



# Australasian College for Emergency Medicine

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**Report**  
September 2022

FACEM and FACEM Trainee  
Demographic and Workforce 2021



# FACEM and Trainee Demographic and Workforce Report 2021

## Key findings

This annual report provides insight into the Australian and Aotearoa New Zealand emergency medicine workforce. It presents ACEM membership data on demographic and workforce profiles of Fellows of the Australasian College for Emergency Medicine (FACEMs) and FACEM trainees.

**3,322** FACEMs

39% female

45.7 years average age

43% International Medical Graduates

Working full-time:

64% Female FACEMs

82% Male FACEMs

**2,444** FACEM Trainees

51% female

33.7 years average age

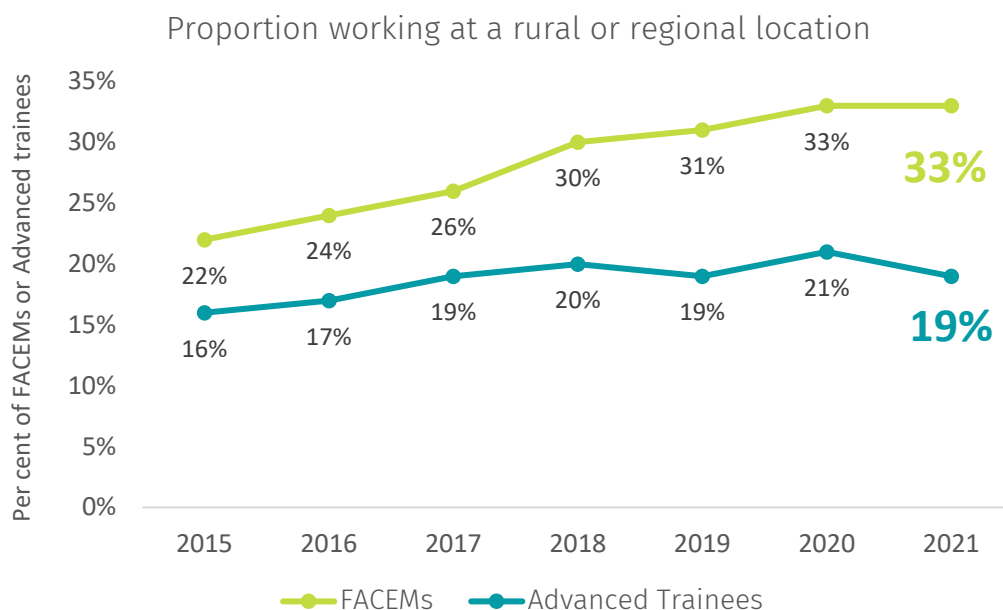
38% International Medical Graduates

Working full-time:

73% Female FACEMs trainees

81% Male FACEMs trainees

From 2015-2021, there has been a **50% increase** in the percentage of **FACEMs** working at a rural or regional location at their primary workplace, compared with a **19% increase** for **Advanced FACEM trainees**.



For the full findings and detailed analysis, please refer to:

Australasian College for Emergency Medicine (2022). *FACEM and FACEM Trainee Demographic and Workforce 2021 Report*.

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## 1. Executive Summary

This report presents the demographic and workforce profiles of Fellows of the Australasian College for Emergency Medicine (FACEMs) and FACEM trainees in 2021. Data was sought from the ACEM member database to provide insight into the emergency medicine (EM) workforce in Australia and Aotearoa New Zealand. This report also presents the longitudinal trends in FACEMs (including new FACEMs) and FACEM trainees over an 11- to 14-year period.

Table A 2021 FACEM and FACEM trainee demographics and workforce profile summary.

<b>FACEM and FACEM trainee</b>	<b>Australia</b>		<b>Aotearoa</b>		<b>Total*</b>	
<b>Demographics</b>						
Number of active FACEMs	2829		378		3322	
% Female	38.1%		44.2%		38.7%	
Average age (years)	45.6		45.9		45.7	
Number of new FACEMs in 2021	223		34		260	
Number of advanced trainees	1688		164		1863	
% Female	49.9%		56.1%		50.5%	
Number of provisional trainees	524		54		581	
% Female	53.1%		50.0%		52.5%	
<b>FACEM</b>	<b>Australia</b>		<b>Aotearoa</b>		<b>Total**</b>	
<b>Workforce profile</b>						
	n	%	n	%	n	%
Working in EM (at least one workplace)	2679	(96.8%)	348	(97.5%)	3027	(96.9%)
Working equivalent to full-time hours	2089	(74.6%)	271	(75.3%)	2360	(74.6%)
Working at two or more workplaces	1569	(56.2%)	108	(30.0%)	1677	(53.1%)
Working in regional locations	839	(30.4%)	202	(56.9%)	1041	(33.3%)
FACEMs per 100,000 population	10.7		7.0		10.1	

Notes: \*One FACEM who has an unspecified gender and is excluded from the Australia and Aotearoa breakdown but included in the total column. Also included in the total column are 115 FACEMs who do not live in Australia or Aotearoa. \*\*Only includes Australia and Aotearoa.

## 2. Purpose and Scope of Report

This report aims to describe the demographic and workforce profiles of the EM workforce for FACEMs and FACEM trainees of the Australian College for Emergency Medicine (ACEM) in 2021. Information from the ACEM member database was sourced, and analysis was conducted by the ACEM Research Unit, Department of Policy, Research and Partnerships. This report applies to all FACEMs (including those who came through the FACEM Training Program and those who obtained Fellowship through the Specialist International Medicine Graduate pathway) and FACEM trainees (advanced and provisional trainees) of the College. The data presented in this report will be helpful to inform planning and policy initiatives relating to the EM workforce and ACEM training activities.

## 3. Methodology

Data pertaining to FACEMs as well as advanced and provisional trainees was extracted from the ACEM member database, including:

- Demographic data, including gender, age, international medical graduate status, and Indigenous status.
- FACEM workplace and trainee placement data, including their location, roles and working hours.
- Number of FACEMs and FACEM trainees over the past 11 to 14 years, dependent on data availability.

For this report, data was analysed and presented as of 31 December 2021 to allow for comparisons over an 11- to 14-year period from 2008 to 2021. Prior to 2012, there was substantial missing member demographic and training-related data, as well as issues with the reliability of some of the existing data in the database.

For the 2021 cohort, there was missing data relating to FACEM workplace details, which required a certain level of data cleaning and cross-checking. Data on hours worked per week across all workplaces was generated from two variables, employment type (full-time, part-time, locum, casual or sessional) and usual hours per week, for each site of employment. This data was not entered consistently; therefore, if a FACEM recorded working full-time at any of their workplaces, they were classified as full-time across workplaces. If the FACEM only worked at one workplace and recorded working part-time, they were classified as working as part-time. Where it was unknown if the FACEM worked full-time or part-time across workplaces, the total number of 'usual hours per week' was calculated for all workplaces and used to classify if a FACEM was full-time (38 or more hours per week) or part-time (less than 38 hours per week).

It is important to note that the demographic data analysis is based on residential/ mailing address to classify the 'region', whereas for the FACEM workforce and trainee placement analysis, 'region' is reflective of the workplace/ placement location. Analysis based on remoteness (metropolitan or regional/ rural) was determined using the workplace of FACEMs and trainees and excludes those working as locums or in pre-hospital retrieval medicine roles not linked to a hospital. For workplaces in Australia, remoteness was based on the Australian Standard Geographical Standard – Remoteness Area (ASGS-RA) (Australian Bureau of Statistics, 2016), while Aotearoa New Zealand sites were classified as metropolitan if they were located in Auckland, Christchurch or Wellington, with all other locations classified as urban-regional.

