing the quantitative results from the trainee survey as well as a qualitative summary outlining the key themes arising from the free-text responses provided by trainees placed at that site. Measures are in place to ensure that no trainees can be identified in this process. Site feedback on this new reporting initiative has been positive as it helps sites celebrate areas trainees value and identifies areas to address or enhance.

## SIMG Assessment

Administration of the SIMG assessment processes and pathways has continued and further process improvements have been implemented. In January 2021, new Medical Board of Australia (MBA) Standards for specialist medical college assessment for SIMGs were implemented resulting in updates to Regulation C and changes or enhancements to many College processes. These include introduction of a Summary of Preliminary Review (SPR) provided to applicants prior to attending interview, reinforcement that the interview does not resemble a clinical examination and clarification of pathway maximum timeframes.

The SIMG assessment interviews have continued to be held online via the Zoom platform. This has enabled interviews for Australia (MBA) and Aotearoa New Zealand (Medical Council of New Zealand; MCNZ) applicants to be held on two days every month instead of in alternate months, as was previously the case. In June 2021, the SIMG Assessment Committee approved a change to the SIMG Assessment Panel Terms of Reference to allow for an increased number of assessors on the panel and for the annual minimum requirement to be two rather one SIMG Assessment Interview per year. The SIMG Interview Question Bank was updated during 2021 and additional questions added to include cultural safety and respectful practice, in accordance with the MBA Standards.

Enhanced reporting and processes to monitor and support SIMGs on their pathway to Fellowship of the College have been implemented. These include guidelines for SIMG Assessment Committee members in assessing WBAs and for pathway reviews of SIMGs not progressing satisfactorily on the pathway.



## Continuing Professional Development

### Launch of the new program

ACEM launched its new Continuing Professional Development (CPD) Program in July 2020. The program aligns to the MBA and MCNZ new registration standards being introduced in 2023 and places greater emphasis on clinician performance and patient outcomes. The most significant changes were the amalgamation of the specialist and non-specialist programs into a single ACEM CPD Program, the realignment of the ACEM CPD year to a calendar year and the introduction of two new CPD categories – performance and outcomes – that together with educational activities make up the three CPD categories. The program requires a professional development plan, as well as some requirements specific to emergency medicine, such as the Procedural Skills component.

### Waivers of requirements due to COVID-19

In response to the COVID-19 pandemic, both the MBA and the MCNZ exempted doctors from CPD participation requirements for the 2020 calendar year. As a result, the College made the following decisions:

- The requirement for CPD participants to achieve the 2020 annual and 2018-2020 cycle requirements for their respective CPD programs were waived.

- Audits of members for the 2020 CPD year and the 2018-2020 CPD cycle were not conducted in 2020.
- With registered doctors in Aotearoa New Zealand exempt from CPD participation until the end of February 2021, ACEM CPD Program participants in Aotearoa New Zealand were given a pro-rata adjustment from 50 hours to 42 CPD hours from the 2021 CPD year, if needed.
- ACEM members working in jurisdictions outside of Australia and Aotearoa New Zealand were granted a waiver for the 2021 annual ACEM CPD requirements.

### Development of video vignettes

A series of video vignettes were developed to assist CPD participants as they transition to the new ACEM CPD Program. The videos include the following key topics:

- Why is CPD changing?
- What are the CPD changes?
- Recording the new CPD categories.
- How to make a Professional Development Plan.
- ACEM Certificant and Diplomate CPD changes in 2020.



# Faculty Reports

## Revisions and launch of mentoring modules

The College suite of mentoring modules were revised and are available on the ACEM website. The modules include:

- Module One: Preparing for mentoring
- Module Two: Building the relationship
- Module Three: Developing the mentee
- Module Four: Transitioning the relationship
- Module Five: Implementing a program

## Maintaining Business 'As Usual'

In addition to day-to-day tasks, and the changes necessitated by COVID-19, the College continued to progress some significant projects, as well as the usual continuous improvement activities. These included:

## New FACEM Training Program, Curriculum and Accreditation System

Following stakeholder feedback on the revised proposal for the Site Accreditation System for FACEM Training, a final consultation relating to the proposed revisions to the FACEM Training Program, the ACEM Curriculum Framework and the system for FACEM training site accreditation were prepared and released to internal and external stakeholders in mid-June 2020. The final package was approved by the Council of Education (COE) in late July 2020, and the ACEM Board in August 2020.

Trainees who commence the 2022 medical training year will be enrolled in the new program. Existing trainees will remain in the current training program but will be transitioned in stages over the next two years. Full details of the revisions and their applicability to current and future trainees have been communicated widely in the lead up.

## Diploma of Pre-Hospital and Retrieval Medicine

The curriculum and training program for the new Diploma of Pre-Hospital and Retrieval Medicine (DipPHRM) were approved, with applications open for trainees to commence the program in February 2021. Twenty-one sites were accredited to provide DipPHRM training with consultants, paramedics, nurse and flight crew all contributing to the education and assessment program.

## Engagement with Aboriginal, Torres Strait Islander and Māori trainees and Fellows

A number of yarns and korero were had with current Aboriginal, Torres Strait Islander and Māori ACEM trainees and Fellows regarding their experiences with ACEM and opportunities for participation in College activities. These confidential conversations and others shared during events hosted by the Australian Indigenous Doctors' Association (AIDA) and LIME Network have provided greater insights into the experience of Aboriginal, Torres Strait Islander and Māori trainees and Fellows with ACEM and have informed and enhanced the implementation of education and training deliverables in the ACEM Reconciliation Action Plan and *Manaaki Mana Strategy*.

## Other

- The release of four online practice examinations were made available to all trainees, two of which were developed in Victoria and two in New South Wales.
- Revisions to various College regulations and policies for ongoing process improvement and to comply with changes by various regulatory bodies.
- Several new working groups were formed to work on:
  - new WBAs for the revised FACEM Training Program;
  - evaluation of the revised In-Training Assessments (ITAs) introduced in August 2018;
  - development and curation of Paediatric Emergency Medicine online resources;
  - development of EMC and EMD written examinations;
  - development of ED Ultrasound online resources for trainees and Fellows; and
  - resources for Clinical Leads in ED Ultrasound.

ACEM thanks all Fellows, trainees, other members and College staff for their good will, perseverance and flexibility. The College is very grateful for the time, energy and expertise that many Fellows and trainees have given to education and training related activities throughout this unprecedented year.



## Aotearoa New Zealand

The Aotearoa New Zealand Faculty increased its policy and advocacy footprint significantly. The Faculty responded to 13 consultations, with a number of key entities including the Medical Council of New Zealand (MCNZ), the New Zealand Police, the Ministry of Health, the Mental Health and Wellbeing Commission, the Ministry of Justice and St John Ambulance. A national Ambulance Liaison Persons Network was established and meets regularly with the ambulance services. Joint statements were released on COVID-19 and ambulance ramping. The Faculty prepared a briefing to the incoming Minister and a commentary paper on the Health and Disability System Review. The Faculty regularly liaise with the New Zealand Coronial Services, the Health and Disability Commissioner and the New Zealand Police on specific cases. In New Zealand, ACEM received considerable attention in the media around access block, and met with the Minister of Health, and the Director of the Transition Unit responsible for the New Zealand Health Reform.

The Faculty remains committed to the *Manaaki Mana Strategy*. Apart from Māori health equity, other policy priorities are: access block; mental health; improved national data collection and reporting in the emergency department (ED); resource stewardship; and education, training and workforce matters. With regards to the latter, the Faculty was instrumental in the realignment of the training year in Aotearoa New Zealand, to that of Australia.