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

There were a total of 3322 active FACEMs in 2021; 2829 (85%) FACEMs living in Australia and 378 (11%) FACEMs living in Aotearoa New Zealand. A further 115 (4%) were living overseas. Table 1 presents the distribution of all active FACEMs by their region of residential address and gender. There was a slight increase in the percentage of female FACEMs in Australia from 2020 (37.5%) to 2021 (38.1%); while the gender composition remained consistent among FACEMs in Aotearoa.

Five (0.2%) Australian FACEMs self-identified as Aboriginal, and there were nine (2.1%) FACEMs who self-identified as Māori. None of the FACEMs self-identified as Torres Strait Islander.

With respect to the primary medical degree of FACEMs, 1443 (43.4%) active FACEMs gained their primary medical degree outside of Australia and Aotearoa and were classified as international medical graduates (IMGs).

Table 1 Distribution of active FACEMs by region and gender

Region	Female	Male	Total		Female
	n	n	n	%	%
Australia*	1077	1751	2829	85.2%	38.1%
NSW	291	458	749	22.6%	38.9%
VIC	264	447	711	21.4%	37.1%
QLD	266	438	705	21.2%	37.8%
WA	123	194	317	9.5%	38.8%
SA	61	106	167	5.0%	36.5%
TAS	28	46	74	2.2%	37.8%
NT	26	27	53	1.6%	49.1%
ACT	18	35	53	1.6%	34.0%
Aotearoa	167	211	378	11.4%	44.2%
Overseas	42	73	115	3.5%	36.5%
Total	1286	2035	3322	100.0%	38.7%

Notes: \*One FACEM was of an unspecified gender

Table 2 presents the distribution of all active FACEMs by age group, region and gender. Sixty-two per cent (2065/3322) of FACEMs were aged between 35 and 49 years. Fourteen per cent of FACEMs in Australia (410/2829) and Aotearoa (53/378) were aged 55 years or older, decreasing from 16% in 2020. On the contrary, the proportion of FACEMs aged less than 35 years increased from 5% in 2020 to 8% in 2021.

Table 2 Active FACEMs by age group, region and gender

2021 Region	<35 years			35-39 years			40-44 years			45-49 years			50-54 years			55-59 years			60+ years		
	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)
Australia	4.0%	4.3%	8.3% (236)	9.9%	11.0%	20.9% (591)	9.2%	13.2%	22.4% (633)	7.4%	11.2%	18.6% (526)	4.5%	10.8%	15.3% (432)	1.9%	6.3%	8.2% (231)	1.2%	5.1%	6.3% (179)
NSW	3.7%	3.6%	7.3% (55)	9.2%	12.0%	21.2% (159)	10.0%	12.1%	22.2% (166)	6.5%	10.5%	17.1% (128)	5.6%	10.5%	16.2% (121)	2.3%	5.5%	7.7% (58)	1.5%	6.8%	8.3% (62)
VIC	4.4%	3.2%	7.6% (54)	7.3%	10.3%	17.6% (125)	9.3%	13.9%	23.2% (165)	7.6%	11.3%	18.8% (134)	4.6%	12.1%	16.7% (119)	2.5%	7.0%	9.6% (68)	1.4%	5.1%	6.5% (46)
QLD	4.0%	6.2%	10.2% (72)	12.1%	12.6%	24.7% (174)	8.9%	14.2%	23.1% (163)	8.1%	9.5%	17.6% (124)	3.0%	9.4%	12.3% (87)	0.9%	6.1%	7.0% (49)	0.9%	4.1%	5.0% (35)
WA	4.1%	5.7%	9.8% (31)	13.2%	9.1%	22.4% (71)	8.8%	11.4%	20.2% (64)	7.6%	14.2%	21.8% (69)	2.8%	10.7%	13.6% (43)	1.3%	6.9%	8.2% (26)	0.9%	3.2%	4.1% (13)
SA	2.4%	3.0%	5.4% (9)	7.8%	9.0%	16.8% (28)	6.0%	12.6%	18.6% (31)	7.8%	14.4%	22.2% (37)	7.8%	13.8%	21.6% (36)	3.0%	4.2%	7.2% (12)	1.8%	6.6%	8.4% (14)
TAS	4.1%	4.1%	8.1% (6)	8.1%	6.8%	14.9% (11)	12.2%	16.2%	28.4% (21)	6.8%	9.5%	16.2% (12)	4.1%	10.8%	14.9% (11)	2.7%	6.8%	9.5% (7)	0.0%	8.1%	8.1% (6)
NT	9.4%	0.0%	9.4% (5)	7.5%	13.2%	20.8% (11)	13.2%	9.4%	22.6% (12)	9.4%	13.2%	22.6% (12)	5.7%	7.5%	13.2% (7)	3.8%	5.7%	9.4% (5)	0.0%	1.9%	1.9% (1)
ACT	1.9%	5.7%	7.5% (4)	17.0%	5.7%	22.6% (12)	1.9%	18.9%	20.8% (11)	5.7%	13.2%	18.9% (10)	5.7%	9.4%	15.1% (8)	0.0%	11.3%	11.3% (6)	1.9%	1.9%	3.8% (2)
Aotearoa	3.4%	3.4%	6.9% (26)	11.6%	8.7%	20.4% (77)	12.2%	11.6%	23.8% (90)	7.9%	11.1%	19.0% (72)	5.6%	10.3%	15.9% (60)	3.2%	5.3%	8.5% (32)	0.3%	5.3%	5.6% (21)
Overseas	0.9%	0.9%	1.7% (2)	13.0%	11.3%	24.3% (28)	9.6%	15.7%	25.2% (29)	6.1%	10.4%	16.5% (19)	2.6%	11.3%	13.9% (16)	3.5%	8.7%	12.2% (14)	0.9%	5.2%	6.1% (7)
Total	3.8%	4.1%	7.9% (264)	10.2%	10.7%	21.0% (696)	9.5%	13.1%	22.6% (752)	7.4%	11.1%	18.6% (617)	4.5%	10.7%	15.3% (508)	2.1%	6.2%	8.3% (277)	1.1%	5.1%	6.2% (207)

Notes: F = Female and M = Male. One FACEM (within 40-44 years age range) was of unspecified gender.



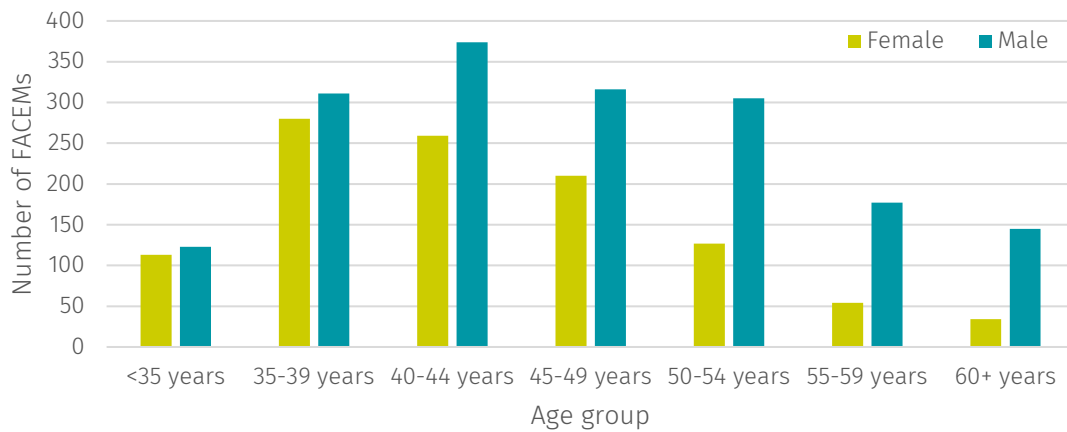
The average age of all active FACEMs was 46 years, decreasing from 47 years in 2020. On average, female FACEMs were younger than male FACEMs (Table 3).

Table 2 Average age of FACEMs by country and gender

Region	Female	Male	Total
Australia	43.7	46.8	45.6
Aotearoa	43.8	47.5	45.9
Overseas	43.7	48.0	46.4
Total	43.7	46.9	45.7

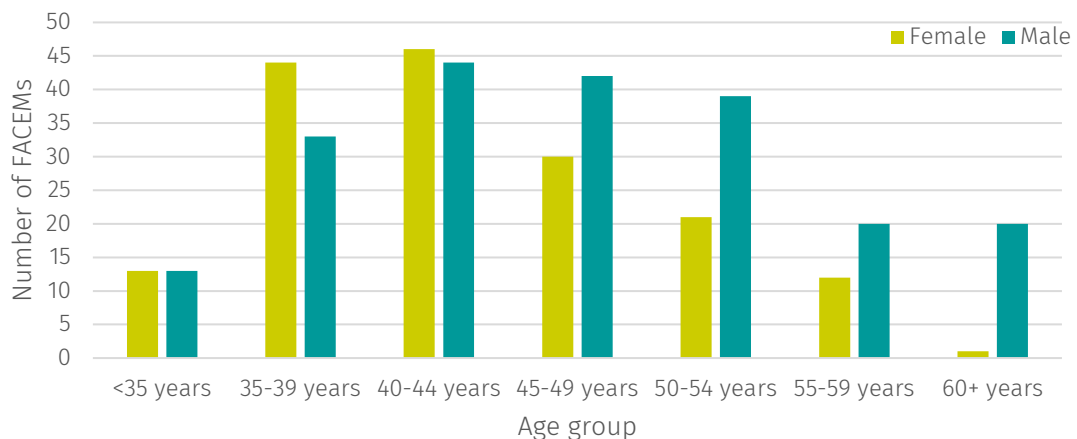
Figures 1 and 2 show the distribution of FACEMs by age group and gender in Australia and Aotearoa, respectively. In Australia, there were a larger number of male FACEMs than female FACEMs in all age groups. Whereas in Aotearoa, there was parity for FACEMs under 35 years of age and more female than male FACEMs were seen among those aged between 35 – 44 years.

Figure 1 FACEMs in Australia, by age group and gender (n = 2828)



Notes: Excludes one FACEM, who had an unspecified gender within the 40-44 years age range.

Figure 2 FACEMs in Aotearoa, by age group and gender (n = 378)



#### 4.1 New FACEMs

In 2021, a total of 260 new FACEMs were elected to Fellowship, with 91% ( $n=236$ ) completing the FACEM Training Program and the remainder ( $n=24$ ) obtaining Fellowship via the Specialist International Medical Graduates (SIMG) pathway. Table 4 presents the distribution of new FACEMs by region, Fellowship pathway and gender. A significantly larger proportion of new FACEMs in Aotearoa (38%, 13/34) obtained their Fellowship via the SIMG pathway compared with those in Australia (4%, 10/223).

Table 3 Distribution of new FACEMs elected to Fellowship during 2021 by region, pathway and gender

Region	FACEM Training Program			SIMG Pathway			Total	
	Female n	Male n	Total n	Female n	Male n	Total n	n	Female %
Australia	94	119	213	4	6	10	223	43.9%
NSW	21	26	47	0	1	1	48	43.8%
VIC	25	31	56	2	0	2	58	44.8%
QLD	22	44	66	0	0	0	68	35.3%
WA	13	12	25	0	0	0	27	48.1%
SA	9	2	11	1	1	2	14	71.4%
TAS	2	1	3	0	0	0	3	66.7%
NT	2	1	3	0	0	0	3	66.7%
ACT	0	2	2	0	0	0	2	0.0%
Aotearoa	10	11	21	5	8	13	34	44.1%
Overseas	2	0	2	0	1	1	3	66.7%
Total	106	130	236	9	14	23	260	44.2%

#### 4.2 Workplace details of FACEMs

This section presents the workplace details of the 3161 FACEMs working in Australia and Aotearoa according to their workplace details recorded in the ACEM membership database. Of those, 89% ( $n=2801$ ) were working in Australia, while 11% ( $n=360$ ) worked in Aotearoa. Of the 115 FACEMs whose residential address was located overseas, 71 had workplace details located overseas, twelve had workplace details located in Australia, two had workplace details located in Aotearoa, and 30 had no employment information recorded. Eighty-nine FACEMs living in Australia or Aotearoa did not have employment information recorded, and an additional eight FACEMs had incomplete workplace details, with these FACEMs excluded from analysis as necessary.

##### **Overall workplace profile**

The percentage of FACEMs working at one workplace decreased from 54% ( $n=1480$ ) in 2020 to 47% ( $n=1480$ ) in 2021. While the percentage of FACEMs working in two workplaces remained relatively consistent (between 32% in 2021 and 33% in 2020), the percentage of FACEMs working at three or more workplaces has increased from 14% in 2020 to 22% in 2021. FACEMs working in Aotearoa were significantly more likely to be working at one workplace only (70%), compared with Australian-based FACEMs (44%) (Table 5).

Almost all FACEMs (99%) were working in a hospital setting at one or more workplaces in both Australia ( $n=2767$ ) and Aotearoa ( $n=356$ ). Of the FACEMs working at either a public or private hospital, 97% worked in an emergency department (ED). All FACEMs working in a hospital in Aotearoa exclusively worked in the public sector, compared with 95% in Australia.

Overall, two-thirds (67%,  $n=2079$ ) of FACEMs working in a hospital setting were located in metropolitan areas only; 70% in Australia ( $n=1926$ ) and 43% in Aotearoa ( $n=153$ ). Twenty-two per cent ( $n=678$ ) were working in a regional location only (18% in Australia and 52% in Aotearoa) and 12% ( $n=363$ ) were working in both metropolitan and regional areas across two or more workplaces. The

proportion of FACEMs working in both metropolitan and regional areas in Australia increased from 10% in 2020 to 13% in 2021, while the proportion remained consistent at 5% among FACEMs working in Aotearoa.

Three-quarters ( $n=2360$ ) of FACEMs were working full-time hours, increasing from 71% in 2020. A workplace summary of FACEMs in Australia and Aotearoa is presented in Table 5.

Table 4 Workplace profiles of FACEMs working in Australia and Aotearoa

	Australia		Aotearoa		Total	
	n	%	n	%	n	%
Number with workplace details	2801		360		3161	
Number of workplaces						
One	1228	43.8%	252	70.0%	1480	46.9%
Two	914	32.6%	81	22.5%	995	31.5%
Three or more	655	23.6%	27	7.5%	682	21.6%
Workplace setting*	2794		359		3153	
Hospital only	2511	89.9%	339	94.4%	2850	90.2%
Non-hospital only	27	1.0%	3	0.8%	30	1.0%
Both hospital & non-hospital	256	9.1%	17	4.7%	273	8.8%
Working in a hospital at one or more workplaces**	2768		357		3125	
Working in an ED at any workplace	2679	96.8%	348	97.5%	3027	96.9%
Working in a public hospital at any workplace	2637	95.4%	357	100.0%	2994	95.8%
Metropolitan location only***	1926	69.7%	153	43.1%	2079	66.6%
Regional location only***	494	17.9%	184	51.8%	678	21.7%
Both metropolitan & regional locations***	345	12.5%	18	5.1%	363	11.6%
Hours per week across all workplaces	2801		360		3161	
Full-time hours ( $\geq 38$ hours)	2089	74.6%	271	75.3%	2360	74.6%
Less than full-time hours ( $< 38$ hours)	712	25.4%	89	24.7%	801	25.4%

Notes: \*Excludes eight FACEMs where we were unable to determine if one of the workplaces was a hospital or not e.g., locum or health department. \*\*Excludes 36 FACEMs where we were unable to determine if any of their locations were a hospital. \*\*\*Excludes 41 FACEMs where we were unable to determine the remoteness of the workplace location.