## Faculty Board

### André Cromhout (Chair)

- Dr Kate Allan
- Dr Stuart Barrington-Onslow
- Dr John Bonning
- Dr Andrew Ewens
- Dr Elspeth Frascatore
- Dr Harriet Jennings
- Dr Natasha McKay
- Dr Suzanne Moran
- Dr Cameron Rosie
- Dr Kim Yates

## Australian Capital Territory

The Australian Capital Territory (ACT) Faculty led the way on advocating for ACEM's Hospital Access Targets (HAT) in 2020-2021, with the Minister of Health committing to a trial of HAT in the ACT's two major public hospitals commencing in July 2021. This work has been led by ACT Faculty Chair Dr Suzanne Smallbane. Following the 2020 election, the ACT Faculty met with the incoming Minister for Mental Health, who was highly receptive to ACEM's concerns and priorities, including sharing the desire for the PACER program (an integrated police and mental health clinician response to people in mental distress) to be expanded.

Faculty member Dr Betty Domazet has been particularly active in trying to improve the health outcomes for patients presenting to the ED with a mental health condition, including through her representation of the ACT on ACEM's Mental Health Working Group and presenting to the ACT Mental Health Round Table.

The ACT Faculty also contributed to the Inquiry into the Drugs of Dependence (Personal Use) Amendment Bill 2021 (both via submission and giving evidence), noting the high prevalence of drug-related harm in the ED, lack of routine data collection on alcohol and other drug-related presentations, and the need to deliver interventions and referrals within the ED environment.

The Faculty Board thanks Dr Andrée Salter and Dr Joanne Crogan, who have stepped down from the Board, for their service.

### Faculty Board

#### Dr Suzanne Smallbane (Chair)

Dr David Banfield  
Dr Scott Hayter  
Dr Selina Watchorn

## New South Wales

Like much of Australia, the New South Wales (NSW) Faculty has operated largely virtually in the last year but was fortunate to meet in person at the Wollongong Evidence Review Conference in March 2021, where hospital access targets, mental health advocacy, workforce consultation and the maldistribution of the workforce were discussed.

In coalition with the Foundation for Alcohol Research and Education and other health organisations, the NSW Faculty was active in successfully advocating for changes to new laws regulating same-day alcohol delivery. The amendments meant that same-day alcohol delivery companies will need to properly verify the buyer's proof of age and provide government-accredited Responsible Service of Alcohol training to staff. The Bill also restricts hours of operation, makes it illegal to handover an alcohol purchase to someone who is intoxicated, and has built in surveillance, data collection and review functions.

Longstanding health inequity in rural, regional and remote NSW was placed under the spotlight this year by multiple deaths, which occurred in understaffed hospitals. ACEM members contributed to a parliamentary inquiry into health outcomes and access to health and hospital services in rural, regional and remote NSW. The submission argued for increased funding to non-metropolitan areas, improved transfer arrangements, hospital executive and ministerial accountability for delays in care, and strategies to reduce workforce maldistribution.

The NSW Faculty Board thanks Dr Kim Bruce for joining as the New Fellows Champion, Dr Alan Tankel and Dr Mathew Vukasovic for stepping up as Hospital Access Champions for New South Wales, and the new ACEM Regional Wellbeing Champions; Dr Laura Brown, Dr Dane Chalkley and Dr Bishan Rajapakse. The NSW Faculty Board also expresses its appreciation to Associate Professor Gabriel Lau, Dr Jules Willcocks and Dr Ellen Meyns who stepped down from the Faculty Board in the last year.

### Faculty Board

#### Dr Trevor Chan (Chair)

Dr Rhiannon Browne  
Dr Jennifer Davidson  
Dr Katie Maclean  
Associate Professor Sally McCarthy  
Dr Joshua Mortimer  
Dr Farnaz Omid  
Dr Clare Skinner  
Dr Miguel Taliana  
Dr Shannon Townsend  
Dr Anne Walton

## Northern Territory

The Northern Territory Faculty has witnessed several policy shifts in the past year, including the 'Better Together Program' that aims to ensure uniform health policies across the Northern Territory. Members have voiced concerns about the ability of rural and remote EDs to choose their own direction and provide care in line with local community need and available resources, and will continue to advocate on this issue.

Insufficient mental health provision has also been an increasing concern for the Northern Territory Faculty. Following the release of the *Nowhere Else to Go* report, Deputy Chair Dr Stephen Gourley spoke to the ABC about the need for equity in mental health for rural areas. Several violent incidents involving psychiatric patients also led to calls for improved interfaces between the ED and psychiatric services and increased availability of consultant psychiatrists, especially outside of usual business hours. The high level of access block for psychiatric patients is an ongoing concern and this needs to be addressed as a matter of priority. The issue was raised by the Northern Territory Faculty with the CEO of NT Health and the Minister. An Acute Mental Health Services Roundtable has been established by the Department of Health to respond to challenges and Dr Adrienne Deans will represent the Northern Territory Faculty.

In a positive development, the Faculty was delighted to see the removal of discount liquor outlet Dan Murphy's from Darwin following their support of a campaign led by the Foundation for Alcohol Research and Education. The Northern Territory has the highest levels of alcohol harm in Australia, and the community and health sector feared the proposed development would undermine successful alcohol policies introduced to reduce community harm.

The Northern Territory Faculty Board thanks Dr Charlotte Durand and Dr Josh Monester for nominating to be ACEM Regional Wellbeing Champions and looks forward to working with them in the coming year.

### Faculty Board

#### Associate Professor Didier Palmer OAM (Chair)

Dr Warren Adie  
Dr Rebecca Day  
Dr Adrienne Deans  
Dr Thomas Fowles  
Dr Stephen Gourley  
Dr Shane Tan  
Dr Thomas van Dantzig  
Dr Graham Williams

## Queensland

During the past year, the Queensland Faculty Board continued its advocacy on access block, overcrowding and patient flow, pursuing these issues locally with hospital executives, and at a state-wide level through engagement with the media, Department of Health and the Minister for Health. The Faculty was particularly pleased when the government revised its stance in relation to "GP-type patients" causing access block. Queensland Health has now also invested in more beds and is pro-actively seeking solutions to access block from inpatient teams, hospitals executives and community health services.

June 2021 saw the return of the Queensland Emergency Medicine Autumn Symposium, with 120 people meeting face-to-face to attend sessions on occupational violence, neonatal care, and geriatric medicine.

We thank Dr Jessica Forbes for joining the Council of Advocacy, Practice and Partnerships (CAPP) as the Queensland member and Dr Sunayana (Tina) Moriarty for becoming the Hospital Access Target Champion for the region. We also welcome Dr Akmez Latona as the New Fellows Champion, and new Regional Wellbeing Champions; Dr Una Harrington, Dr Shani Raghwan and Dr Rajesh Sehdev. The Faculty Board also wish to acknowledge the service of Dr Malcolm Cooper who stepped down from the Queensland Faculty Board in March 2021.

### Faculty Board

#### Dr Kim Hansen (Chair)

Dr Aidan Fenoglio  
Dr Jessica Forbes  
Dr Tanvi Karnik  
Dr Sunayana Moriarty  
Dr Elizabeth Mowatt  
Dr Darren Powrie  
Dr Niall Small  
Dr Sharyn Smith  
Dr Andrew Spiller



## South Australia

The South Australian Faculty was active and engaged on many issues over the past year at the local hospital level and on system-wide issues.

Access block and overcrowding remains a key priority, and significant effort has been made to engage with government and other specialist medical colleges on this issue. The South Australian Faculty welcomed the Minister for Health, Chief Executive of SA Health and the Chief Medical Officer at their June Faculty meeting to discuss access block and overcrowding. While members did not share the views of the guests, they reaffirmed their commitment to finding systemic solutions and ensuring timely access to care.

However, years of underinvestment saw 1,446 patients in mental distress left waiting for over 24 hours in the ED. The South Australian Faculty collaborated with other medical colleges and unions to maintain pressure on the government for urgent investment and reform into mental health. This high-profile advocacy generated substantial media, including a front-page story in the *Adelaide Advertiser*.