Overall, a decrease in the proportion of FACEMs working part-time hours ( $< 38$  hours) was seen in both genders, with 37% of females working the equivalent of part-time hours, a decrease from 43% in 2020; while the percentage of males working part-time decreased from 21% in 2020 to 18% in 2021. Figure 3 shows the employment status (full-time and part-time), by gender and age group for FACEMs working in Australia and Aotearoa. Male FACEMs were more likely than female FACEMs to have employment equivalent to full-time hours across all age groups, whilst female FACEMs aged below 50 years were more likely to work part-time hours.

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

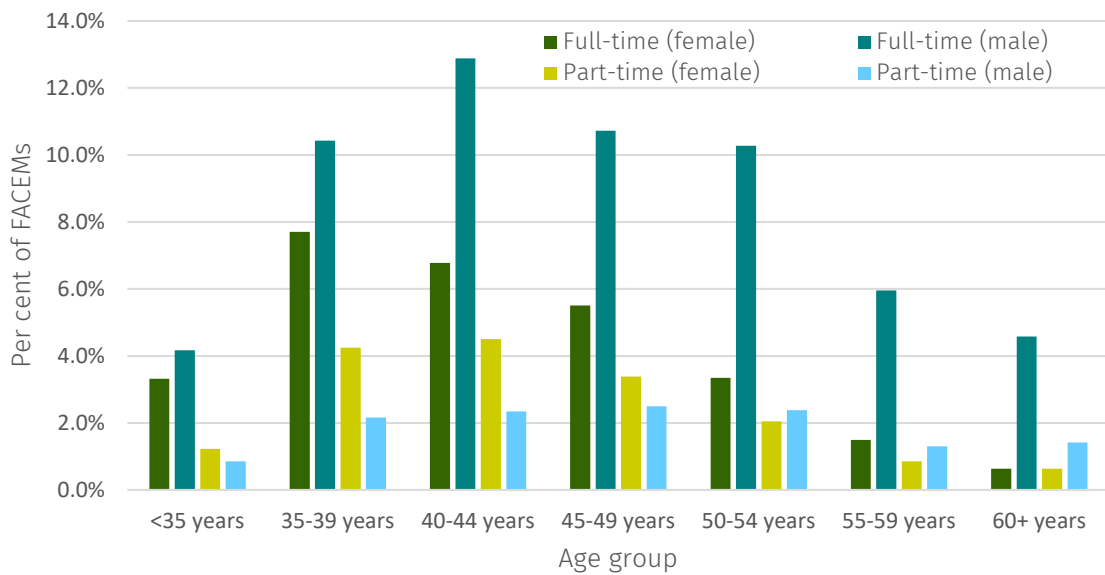


Table 6 presents for FACEMs working in an ED, the number and percentage working full-time or part-time across one or more ED, by region. FACEMs who worked in Tasmanian (48%) and Victorian (30%) EDs were more likely than their counterparts in other jurisdictions to work part-time hours.

Table 5 Employment status of FACEMs working in Australia and Aotearoa in an ED by region

Region	Full-time		Part-time	
	n	%	n	%
<b>Australia</b>	1961	74.6%	666	25.4%
NSW	561	77.1%	167	22.9%
VIC	445	69.7%	193	30.3%
QLD	492	75.8%	157	24.2%
WA	217	75.1%	72	24.9%
SA	125	83.3%	25	16.7%
TAS	36	52.2%	33	47.8%
NT	49	80.3%	12	19.7%
ACT	36	83.7%	7	16.3%
<b>Aotearoa</b>	263	75.6%	85	24.4%
<b>Total</b>	2224	74.8%	751	25.2%

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

Of the FACEMs working at one or more ED, a larger proportion of those working in only metropolitan areas were working full-time hours compared with those working in only regional areas (75% compared with 71%) (Table 7).

Table 6 Employment status of FACEMs working across one or more ED, by remoteness of ED

Remoteness	Full-time		Part-time	
	n	%	n	%
Metropolitan only	1490	74.6%	506	25.4%
Regional or rural only	471	70.8%	194	29.2%
Both metropolitan and regional/ rural	307	84.8%	55	15.2%

### Primary workplace profile

Complete primary workplace data was available for 3134 FACEMs, with 93% (n=2902) working as emergency physicians in an ED at their primary workplace. In Australia, 90% (n=2498), and in Aotearoa, 98% (n=357) of FACEMs' primary workplace was at a public hospital, with the remaining proportion of FACEMs working in a private hospital, or other non-hospital roles. Table 8 displays the workplace sector and speciality role for the primary workplace of FACEMs in Australia and Aotearoa.

Table 7 Primary workplace sector and speciality role of FACEMs working in Australia and Aotearoa, by region

Region	Public Hospital					Private Hospital					Non-Hospital			Total N		
	ED		Other		Total n	ED		Other		Total n	Pre-hospital or retrieval		Other		Total n	
	n	%	n	%		n	%	n	%		n	%	n			%
Australia	2388	76.2%	110	3.5%	2498	171	5.5%	11	0.4%	182	74	2.4%	16	0.5%	90	2770
NSW	691	22.0%	21	0.7%	712	5	0.2%	0	0.0%	5	24	0.8%	2	0.1%	26	743
VIC	539	17.2%	26	0.8%	565	90	2.9%	5	0.2%	95	13	0.4%	2	0.1%	15	675
QLD	582	18.6%	21	0.7%	603	56	1.8%	3	0.1%	59	19	0.6%	5	0.2%	24	686
WA	271	8.6%	24	0.8%	295	10	0.3%	2	0.1%	12	4	0.1%	6	0.2%	10	317
SA	140	4.5%	5	0.2%	145	7	0.2%	1	0.0%	8	7	0.2%	0	0.0%	7	160
TAS	63	2.0%	5	0.2%	68	3	0.1%	0	0.0%	3	4	0.1%	0	0.0%	4	75
NT	60	2.0%	2	0.1%	62	0	0.0%	0	0.0%	0	1	0.0%	0	0.0%	1	63
ACT	42	1.3%	6	0.2%	48	0	0.0%	0	0.0%	0	2	0.1%	1	0.0%	3	51
Aotearoa	343	10.9%	14	0.4%	357	0	0.0%	0	0.0%	0	4	0.1%	3	0.1%	7	364
Total	2731	87.1%	124	4.0%	2855	171	5.5%	11	0.4%	182	78	2.5%	19	0.6%	97	3134

Notes: ED = Emergency Department. Hospital 'Other' category includes (for example) ICU, anaesthetics, and medical administration. Non-Hospital 'Other' category includes (for example) research, academia and general practice.



More than half, 54% ( $n=193$ ) of FACEMs in Aotearoa were working outside of a metropolitan area at their primary workplace, increasing from 52% in 2020. However, only 24% ( $n=634$ ) of FACEMs in Australia were working in a regional or rural location at their primary workplace, slightly down from 25% in 2020. The distribution of FACEM's primary workplace by region and remoteness is presented in Table 9 and Figure 4.