The Faculty has also welcomed opportunities to work collaboratively with the South Australian Government, representing the College on a number of SA Health working groups and in the development of a number of new policies. The Faculty is also pleased to have been able to facilitate the establishment of the ongoing Emergency Medicine Liaison position at the State Control Centre – Health assisting with the COVID-19 response. In this role, Dr Kimberly Humphrey has been working to improve communication with the emergency medicine community.

As virtual became the new norm, the South Australian Faculty hosted their first virtual state-wide education evenings with great success. Dr Andrew Perry, the committee and presenters delivered excellent sessions on chest pain and paediatric emergencies.

The South Australian Faculty congratulates Dr Humphrey on her appointment as Deputy Chair of CAPP, and welcomes Dr Daniel Haustead to the Faculty Board as a new CAPP representative, Dr Amy Wilson as the New Fellows Champion, and Dr Elissa Pearton as the Regional Wellbeing Champion.

### Faculty Board

#### Dr Mark Morphett (Chair)

Dr Michael Edmonds  
Dr Alistair Fergusson  
Dr Thiru Govindan  
Dr Daniel Haustead  
Dr Kimberly Humphrey  
Dr Anit Manudhane  
Dr Chloe Morey  
Dr Yousouf Peerbaye

## Tasmania

The Tasmanian Faculty has worked tirelessly in the past year to advocate for better care for patients and increased support for healthcare workers.

Access block in Tasmania continues to occur at the highest rates in Australia, affecting both Hobart and regional hospitals. Through meetings with government, media engagement and work with other stakeholders, this issue has been firmly placed on the agenda. While this challenge will take years to address, increased understanding of the challenge has seen the Tasmanian Emergency Care Network established and the government has expressed its commitment to continue working with ACEM.

Workforce challenges also featured prominently, exacerbated by border closures. During the state election, ACEM advocated for government to develop a workforce strategy and substantially increase the number of funded roles across the hospital system.

The Tasmanian Faculty has also been active in warning against an elective surgery blitz that could place additional strain on an already faltering health service, and advocating for a planned, balanced approach to ensure that elective procedures and unplanned care in the ED can be delivered safely.

A pre-budget submission was made advocating for solutions to access block, improved ICT systems and a workforce strategy. Submissions were also made to the Our Healthcare Future and Health Workforce 2040 consultations that will inform Tasmania's long-term reform agenda.

The Faculty thanks Dr Cheryl Martin and Dr Tim Mettam for becoming Regional Wellbeing Champion's for Tasmania.

### Faculty Board

#### Dr Juan Carlos Ascencio-Lane (Chair)

Dr Ray Chan  
Dr Fiona Cowan  
Dr Brian Doyle  
Dr Kate Field  
Dr Farida Khawaja  
Dr Lucy Reed  
Dr Viet Tran  
Dr Mel Venn

## Victoria

The emergency care workforce was stretched to its limits by COVID-19, and the limitations of Victoria's health system exposed. As a result, the Victorian Faculty met nine times in this reporting period and saw unprecedented attendance. To provide additional support and access to information at a highly stressful time, ACEM established the Emergency Medicine Community of Practice in Victoria (EMCoP). Four highly successful meetings were held, with over 180 healthcare workers joining each meeting. Speakers included Chief Health Officer Dr Brett Sutton, senior public servants, epidemiologists, mental health service providers and clinicians involved in the aged care response. The final meeting of the Victorian Regional/Rural Critical Care clinician leadership forum for COVID-19 pandemic response, co-hosted by ACEM, was also held in July 2020. These meetings delivered unprecedented two-way communication between Victorian healthcare workers and government, which ACEM hopes can be replicated in future.

The Victorian Faculty was also active on the issue of access block, generating significant media coverage and government engagement. To increase the available data to respond in real-time to access block across the health system, ACEM established a pilot project with the Department of Health and Ambulance Victoria. The Hospital Emergency Access Real-Time Data (HEARD) dashboard project aims to provide near real-time visibility of the activity and resources presently available in EDs to enhance transparency and better link EDs to other areas of critical care. It is hoped this will be linked to escalation policies at times of surge and used to build system awareness of patient flow bottlenecks. If successful, the pilot will provide proof of concept for implementation across Victorian EDs.

The Faculty extends its appreciation to Dr Swaroop Valluri and Dr Simon Judkins, who stepped down from the Victorian Faculty Board this year, as well as Dr Dean Pritchard for stepping into the role of Hospital Access Target Champion, Dr Conor Kelly for nominating to be the New Fellows Champion, and Dr Andrew Deans, Dr Andy Tagg and Dr Minnie Seward for becoming Wellbeing Champions.

### Faculty Board

#### Dr Mya Cubitt (Chair)

Professor George Braitberg  
Dr Jonathan Dowling  
Dr Barry Gunn  
Dr Belinda Hibble  
Dr Edward Oakley  
Dr Anoushka Perera  
Dr Dean Pritchard  
Dr Nancy Sadka  
Dr Myles Sri-Ganeshan  
Dr Andy Tagg  
Associate Professor Melinda Truesdale

## Western Australia

In the last year, the Western Australian Faculty has been persistent in highlighting the dangers of access block and ambulance ramping, engaging with the Premier, Minister, Director General and opposition to offer ACEM's Hospital Access Targets as an important first step in addressing access block. Considerable media coverage of these issues has helped to increase understanding of the challenges faced by EDs and the risk to patients.

Western Australia has also seen a recent increase in extremely long waits for mental health patients. This was highlighted at ACEM's *Nowhere Else to Go* mental health roundtable attended by over 40 FACEMs, psychologists, mental health advocates and consumers. The Faculty has spoken with the Minister and Chief Mental Health Advocate, raising concerns and requesting urgent support.

Workforce continues to present a major challenge in Western Australia, exacerbated by a lack of recruitment from overseas and interstate. The problem is most acute in rural and regional areas. ACEM has engaged with the Western Australian Country Health Service, noting the risks to patients and staff.

In 2021, Dr Syam Ravindranath, became the New Fellows Champion, Dr Clare Dibona, Dr Michael Hale and Dr Pradeep Sanjamala became Wellbeing Champions, and Dr David McCoubrie stepped into the role of Hospital Access Targets Champion. The Faculty Board welcomed new board member Dr Asheila Narang and expressed its thanks to Dr Tracey McCosh who stepped away from her role as Trainee Representative.

### Faculty Board

#### Dr Peter Allely (Chair)

Dr Simone Bartlett  
Dr Cassandra Host  
Dr Nicole Liesis  
Dr Asheila Narang  
Dr Heidi Wade



# ACEM Foundation

Dr John Bonning, Chair

The ACEM Foundation provides philanthropic support for three pillars of work:

- 1) Fostering emergency medicine research,
- 2) Encouraging and supporting Aboriginal, Torres Strait Islander and Māori doctors in undertaking emergency medicine training, and
- 3) Global Emergency Care, building the capacity for emergency care in lower / middle income countries.

The ACEM Foundation offers a range of awards, grants and scholarships every year to progress these three pillars.

## Emergency Medicine Research

The **Morson Taylor Research Grant** fosters high-quality research projects in emergency medicine being undertaken by an ACEM Fellow.

The **Al Spilman Early Career Researcher Grant** assists a Fellow early in their research career or a trainee developing and enhancing their research portfolio.

The **John Gilroy Potts Award** is presented to the author of an article published in a refereed journal, the content of which has made a significant contribution to emergency medicine.

The **Edward Brentnall Award** is announced annually for an article published in a refereed journal, most significantly relating to public health or disaster medicine.

## Support for Aboriginal, Torres Strait Islander and Māori Medical Practitioners

The pandemic resulted in conferences and events traditionally held by the following organisations to be postponed or rescheduled in 2020.

- Australian Indigenous Doctors' Association (AIDA)
- Pacific Region Indigenous Doctors Congress (PRIDoC)
- National Aboriginal Community Controlled Health Organisation (NACCHO)
- Lowitja Institute
- LIME Network

To allow for missed opportunities for participation in 2020 to be taken up in the future, the ACEM Foundation committed the funds allocated for the 2020 year to 2021

and beyond, thereby ensuring sustained financial support.