Table 8 Primary workplace location of FACEMs working in Australia and Aotearoa by region and remoteness

Region	Metropolitan n	Regional or Rural n	Total n	Regional or Rural %
Australia	2056	634	2690	23.6%
NSW	529	189	718	26.3%
VIC	586	77	663	11.6%
QLD	474	191	665	28.7%
WA	268	40	308	13.0%
SA	149	4	153	2.6%
TAS	0	71	71	100.0%
NT	0	62	62	100.0%
ACT	50	0	50	0.0%
Aotearoa	164	193	357	54.1%
Total	2220	827	3047	27.1%

Notes: \*Excludes 87 FACEMs working in pre-hospital / retrieval medicine, as a locum or where we were unable to determine the remoteness of their workplace.

Figure 4 Distribution of FACEMs' primary workplace, by region and remoteness ( $n = 3047$ )

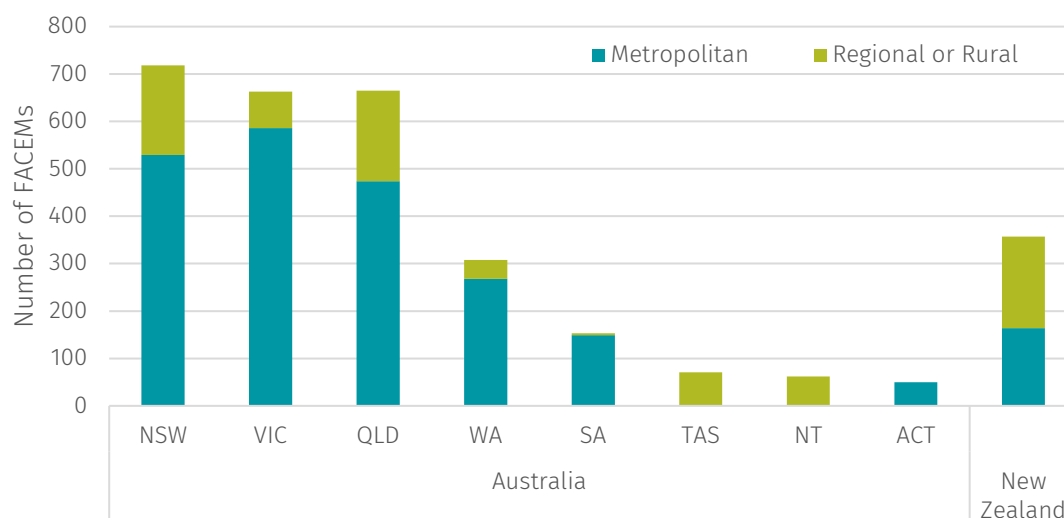


Table 10 presents data on FACEMs working in a hospital setting for their primary workplace, by remoteness and sector. The percentage of FACEMs working in a metropolitan public hospital for their primary workplace in Australia has fluctuated between 71% in 2019, 69% in 2020, and 70% in 2021. Whereas the percentage of FACEMs working in a metropolitan public hospital for their primary workplace in Aotearoa has been decreasing, from 51% in 2019, 48% in 2020, to 46% in 2021. None of the FACEMs in Aotearoa worked in a private hospital as their primary workplace.

Table 9 Primary workplace by remoteness and sector for FACEMs employed in Australian and Aotearoa hospitals

Remoteness	Public Hospital		Private Hospital		Total n
	n	%	n	%	
<b>Australia</b>	2498	93.2%	181	6.8%	2679
<i>Metropolitan</i>	1875	70.0%	170	6.3%	2045
<i>Rural or Regional</i>	623	23.3%	11	0.4%	634
<b>Aotearoa</b>	356	100.0%	0	0.0%	356
<i>Metropolitan</i>	164	46.1%	0	0.0%	164
<i>Rural or Regional</i>	192	53.9%	0	0.0%	192
<b>Total*</b>	2854	94.0%	181	6.0%	3035

Notes: \*Excludes four FACEMs who had an unknown work location, and 87 FACEMs working in pre-hospital / retrieval medicine, or as a locum or where we were unable to determine the remoteness of their workplace.

### 4.3 FACEM trends

Over the period 2008 to 2021, there was an average of 178 new FACEMs per annum; 151 per annum in Australia and 23 per annum in Aotearoa. For the same period, the average attrition from the speciality was 16.1 FACEMs per annum from 2008-2021 (10.4 per annum in Australia, 2.6 per annum in Aotearoa, and 3.1 per annum for FACEMs whose residence was overseas). Figure 5 shows the annual number of FACEMs in Australia and Aotearoa from 2008 to 2021.

Figure 5 Annual number of FACEMs in Australia and Aotearoa, 2008-2021

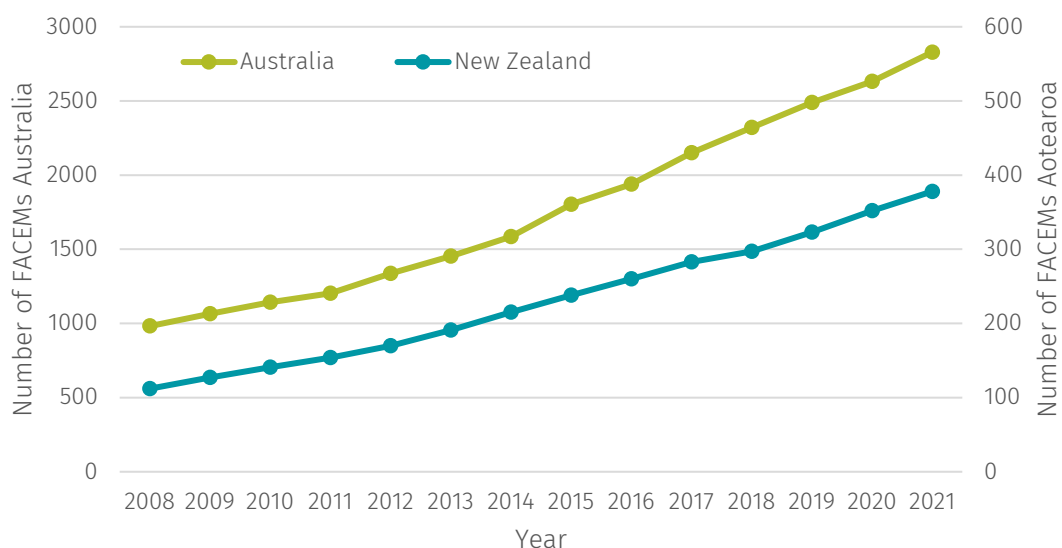


Table 11 presents a summary of trends across 11 years relating to the demographic characteristics of FACEMs, intake (new FACEMs) and attrition for the period 2011 to 2021. There was a steady increase in the proportion of female FACEMs over the past 11 years from 30% in 2011 to 39% in 2021, while the average age of FACEMs has remained between 45 and 47 years. The proportion of FACEMs who worked the equivalent of part-time hours has fluctuated, while FACEMs who worked at rural-regional workplace(s) and at two or more workplaces has increased steadily over years.

The largest annual number of new FACEMs at 290 was seen in 2017, with the number decreasing between 2018 and 2020 but picking up again in 2021 at 260. The proportion of new FACEMs who were IMGs decreased from 54% in 2019, to 49% in 2020, to 43% in 2021. Similarly, the proportion of new FACEMs who obtained their Fellowship via the SIMG pathway has also decreased by 4% from 2020 to 2021.