To offer greater stability in funding, the ACEM Foundation has entered into a formal partnership with **Te ORA**. The ACEM Foundation will contribute \$10,000 annually to this partnership.

The **Joseph Epstein Scholarship** through financial support, aims to encourage and support Aboriginal, Torres Strait Islander and Māori doctors undertaking Advanced Training in the FACEM Training Program.

In 2020, the ACEM Foundation launched the **Emergency Medicine Certificate Grant**, which funds Aboriginal, Torres Strait and Māori doctors to undertake the Emergency Medicine Certificate (EMC) training program. In its first year there were five recipients of the grant.

## Global Emergency Medicine

The **International Development Fund Grant** promotes the advancement of emergency care in the developing world through teaching, training and capacity building. Due to the restraints imposed by the pandemic, the International Development Fund was not granted in 2020.

The **ACEM Foundation International Scholarship** is awarded to doctors and other health professionals from developing nations to support their attendance at the ACEM Annual Scientific Meeting (ASM). At the ASM, scholarship recipients deliver a presentation to increase awareness and support for emergency medicine in developing countries. Due to the pandemic, in 2020 scholarship funds were used to provide registration to ACEM Organisation Partners and International Affiliates to attend the virtual ASM.

## 2020 ASM

In 2020, John Whaanga used his passion and expertise to deliver an engaging, informative and inspiring Foundation Lecture at the ASM. His presentation provoked an enthusiastic discussion on the differences between Australia and Aotearoa New Zealand's engagement with Indigenous populations.

Additionally, the equity and research session was well received, demonstrated by the depth of interactive online discussion it generated. International participants were very active and a post-event feedback survey indicated that it was successful.

# Finance Update

## Summary of 2021 Financial Report

*Information contained in the Financial Report Summary has been summarised from the College's full audited Financial Report. The College's full Financial Report is available on the ACEM website.*

In the 2021 financial year, amid continual pressures associated with COVID-19, the main focus of the College continued to be support of emergency medicine training, assessment, professional development, advocacy on behalf of members and publication of general practice standards.

The net operating surplus of the College for the year ending 30 June 2021 was \$5,393,665 (2020: \$1,584,804 deficit). This was primarily driven by restrictions in College activity, which reduced a number of operating expenses such as travel and accommodation, an increase in examination revenue and the receipt of JobKeeper subsidies. Total comprehensive income for the year was \$5,393,407 (2020: \$4,969,051 surplus). The difference with the 2020 net operating deficit and total comprehensive surplus was due to the revaluation of the College office building at 34 Jeffcott Street, West Melbourne. It should be noted capital expenses are borne from the Balance Sheet and the College has spent circa \$1,700,000 in strategic initiatives over the last financial year that are not reflected in the Profit and Loss Statement. As a recognition of a stronger than anticipated financial position, the College also made a one-off \$670,000 contribution to the ACEM Foundation.

The College's financial position remains sound with net assets of \$27,710,262 (2020: \$22,316,825) at the end of the financial year, allowing operations and capital investments, as discussed above, to be fully self-funded by retained earnings.

The College's investment portfolios with JB Were Wealth Managers experienced significant improvement compared to the market volatility experienced in the last quarter of the 2019-2020 financial year. Markets have sustained a strong recovery over the past twelve months. Inclusive of fixed interest securities, as of 30 June 2021, total investment assets held by the College were \$13,703,602 (2020: \$11,952,895) and \$2,633,407 (2020: \$1,938,683) in the ACEM Foundation. The increase in the Foundation's investment position is a result of \$500,000, from the \$670,000 additional funding previously reported, being invested in the Foundation's investment

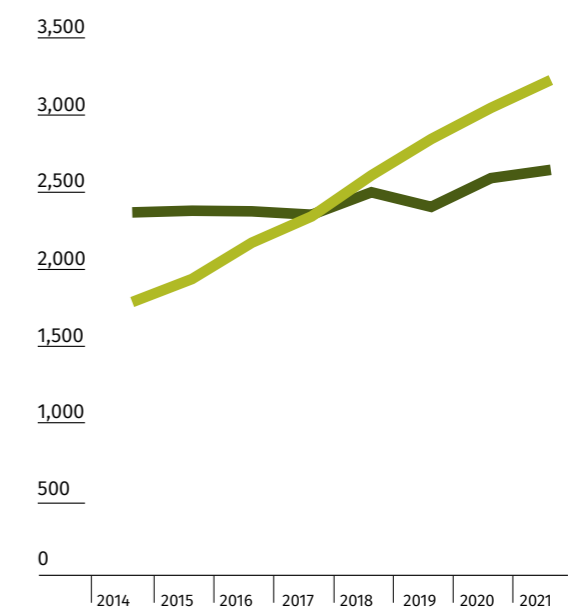
portfolio. The College takes a conservative approach to investment, preferring a long-term strategy to achieve growth, while ensuring the preservation of funds.

The College is pleased to note that the Department of Health's (DoH) funding has been extended. The initiatives supported through this funding include Specialist Training Placements and Support, Emergency Medicine Education and Training Program, Integrated Rural Training Pipeline initiative, Training More Specialist Doctors in Tasmania measure, and Emergency Department Private Sector Clinical Supervision. In the 2021 financial year, DoH funding contributed \$23,176,195 (2020: \$23,846,967) in revenue, which was offset with associated expenditure of the same amount.

Revenue derived from membership fees, training fees, examinations and non-member fees were relatively consistent, with an average 2% increase recorded comparative to the previous financial year.

As can be seen by the accompanying graph, the number of new trainees joining College training programs has moderately increased in the last two years. The College continues to see a steady increase in the number of new Fellows (total number of Fellows 2021: 3232 (2020: 3051)).

Membership growth — Trainees — Fellows



## Statement of Income and Expenditure and Other Comprehensive Income

	2021 (\$)	2020 (\$)
Revenue	44,171,020	39,126,905
Other income	896,633	425,389
Employee benefits expense	(10,984,215)	(10,143,037)
Depreciation and amortisation expenses	(1,504,572)	(1,341,218)
Computer Expenses	(387,471)	(484,880)
Audit, legal and consultancy expenses	(1,205,136)	(1,164,148)
Examination expenses	(1,083,333)	(440,797)
DOH direct project expenses	(22,242,021)	(22,709,562)
Publication expenses	(771,928)	(817,791)
Travel and accommodation expenses	(122,349)	(2,119,668)
Occupancy expenses	(151,614)	(180,288)
Other expenses	(1,210,386)	(1,439,930)
Finance expenses	(10,963)	(295,779)
<b>Surplus for the year</b>	<b>5,393,665</b>	<b>(1,584,804)</b>
<b>Other comprehensive income</b>		
Revaluation changes for property	-	6,554,038
Exchange differences on translating foreign branch	(258)	(183)
<b>Total comprehensive income for the year</b>	<b>5,393,407</b>	<b>4,969,051</b>

The accompanying notes form part of these financial statements.

### Summary of Statement of Income and Expenditure and Other Comprehensive Income

The net operating surplus of the College for the year ending 30 June 2021 was \$5,393,665 (2020: \$1,584,804 loss). Income associated with administration of programs and project activities funded by DoH continued to contribute to the financial position. Total comprehensive income for the year was \$5,393,407 (2020: \$4,969,051). This includes net interest on cash, investment income and net gain on financial assets.