Table 10 FACEM trends for the period 2011-2021

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	% change 2020-2021	% change 2011-2021
All FACEMs	1413	1562	1705	1859	2101	2252	2524	2724	2921	3094	3322	7%	135%
% Female	29.6%	30.9%	31.9%	33.1%	33.6%	34.8%	36.2%	36.5%	37.2%	38.3%	38.7%	1%	31%
Average age	44.7	45.5	45.7	46.3	45.4	45.6	45.4	46.0	46.3	46.6	45.7	-2%	2%
% 55+ years of age	9.5%	10.4%	11.2%	13.8%	13.6%	14.3%	14.4%	14.6%	15.4%	16.3%	14.6%	-10%	54%
% Working PT	ND	ND	ND	25.0%	27.0%	26.0%	27.4%	26.4%	28.0%	28.7%	25.0%	-13%	ND
% Rural-Regional	ND	ND	ND	20.2%	22.0%	24.4%	25.8%	29.6%	31.0%	33.3%	33.3%	0%	ND
% Working 2+ workplaces	ND	ND	ND	23.6%	28.3%	32.8%	37.4%	43.3%	44.1%	45.6%	53.2%	17%	ND
New FACEMs	96	152	144	164	249	181	290	229	217	196	260	33%	171%
% Female	31.3%	45.4%	39.6%	45.7%	35.7%	47.5%	46.2%	38.0%	45.2%	52.6%	44.2%	-16%	41%
% IMG	50.5%	58.0%	50.0%	45.9%	54.5%	47.6%	56.9%	52.0%	53.5%	48.5%	43.4%	-11%	-14%
Average age at election	36.6	37.4	37.6	37.4	37.5	37.6	37.5	37.0	37.0	37.0	37.0	0%	1%
% SIMG pathway	9.4%	14.5%	23.6%	17.7%	10.8%	9.4%	10.3%	10.0%	10.1%	9.2%	8.8%	-4%	-6%
FACEM withdrawals/ retirees	7	2	2	10	7	30	22	39	30	36	35	-3%	400%

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

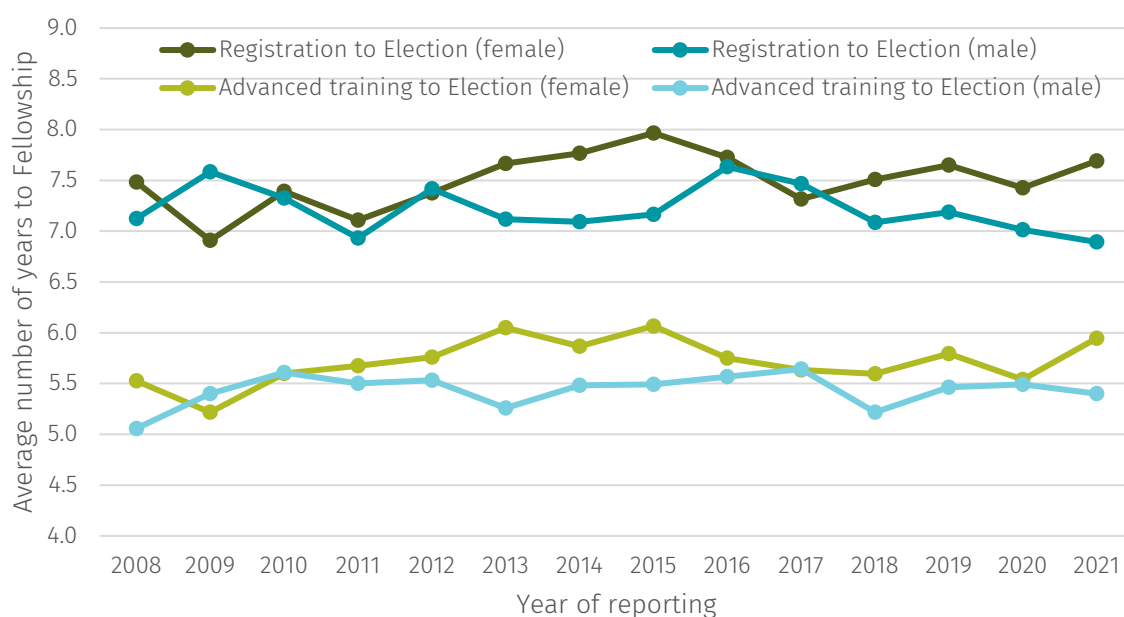
Over the period 2008 to 2021, new FACEMs who came through the FACEM Training Program took an average of 7.4 years from ACEM registration, and 5.6 years from commencing advanced training to complete all training requirements and be elected to Fellowship (Table 12).

Table 11 Average time (years) for new FACEMs to achieve Fellowship through the FACEM Training Program, 2008 to 2021

Year	Total n	ACEM registration to Fellowship			Advanced training commencement to Fellowship		
		Average	Min	Max	Average	Min	Max
2008	102	7.3	1.9	12.7	5.3	4.0	8.0
2009	97	7.3	4.5	13.7	5.3	3.6	8.6
2010	74	7.4	4.8	14.4	5.6	3.8	9.6
2011	87	7.0	2.7	13.5	5.6	3.8	11.0
2012	130	7.4	1.9	18.7	5.6	1.9	11.9
2013	110	7.4	4.7	16.7	5.6	3.7	10.8
2014	135	7.4	2.5	24.3	5.7	2.5	22.2
2015	222	7.5	1.6	18.5	5.7	1.5	13.0
2016	164	7.7	4.9	18.6	5.7	4.1	12.8
2017	260	7.4	4.4	18.3	5.6	3.3	14.9
2018	206	7.3	4.7	17.1	5.4	3.7	16.1
2019	195	7.4	1.6	18.0	5.6	1.6	11.7
2020	178	7.2	4.7	15.1	5.5	4.0	11.7
2021	237	7.3	2.3	15.1	5.6	1.8	11.7
Total	2197	7.4	1.6	24.3	5.6	1.5	22.2

Females took slightly longer (0.5 year) than males, on average, to achieve Fellowship through the FACEM Training Program in recent years, between 2018 and 2021. (Figure 6).

Figure 6 Average time (years) for new FACEMs to achieve Fellowship through the FACEM Training Program by gender, 2008 to 2021



## 5. FACEM Trainees

### 5.1 Demographic characteristics of FACEM trainees

There were a total of 2444 trainees enrolled in the FACEM Training Program at the end of 2021, including 1863 advanced trainees and 581 provisional trainees. A total of 443 trainees joined the FACEM Training Program in 2021, with 152 withdrawing from the program (including 82 advanced trainees).

In 2021, sixteen (0.7%) FACEM trainees in Australia self-identified as Aboriginal, with three of these trainees (0.1%) also self-identifying as Torres Strait Islander. A higher percentage of FACEM trainees in Aotearoa (3.7%,  $n=8$ ) self-identified as Māori. Over one-third (37.8%,  $n=924$ ) of all FACEM trainees obtained their primary medical degree from overseas (as IMGs).

Over half of both advanced and provisional trainees (50.5% and 52.5%, respectively) were female, with the number of FACEM trainees by region and gender presented in Table 13.

Table 12 Distribution of FACEM trainees by region and gender

Region	Advanced Trainees			Provisional Trainees			Total		
	Female n	Male n	Total n	Female n	Male n	Total n	n	%	Female %
Australia	843	845	1688	278	246	524	2212	90.5%	50.7%
NSW	276	244	520	87	78	165	685	28.0%	53.0%
VIC	175	185	360	60	51	111	471	19.3%	49.9%
QLD	215	227	442	80	78	158	600	24.5%	49.2%
WA	88	84	172	21	21	42	214	8.8%	50.9%
SA	38	51	89	15	9	24	113	4.7%	46.5%
TAS	19	20	39	4	4	8	47	1.9%	48.9%
NT	22	19	41	6	2	8	49	2.0%	57.1%
ACT	10	15	25	5	3	8	33	1.3%	45.5%
Aotearoa	92	72	164	27	27	54	218	8.9%	54.6%
Overseas	6	5	11	0	3	3	14	0.6%	42.9%
Total	941	922	1863	305	276	581	2444	100.0%	51.0%



Table 14 presents the distribution of FACEM trainees by region, age group and gender. The majority of trainees, 89% (2169/2444), were aged less than 40 years. Notably, the proportion of FACEM trainees in the age group of <30 years increased from 14% in 2020 to 22% in 2021.