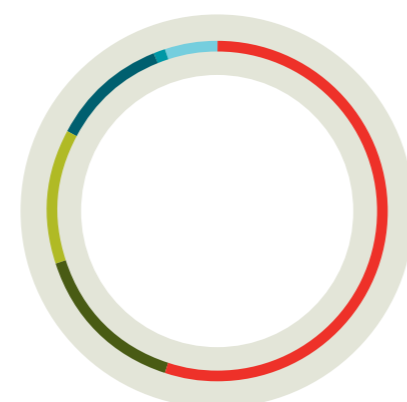
**Revenue:** Total revenue for 2021 was \$44,171,020 (2020: \$39,126,905) and was comparable to the previous financial year with a 13% increase. Main revenue streams were DoH grant funding (52%), Fellowship

fees (14%), trainee fees (13%) and examination fees (11%), other income (5%) and miscellaneous income (5%). Other income, such as interest on cash, investment income and net gain on financial assets were \$896,633 (2020: 425,389).

**Expenditure:** Total expenditure for 2021 was \$39,673,988 (2020: \$40,711,709). The decrease compared to the previous year was mainly attributable to the onset of COVID-19, which reduced several expense items such as travel and accommodation. Employee expenses increased due to an increase in the recognition of annual leave liability. Employee expenses increased due to an increase in the recognition of annual leave liability.

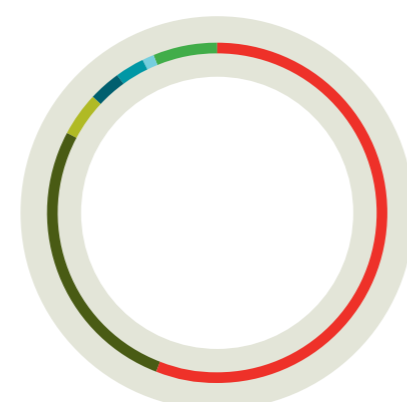
### Allocation of revenue and expenditure

#### Revenue



Grants	55%
Fellowship fees	15%
Trainee fees	13%
Examination fees	11%
Miscellaneous income	1%
Other income	5%

#### Expenditure



DoH grants	56%
Employee expenses	27%
Depreciation and amortisation	4%
Examination expenses	3%
Audit, legal and consultancy	3%
Computer expenses	1%
Other expenses	6%

## Statement of Financial Position

as at 30 June 2021

	Notes	2021 (\$)	2020 (\$)
<b>Assets</b>			
<b>Current assets</b>			
Cash and cash equivalents	5	17,000,028	10,557,279
Trade and other receivables	6	3,925,005	3,945,016
Other financial assets	7	13,703,602	11,952,895
Other assets	10	969,157	738,361
<b>Total current assets</b>		<b>35,597,792</b>	<b>27,193,551</b>
<b>Non-current assets</b>			
Trade and other receivables	6	2,000	2,000
Property, plant and equipment	8	13,283,931	13,827,097
Intangible assets	9	1,694,656	1,488,120
Right-of-use assets	11	43,345	55,786
<b>Total non-current assets</b>		<b>15,023,932</b>	<b>15,373,003</b>
<b>Total assets</b>		<b>50,621,724</b>	<b>42,566,554</b>
<b>Liabilities</b>			
<b>Current liabilities</b>			
Trade and other payables	12	1,219,035	1,259,492
Lease liabilities	11	20,024	17,218
Deferred revenue	14	20,017,882	17,573,441
Employee benefits	16	1,493,435	1,258,118
<b>Total current liabilities</b>	<b>13</b>	<b>22,750,376</b>	<b>20,108,269</b>
<b>Non-current liabilities</b>			
Lease liabilities	11	25,112	38,742
Employee benefits	14	135,974	102,718
<b>Total non-current liabilities</b>		<b>161,086</b>	<b>141,460</b>
<b>Total liabilities</b>		<b>22,911,462</b>	<b>20,249,729</b>
<b>Net assets</b>		<b>27,710,262</b>	<b>22,316,825</b>
<b>Equity</b>			
Reserves		6,553,627	6,553,855
Retained earnings		21,156,635	15,762,970
<b>Total equity</b>		<b>27,710,262</b>	<b>22,316,825</b>

### Summary of Statement of Financial Position

The College's net assets were \$27,710,262 as of 30 June 2021 (2020: \$22,316,825).

**Assets:** Total Assets on 30 June 2021 have increased approximately 25% comparative to the previous year. This was primarily due to reasons listed above including a reduction in operating expenses due to COVID-19, an increase in examination fees and the receipt of JobKeeper payments.

**Liabilities:** Total liabilities have increased by 12%. This was primarily due to an increase in annual leave liability as a result of COVID-19 and the various shutdowns and jurisdiction closures.

## Dr Tom Hamilton, ACEM President 1983-1988

### July 1932 to August 2020

It was with great sadness that we learned of the passing of the inaugural ACEM President Dr Tom Hamilton AM. As we reflect on the year, we want to pay tribute to his enduring legacy for ACEM and for medical healthcare in Australia and Aotearoa New Zealand. Tom is remembered as a man of wit, charm and intelligence, a gentle soul with a warm disposition and a renowned sense of humour. He was a straight shooter who always displayed absolute dedication to his work, his family and friends. He is a giant of the College – a Foundation Fellow, inaugural President, and the epitome of the values ACEM was founded on and continues to live by.

Tom obtained his bachelor's degree from the University of Edinburgh, and – apart from his Fellowship of ACEM – was a Fellow of the Royal College of Surgeons Edinburgh and the Royal Australasian College of Surgeons. Tom came to prominence as the director of the emergency department at Sir Charles Gairdner Hospital, in Western Australia, in 1977. It was from here he began agitating for recognition of emergency medicine. He joined a group of doctors discussing local issues and sharing clinical information, and ultimately they formed the Western Australian Society for Emergency Medicine. The Society was established to improve standards of practice, training and research in Western Australia. The first national organisation – the Australian Society for Emergency Medicine – formed four years later – in 1981 – and voted overwhelmingly for the establishment of a College.

From ACEM's inception in 1983, Tom was appointed its inaugural President. He remained active in College activities right throughout his life attending the ACEM Annual Scientific Meeting in Perth in 2018, where he received his President's Medal, together with the other of the first 10 ACEM presidents. His legacy is celebrated each year at that event through the Tom Hamilton Oration, this year presented by FACEM Professor Daniel Fatovich on 'Clinical Research, Evidence and Emergency Medicine'. Daniel paid tribute to Tom during his oration, saying, 'Nothing great in the world has been accomplished without passion', a quote from philosopher Georg Wilhelm Friedrich Hegel.

In addition to his service to emergency medicine and his work as the College's inaugural President, Tom was acknowledged as a Member of the Order of Australia (AM) in 1992, awarded the ACEM Medal in 1999, and bestowed the Centenary Medal in 2001 for his more than 50 years' service to St John Ambulance in Australia and the UK.

Following his passing, the College was inundated with messages of condolences and kindness, celebrating Tom's life and contribution to emergency medicine. These messages remain available to view – and contribute to – on the ACEM website. Tom Hamilton was a mentor and inspiration to many. ACEM is committed to honouring and building on his vision and legacy. Tom is survived by his three children – Vivien, David and Doug.

Vale Dr Tom Hamilton.

– Dr John Bonning, ACEM President

## Dr Henry (Chip) Gresham

### May 1971 to August 2020

Chip joined our Middlemore ED team in August 2009. It is fair to say that Chip was generally a man of few words, and his humble reserved style was appreciated and admired by everyone he came into contact with. Whenever Chip spoke, we all listened carefully for the pearl of wisdom that would issue forth softly but firmly from his being.

Chip was a very accomplished emergency physician, medical toxicologist, director of medication safety and adventurer. His encyclopaedic knowledge of things toxicological was extremely beneficial for our group and to the national poisons center. Chip was always happy to be called whether late at night or while clinging to one of the number cliff faces he liked to climb.

Latterly Chip developed his skills in the field of disaster medicine, studying for a master in disaster medicine and working as a medical director for the New Zealand emergency management assistance team. Chip's most recent secondment was to Wellington where he served as the clinical advisor at the National Crisis Management Centre – all of government response to COVID-19.

This is an amazing assortment of achievements and what makes these all the more remarkable is that Chip never ever boasted about how clever and accomplished he was. His quiet demeanour commanded respect, and colleagues from many facets of Middlemore admired and genuinely liked Chip.