Table 13 FACEM trainees by region, age and gender

Region	<30 years			30-34 years			35-39 years			40-44 years			45-49 years			50+ years		
	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)
Australia	12.0%	9.9%	22.0% (486)	23.8%	22.1%	45.9% (1015)	10.1%	10.5%	20.7% (457)	3.7%	4.2%	7.9% (175)	0.8%	2.2%	2.9% (65.0)	0.2%	0.4%	0.6% (14.0)
NSW	11.5%	9.5%	21.0% (144)	25.4%	21.3%	46.7% (320)	11.5%	10.5%	22.0% (151)	4.1%	4.1%	8.2% (56)	0.4%	1.3%	1.8% (12)	0.0%	0.3%	0.3% (2)
VIC	10.4%	10.2%	20.6% (97)	23.6%	21.9%	45.4% (214)	10.6%	11.7%	22.3% (105)	3.4%	3.0%	6.4% (30)	1.7%	2.8%	4.5% (21)	0.0%	0.6%	0.6% (3)
QLD	14.7%	10.8%	25.5% (153)	22.8%	22.8%	45.7% (274)	7.0%	10.3%	17.3% (104)	3.5%	4.2%	7.7% (46)	0.7%	2.2%	2.8% (17)	0.5%	0.5%	1.0% (6)
WA	12.1%	10.3%	22.4% (48)	24.3%	24.3%	48.6% (104)	11.2%	8.9%	20.1% (43)	1.4%	2.8%	4.2% (9)	0.9%	2.8%	3.7% (8)	0.9%	0.0%	0.9% (2)
SA	9.6%	5.3%	14.9% (17)	22.8%	26.3%	49.1% (56)	10.5%	10.5%	21.1% (24)	3.5%	8.8%	12.3% (14)	0.0%	1.8%	1.8% (2)	0.0%	0.9%	0.9% (1)
TAS	12.8%	14.9%	27.7% (13)	19.1%	12.8%	31.9% (15)	12.8%	6.4%	19.1% (9)	4.3%	17.0%	21.3% (10)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0% (0)
NT	12.2%	10.2%	22.4% (11)	26.5%	16.3%	42.9% (21)	12.2%	10.2%	22.4% (11)	6.1%	2.0%	8.2% (4)	0.0%	4.1%	4.1% (2)	0.0%	0.0%	0.0%
ACT	3.0%	6.1%	9.1% (3)	15.2%	18.2%	33.3% (11)	15.2%	15.2%	30.3% (10)	12.1%	6.1%	18.2% (6)	0.0%	9.1%	9.1% (3)	0.0%	0.0%	0.0% (0)
Aotearoa	11.5%	13.8%	25.2% (55)	28.0%	20.2%	48.2% (105)	11.0%	6.4%	17.4% (38)	2.3%	3.2%	5.5% (12)	0.9%	1.4%	2.3% (5)	0.9%	0.5%	1.4% (3)
Overseas	14.3%	21.4%	35.7% (5)	21.4%	14.3%	35.7% (5)	7.1%	14.3%	21.4% (3)	0.0%	0.0%	0.0% (0)	0.0%	0.0%	0.0% (0)	0.0%	0.0%	0.0% (0)
Total	12.0%	10.3%	22.3% (546)	24.2%	21.8%	46.0% (1125)	10.2%	10.2%	20.4% (498)	3.5%	4.2%	7.7% (188)	0.8%	2.1%	2.9% (70)	0.3%	0.4%	0.7% (17)

Notes: F = Female. M = Male.

The average age of FACEM trainees was 33.7 years, down from 34.8 years in 2020. On average, male trainees in Australia were slightly younger than female trainees, while the average age for FACEM trainees in Aotearoa was relatively comparable. (Table 15).

Table 14 Average age of FACEM trainees by country and gender

Region	Average age of FACEM trainees		
	Female	Male	Total
Australia	34.2	33.3	33.7
Aotearoa	33.2	33.3	33.3
Overseas	30.7	28.9	30.4
Total	34.1	33.3	33.7

Figure 7 and Figure 8 display the distribution of trainees in Australia and Aotearoa, respectively, by age group and gender. Rather comparable patterns were seen among FACEM trainees in Australia and Aotearoa, with the highest number of female advanced trainees aged 30-34 years, followed by those aged 35-39 years. Provisional trainees were more likely to be younger, <35 years, with a more comparable gender composition.

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

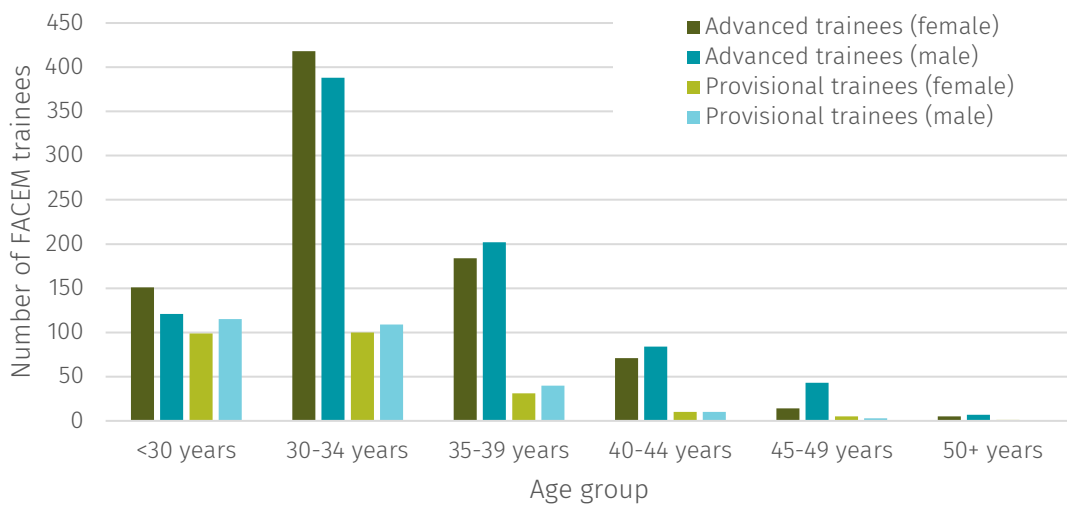
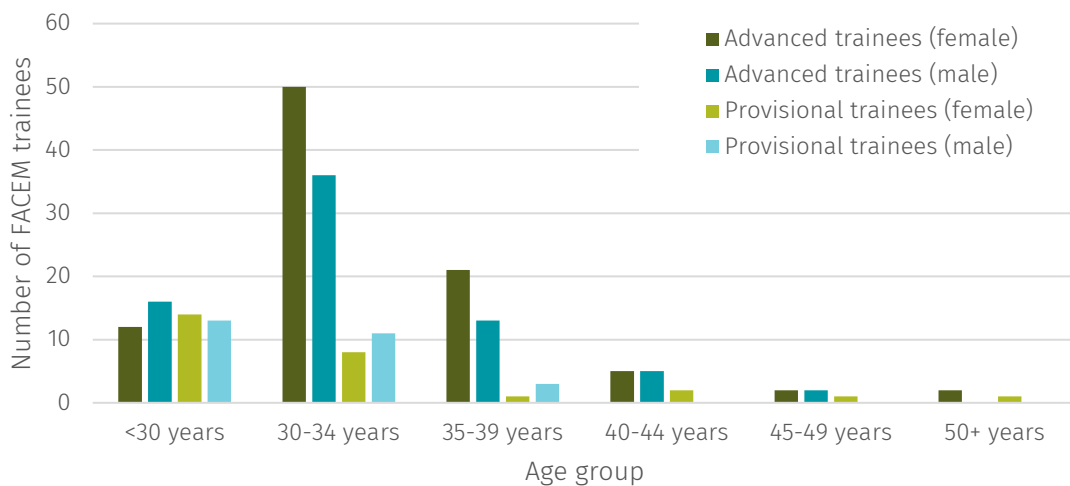