– Dr Jeremy Dryden and the Middlemore ED team

### “The ECG”

Quiet, unassuming  
Eyes, like the “Sharp End” of scalpels  
ECG does not miss a beat  
Sensible spoken pearls, challenging  
I will miss our chats ...

Experience in droves  
Computational mind  
Thinks like me ...logical, logistical  
My mind can finish his sentences  
I will miss our chats ...

OMG the knowledge depth  
Toxicological calming, intoxicating  
A benzo fugue in a massage chair  
Always has my back  
I will miss our chats ...

Big picture insights  
He knows Mt Hazard  
The cliffs he has conquered  
Ocean Storms he navigates  
I will miss our chats ...

Humble combivan adventurer  
Grounded outdoors he is  
Humanitarianly selfless  
I think the world just lost a sparkle  
I will miss out chats ...

I found myself unexpectedly tearful  
Arriving at work today  
Lennon's “Imagine” in my head  
The world I can't imagine without  
The Extraordinary Chip Gresham

I will miss our chats ...

Adventurer  
Scientist  
Emergency Physician  
Toxicologist  
Humanitarian  
Disaster Master  
Friend

One hell of a life you have lived Dr Gresham

I will miss our chats ...

(Dr Phil Young)  
Moe mai ra e te rangatira, moe mai, moe mai

## Dr Jakub Matera

### June 1964 to May 2021

Jakub Matera passed away suddenly after a short illness. He exemplifies the doctors who have come to this country, embraced this country, and added to this country. He built on a professional practice developed in different and more difficult circumstances to become a trusted friend to his colleagues and a mentor to many.

Born in Łódź in Poland, he attended medical school behind the iron curtain. He emigrated to Africa to work. Jakub became the ultimate medical generalist in South Africa, where he rotated each week between solo surgeon, obstetrician, physician, and paediatrician. He spent five years in the United Arab Emirates before migrating to Australia in 2004 to test himself with the FACEM examination. Despite his vast experience, he was always happy to adapt to local practices.

He found a home at Frankston Hospital in Victoria among colleagues of many nationalities. They worked together and socialised together. They enjoyed too much rich food and drank only the best Polish vodka. Jakub had a straightforward manner. He was comfortable giving honest opinions or giving a hug. Colleagues and junior doctors valued his even-tempered wisdom. His expressive hand gestures were a delight.

Even in Australia, Jakub continued to travel. With his wife, Ania, and son Michael, they visited out of the way places in China and South America. Jakub loved conferences, especially if they were in an exotic destination. His last meeting was in Costa Rica in 2020. Always wanting to suck the marrow out of life, when Covid delayed his trip home by three days, he used the time by flying to the Atacama Desert in Chile to photograph the sunset. He called himself ‘Wandering doc’ on his email address, and it is easier to imagine that he is on another exotic voyage than really gone.

– Dr Tim Baker, Dr Darsim Haji and Dr Belchi Chiezey



# Honours and Awards

1 July 2020 – 30 June 2021

## Dr Nalini Hooper (Nee Nainthy)

### April 1969 to February 2021

It is with great sadness that we wish to share that our friend and colleague Nalini Hooper passed away on 20 February 2021 following a tragic accident. Nalini joined the JMS community at the Alfred as a UK graduate, bringing exuberance, vitality, a sunny disposition, and a pragmatic approach to life, love, and work.

Achieving Fellowship of the Australasian College for Emergency Medicine, Nalini commenced work at Maroondah Hospital followed by Alfred Health-Sandringham ED and Peninsula Health. Most recently she had been working for Quarantine Services Victoria. She was a supportive wife, mother, and friend. She built her dream home and life after marrying Richard, which was centred around the needs of her son Daniel born in 2009 and stepson Tom.

She loved classical music and shared this love by teaching Daniel to play the piano. She was always facilitating social outings and events both in her local and school communities, an active member of various committees. She was always up for a chat, coffee, or a long lunch. She was an excellent cook, loved her Thermomix, and didn't mind a nice red either.

Despite ongoing hip problems, which resulted in staged surgeries, rehabilitation, and prolonged time off work, Nalini never dwelt on her decreased mobility. Life had to keep on going ahead. She continued to extend herself with energy and spirit, completing a variety of courses and endeavours outside of emergency medicine.

It is with a heavy heart that we have had to say goodbye to our friend, Nalini. She lived life as though she knew that it would not be a long one. Nalini has left us with a simple message: Live life. Enjoy each day. Invest in the people who give you joy.

– Dr Denise Van Vugt and Dr Anna Korin

## Dr Vinay Angadi Rudresh

### September 1993 to August 2020

Dr Vinay Angadi Rudresh died in a motor vehicle accident the morning of 12 August 2020, alongside his good friend Dr James Huang, who was also working in our Emergency Department as a Senior House Officer.

Vinay was completing his Emergency Medicine Certificate, and our consultant group had offered him the position of non-training registrar. Dr Thomas Carter, FACEM was Vinay's mentor and had encouraged Vinay to apply for ACEM training.

As Dr Carter said in a letter to Vinay's family, "Vinay had a keen academic mind and he was uncommon in his dedication to reading...he regularly discussed cases and sought advice and feedback from the consultant group. This type of engaged learning is rare. This drive for knowledge and skill building is what made Vinay stand apart from his peers."

Dr Carter also wrote, "on a personal note, Vinay was an absolute pleasure to work with. He did the best for his patients and was a joy to be around. He was fast with a smile, an offer to help, and he had a quick wit. I found he brightened my shift because he was many of the things I try to be. I was privileged to have worked with Vinay."

James wanted to be a GP and planned to establish his practice in Marton, the small Manawatū town in the Rangitikei district where he grew up. James will be remembered as knowledgeable, kind, and gentle, and everyone in the department knew he would be a welcome addition to the community.

Dr Carter's sentiments reflect the sentiments of the entire ED staff at Palmerston North Hospital.

The loss of Vinay and James was devastating for our ED, but everyone in the department-and staff from other parts of the hospital-came together to support one another after their deaths.

A memorial area for Vinay and James has been established in the front of our ED, with a Kashmir Cypress for Vinay and Moonlight Cherry for James next to a small bench; a dedication ceremony took place recently, with junior and senior medical staff, nursing staff, and members of the medical administration unit in attendance. Karakia and waiata were performed by members of Pae Ora Paiaka Whaiora- Māori Health Directorate, and friends and colleagues shared their memories. It was an emotional ceremony, fitting for two well liked, talented young doctors who left us far too soon.

– Dr David Prisk

2020	<b>ACEM Distinguished Service Award</b>	Dr Gary Ayton, Dr Shyaman Menon
2020	<b>ACEM Foundation Conference Grant</b>	Awarded as Virtual ASM registrations to all Indigenous trainees in 2020
2020	<b>Al Spilman Early Career Researcher Grant</b>	Dr Robert Baker
2020	<b>The Buchanan Prize</b>	Dr Andrew Murphy, Dr Robert Browning, Dr Megan Wilson
2021	<b>The Buchanan Prize</b>	Dr Shannon Baso, Dr Elyssia Bourke
2019	<b>Chris Curry – PNG Master of Emergency Medicine Medal</b>	Dr Steven Aaron
2020	<b>Chris Curry – PNG Master of Emergency Medicine Medal</b>	Dr Arabella Aoliwan
2020	<b>Diversity Award – Individual</b>	Dr Kim Yates, Dr Ashes Mukherjee
2020	<b>Diversity Award – Group/ED</b>	Gold Coast Health Emergency Department, Network of Women in Emergency Medicine (NoWEM)
2019	<b>Emergency Medicine Certificate Grant</b>	Dr Vennassa Wong, Dr Samara McNeil, Dr Patricia Murphy
2020	<b>Emergency Medicine Certificate Grant</b>	Dr Kathryn Dalmer, Dr Belinda Washington
2020	<b>Global Emergency Medicine Research Award</b>	Dr Georgina Phillips, Dr Dennis Lee, Dr Shivani Shailin, Dr Gerard O'Reilly, Professor Peter Cameron
2020	<b>International Development Fund</b>	Dr Megan Cox, Dr Ngaire Caruso
2020	<b>International Scholarship</b>	Awarded as Virtual ASM registrations, distributed to International Affiliates and Partner Organisations in 2020
2020	<b>Joseph Epstein Prize</b>	Dr Louise Hochholzer
2021	<b>Joseph Epstein Prize</b>	Dr Sarah Clarke, Dr Daniel Brooks
2019	<b>Mka Ah Kuoi Fiji Masters of Emergency Medicine Award</b>	Dr Kelera V. Tabuaniqili
2020	<b>Mka Ah Kuoi Fiji Masters of Emergency Medicine Award</b>	Dr Anuraag P. Sharma
2020	<b>Morson Taylor Research Grant</b>	Dr Gerard O'Reilly
2020	<b>Teaching Excellence Award</b>	Dr Andrew Churchman, Dr Nadejha Angele Pandithage, Dr Jonathon Isoardi, Dr Darren Powrie
2020	<b>Tom Hamilton Oration</b>	Professor Daniel Fatovich
2020	<b>Wellbeing Award – Group/ED</b>	The Wellness Interest Group (Queen Elizabeth II Jubilee Hospital), Dandenong Hospital Emergency Department
2020	<b>Wellbeing Award – Individual</b>	Dr Jamie Burrows

# New Fellows

1 July 2020 – 30 June 2021

The College congratulates the following individuals on their admission to Fellowship.

Dr Muhammad Abid	Dr Peter Choi	Dr Neil Gray	Dr Ji Jin Lim	Dr Lucy Owen	Dr Kesh Soomaroo
Dr Frances Adams	Dr Maria-Angela Clifford	Dr Katherine Gridley	Dr Ken Liu	Dr Rhiannon Palmer	Dr Christopher Speirs
Dr Sulaiman Almubarak	Dr Ruella Clipsham	Dr Alex Handrinos	Dr Kenneth Lo	Dr Alisha Panir	Dr Ian Staples
Dr Ahmed Al-Qaraghuli	Dr Jon Cohen	Dr Krista Handyside	Dr Nicholas Lonergan	Dr Sanjay Patel	Dr Amy Jane Stokes
Dr Niran Argintaru	Dr Rebekah Cole	Dr Chandrashekhhar Harlapur	Dr Karen Louis	Dr Richard Pellatt	Dr Anthony Strickland
Dr Tim Arnold	Dr Elle Corrigan	Dr Jenni Hawes	Dr Stephanie Mackie	Dr Elena Pop Manda	Dr Luke Summers
Dr Balqis Aronson	Dr Andrew Crofton	Dr Sophie Hawkins	Dr Daniel Mankarios	Dr Elissa Poulter	Dr James Tadros
Dr Anthony Baker	Dr Fiona Dare	Dr Mo Haywood	Dr Kezia Mansfield	Dr Ben Powell	Dr Jian Ren Tan
Dr Fay Balian	Dr Tecwyn Davies	Dr Kristen Hertzler	Dr Nele Manzanares Bracke	Dr Alex Prins	Dr Mady Tarrant
Dr Shakeeb Bani Yaseen	Dr Obaid Dayar	Dr Katherine Heuser	Dr Pras Mao	Dr Tessa Ramsden	Dr Scott Taylor
Dr Laura Bannister	Dr Luke De La Rue	Dr James Ho	Dr Ruth-Ellen Marks	Dr Naomi Reeves	Dr Abirama Thanikasalam
Dr Avijit Barai	Dr Liza Del Rosario	Dr Sarah Hodgson	Dr Rachel Marsh	Dr Alison Robinson	Dr Luke Thomas
Dr Dylan Barnes	Dr Bradley Dent	Dr Osasehi Ikhu-Omoregbe	Dr Sally Marshall	Dr Jessica Robinson	Dr Mattie Thompson
Dr Rebecca Beaton	Dr Kathryn Duffy	Dr Matthew Ingram	Dr Pavel Mastik	Dr Habeeba Rockley	Dr Archie Thota
Dr Bronwyn Bebee	Dr Simon Dunn	Dr Veronika Jacquemin-Riegler	Dr Fern McAllan	Dr Nicola Rodd	Dr Tigue Tozer
Dr Claire Bertenshaw	Dr Chris Dyer	Dr Harriet Jennings	Dr David McAroe	Dr Nikki Rolton	Dr Robert Trachter
Dr Nicole Bertram	Dr Alexander El Kheir	Dr Luke Jones	Dr Tracey McCosh	Dr Wim Ronsmans	Dr Daniel Turner
Dr Thea Bishop	Dr Mohamed Elwakil	Dr Katherine Jutsum	Dr Lucy McKenzie	Dr Irvan Sahgal	Dr Sarah Vaughan
Dr Paul Blackery	Dr David Errington	Dr Katherine Kabala	Dr Gemma McMichen	Dr Kylie Salt	Dr Kristen Vlasich
Dr Victoria Bond	Dr Peter Farnworth	Dr Rajan Kailainathan	Dr Chris McMullen	Dr Kelly Sandford	Dr Chamara Walathara
Dr Martie Botha	Dr Peter Finnegan	Dr Jonathon Keast	Dr Courtney McPhail	Dr Golam Sarwar	Dr Jacqueline Ward
Dr Fiona Bowles	Dr Tania Florez Cordoba	Dr Conor Kelly	Dr Brad Mereine	Dr Rina Savage	Dr Melissa Watts
Dr Jessica Brimble	Dr Nadhi Fonseka	Dr Alexander King	Dr Claire Merry	Dr Lauren Schmitt	Dr Ben Weber
Dr Kim Bruce	Dr Thomas Francis	Dr Nicholas King	Dr Negin Motamedi	Dr Grace Schwartz	Dr Sudath Weerapperuma
Dr Mathew Brun	Dr Ross Franke	Dr Alexander Koob	Dr Mathew Muldoon	Dr Laura Scott	Dr Vanessa Whiting
Dr Lisa Bundy	Dr Callum Frazer	Dr Praneel Kumar	Dr Rusiru Munasinghe	Dr Katie Sells	Dr Emma Whyte
Dr Garrett Burke	Dr Adam Fricker	Dr Alison Lally	Dr Andrew Murphy	Dr Savitha Shankar Raju	Dr Mark Williams
Dr Roger Burrell	Dr Michael Fry	Dr Timothy Langford	Dr Stuart Napier	Dr Dylan Siu	Dr Jonathan Wills
Dr Nyssa Butler	Dr Christopher Garwood	Dr Akmez Latona	Dr Patrick Newsam	Dr Adam Skinner	Dr Megan Wilson
Dr Earl Butler	Dr Hugo Gemal	Dr An Le	Dr Galamoyo Nfila	Dr Brid Smalle	Dr Joel Wilson
Dr Julian Campbell	Dr Ruchiika Ghai	Dr Fiona Leaker	Dr Daniel Ng	Dr Paige Smith	Dr Daniel Wong
Dr J Michael Caruso	Dr Patrick Gillespie	Dr Ming Lin Lee	Dr Mike Nitzberg	Dr Andrew Smith	Dr Yan Yan
Dr Carla Ceccarelli	Dr John Glasheen	Dr Ying-Ying Lee	Dr Nat O'Halloran	Dr Luke Smith	Dr Kai Yap
Dr Niroshika Chandramohan	Dr Mark Goniszewski	Dr Ken Lee	Dr Ev O'Neill	Dr Louis Snellgrove	Dr Rachel Yee
Dr Robin Chapman	Dr Timothy Graves	Dr Richard Leslie	Dr Rohani Oorloff	Dr Emily Soh	Dr Fahad Yousif
					Dr Mona Zaky

# EMC Graduates

1 July 2020 – 30 June 2021

The College congratulates the following Emergency Medicine Certificate (EMC) graduates.

Dr Geeta A Sivarajah	Dr Garry Cheng	Dr Kyra Funk	Dr Chun Yi Kelvin Koh	Dr Timur Navruzov	Dr Sharmin Sultana
Dr Ahmed Abdalla	Dr Julian Chow	Dr Ngaio Garcia-Copeman	Dr Geetha Kumari Kottakad Gopalakrishnan	Dr Farah Naz	Dr Laura Tagell
Dr Bridget Allen	Dr Satinee Chucherd	Dr Gautam Garg	Dr Srinidhi Krishnamoorthy	Dr Jeanette Ng	Dr Karan Taneja
Dr Mohamed Almarzooqi	Dr Rebecca Civil	Dr Rebecca Gee	Dr Dinki Kroukamp	Dr Erum Yasmin Nizamani	Dr Daniel Thambiraj
Dr Crystal Ang	Dr Edward Clarke	Dr John Conor Gildea	Dr Lauren Kuhl	Dr Jemma Nokes	Dr Rohan Thiruvardusothy
Dr Nadira Jisan Ara	Dr Michael Conboy	Dr David Gill	Dr Ramasubramanian Kulandaivelu	Dr Hashim Noori	Dr Gregory Threlfall
Dr Htoo La Minn Aung	Dr Joseph Conway	Dr Eleanor Ginbey	Dr Zara La Roche	Dr Anthony Ojo	Dr Aldric Tolentino
Dr Rabia Azhar	Dr Michelle Cresp	Dr Adam Girardin	Dr Anna Lammerink	Dr Kelvin Oo	Dr Alice Torpy
Dr Christina Baird	Dr Lloyd Cresswell	Dr David Gold	Dr Elizabeth Lavakei'aho	Dr Jordan Ormsby	Dr James Townsend
Dr Krishnapriya Balanarayanan	Dr Zaira Cristancho	Dr David Gorman	Dr Vimoksalehi Lukoscsek	Dr Pushparani Paramarajah	Dr Oakar Tun
Dr Mirthula Balasuthanthira	Dr Jamie Croft	Dr Christy Gregg	Dr Thomas Lyford	Dr Hazel Peckham	Dr Si Thu U
Dr Benjamin Bambery	Dr Gemma Dashwood	Dr Pratima Gurung	Dr Ahmed Mahmuod	Dr Rebecca Pike	Dr Grace Vaitilingam
Dr Rebecca Barwise-Munro	Dr Addison Davis	Dr Joanne Ha	Dr Chrisantha Malalgoda	Dr Catherine Porter	Dr Claire van Breda
Dr Babak Bayat Tork	Dr Erin Davis	Dr David Hamer	Dr Angela Mamic	Dr Neeta Pramanik	Dr Henry Villegas
Dr Douglas Beattie	Dr Nathan Day	Dr Jane Hamilton	Dr Monica Marton	Dr Salah Raya	Dr Rachel Visser
Dr Emma Beavon	Dr Douglas Devereux	Dr Clare Hardie	Dr Caroline McBride	Dr Rory Rearden	Dr Rodrigo von Kruger
Dr Frido Beitz	Dr Christopher Dickie	Dr Rajeev Hariprakash	Dr Jonathan McDowell	Dr Matthew Redmond	Dr Ryan Walsh
Dr Annelie Blinks	Dr Mehmet Dilman	Dr Jesse-Ana Harris	Dr Russell McGoldrick	Dr Sidra Rehman	Dr Philip Walthew
Dr James Boland	Dr Luke Dornan	Dr Luke Hayward	Dr Naomi McIlvenny	Dr Robert Reynolds	Dr Serena Wang
Dr Joshua Boom	Dr Ricardo D'Souza	Dr Stewart Hazelton	Dr Patrick McNamara	Dr Elyce Rossiter	Dr Beth Ward
Dr Adam Bowman	Dr Lily Du	Dr Damian Heman	Dr Samara McNeil	Dr Michael Ryan	Dr Nuwan Warnakula
Dr Rachel Bretland	Dr Mishil Dudhaiya	Dr Charlotte Hillary	Dr Matthew Middleton	Dr Shane Sadleir	Dr Isiri Wickramarachchi
Dr Elizabeth Brewer	Dr Kathleen Duffy	Dr Bronwyn Hoogland	Dr Atta Mohyuddin	Dr MD Tareq Salim	Dr Jasmine Wilkinson
Dr Adrian Brodsky	Dr Charlotte Edwards	Dr Scott Hoskin	Dr David Montgomery	Dr Al Naim Sarwar	Dr Rhys Williams
Dr Madeline Burrell	Dr Shannon Elliot	Dr Saba Imran	Dr Ahmad Mourtada	Dr George Scott	Dr Phillip Wilson
Dr Catherine Burrows	Dr Catherine Engelke	Dr Eleanor Jarvis	Dr Mai Moustafa	Dr Thomas Sefton	Dr Prasangika Wimalasena
Dr Muhammad Cajee	Dr Eduardo Jr Estrella	Dr Qaiser Javaid	Dr Monica Mu	Dr Cameron Semple	Dr Victor Wu
Dr Josephine Campbell	Dr Smart Evulobi	Dr Stephen Johanson	Dr Bushra Mubarka	Dr Mohamed Shalan	Dr Lynn Young
Dr Daniel Capper	Dr Martha Fawcett	Dr Tamara Johnson	Dr Christopher Muirhead	Dr Sandhli Sharma	Dr Pang Li Yeo
Dr Edward Carson	Dr Gabrielle Fernandez	Dr Rachel Jones	Dr Jordan Mulloy	Dr Emmet Sheil	Dr Grace Yeung
Dr Carmen Chan	Dr Evelyn Fletcher	Dr Arunn Jothidas	Dr Catherine Murphy	Dr Fang Shen	Dr Karunya Yogeswaran
Dr Roger Chang	Dr Euphemia Floresca	Dr Christos Katsogiannis	Dr Anum Musaad	Dr Ruth Shephard	Dr Thomas Young
Dr Yuan-Hsun Chang	Dr Jaime Fox	Dr Alice Keating	Dr Hla Myat	Dr Clare Silverwood	Dr Yon Yang Yu
Dr Louise Channon	Dr Andrew French	Dr Tasneem Khan	Dr Sanat Nandwana	Dr Natasha Stark	Dr Jessica Zibellini
Dr James Charleson				Dr Rosemary Stewart	



# EMD Graduates

**1 July 2020 – 30 June 2021**

The College congratulates the following Emergency Medicine Diploma (EMD) graduates.

Dr Sunil Agrawal

Dr Mohammad Albiaty

Dr Jeraud Anthonipillai

Dr Mirza Baig

Dr Joanne Bowmaker

Dr Rhea Canavan

Dr Carolyn Chapman

Dr Belchi Chiezey

Dr Ronald Flapper

Dr Shaneil Fransch

Dr Harjeet Grewal

Dr Mahamudur Hassan

Dr Negasa Hunduma

Dr Rama Mohan Reddy Idamakanti

Dr Allan Ingpen

Dr Vicki-Lee Jefferson

Dr Lauren Kerestes

Dr Yen Lee Koh

Dr Paul Francis Kune Leong Lam  
Cham Kee

Dr Emma Lee

Dr Mary McKinnon

Dr Steven Mellett

Dr Ingo Moeller

Dr Veena Ranganath

Dr Andreas Rauch

Dr Adam Sandry

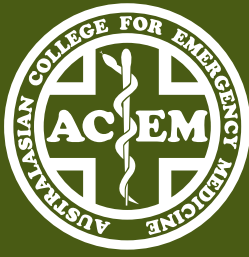
Dr Zaid Shaheedy

Dr Sobia Siddiqi

Dr Senthuran Sivabalan

Dr Simon Smith

Dr Layla Yasmeen



**Australasian College for Emergency Medicine**  
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