Figure 8 FACEM trainees in Aotearoa, by age group and gender



## 5.2 FACEM trainee placement details

This section presents the placement details of all FACEM trainees, based on their placement as at 31 December 2021. Of the 2444 FACEM trainees, 418 (248 females and 170 males) were on a break in training, and a further fourteen were working overseas, with all excluded from further analysis. FACEMs trainees working in pre-hospital or retrieval medicine where the remoteness of their workplace was unable to be determined were excluded from analysis relating to remoteness.

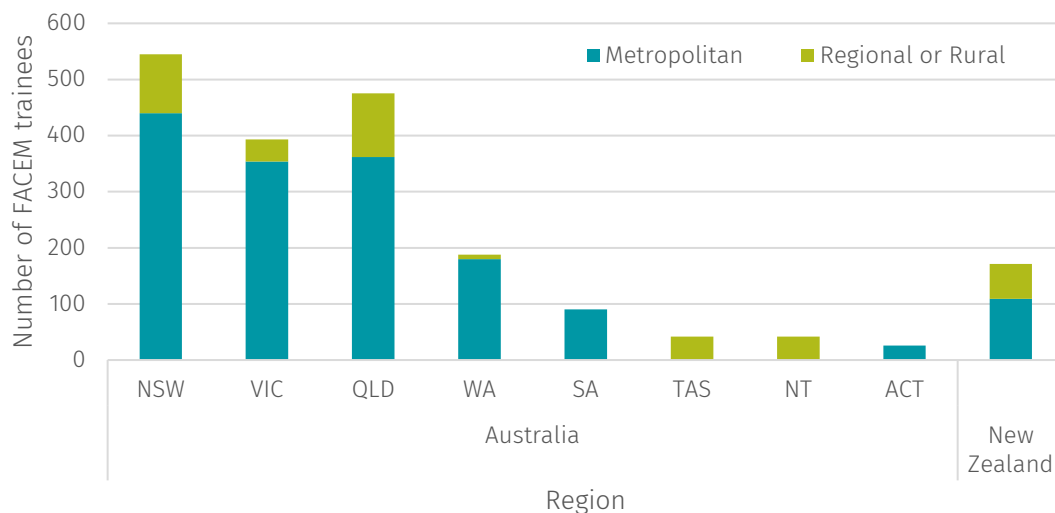
Only 19% ( $n=349$ ) of trainees in Australia and 36% ( $n=62$ ) in Aotearoa were working in regional or rural localities at their placement workplace. The breakdown of location of the placement workplace by region and remoteness is presented in Table 16 and Figure 9.

Table 15 Workplace location of FACEM trainees working in Australia and Aotearoa by region and remoteness

Region	Metropolitan n	Regional or Rural n	Total n	Regional or Rural %
Australia	1451	349	1800	19.4%
NSW	440	105	545	19.3%
VIC	353	39	392	9.9%
QLD	362	113	475	23.8%
WA	180	8	188	4.3%
SA	90	0	90	0.0%
TAS	0	42	42	100.0%
NT	0	42	42	100.0%
ACT	26	0	26	0.0%
Aotearoa	109	62	171	36.3%
Total	1560	411	1971	20.9%

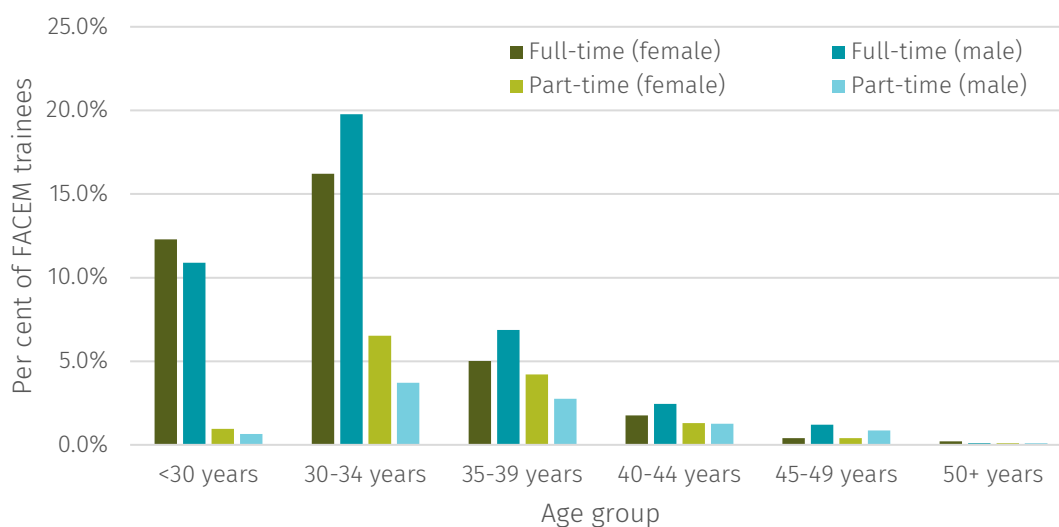
Notes: Excludes 23 FACEM trainees working in pre-hospital or retrieval medicine (with no identified workplace address, e.g., Ambulance Victoria) and one FACEM trainee with missing workplace location details.

Figure 9 Distribution of FACEM trainees' workplace, by region and remoteness ( $n = 1971$ )



The majority (77%,  $n=1539$ ) of FACEM trainees who were in a placement in Australia or Aotearoa were working full-time. A total of 29 trainees were undertaking two part-time placements (an increase from 23 in 2020), with fourteen of these trainees completing two placements at the same hospital. Figure 10 presents the employment status of trainees by gender and age group for those working in Australia and Aotearoa. Slightly different from the findings on the employment status of FACEMs, where male FACEMs were more likely than female FACEMs to work full-time across all age groups, this was not seen in the age group <30 years among FACEM trainees.

Figure 10 Employment status of FACEM trainees in Australia and Aotearoa, by gender and age group ( $n =1994$ )



For FACEM trainees working in a hospital in Australia or Aotearoa, the majority were working in a public hospital setting and in a metropolitan location (Table 17).

Table 16 Primary training placement by remoteness and sector for FACEM trainees working in a hospital setting in Australia or Aotearoa

Remoteness	Public Hospital		Private Hospital		Total n
	n	%	n	%	
Australia	1739	97.2%	50	2.8%	1789
Metropolitan	1398	78.1%	44	2.5%	1442
Rural or Regional	341	19.1%	6	0.3%	347
Aotearoa	170	100.0%	0	0.0%	170
Metropolitan	107	62.9%	0	0.0%	107
Rural or Regional	63	37.1%	0	0.0%	63
Total	1909	97.4%	50	2.6%	1959

Table 18 displays the trainee's primary placement workplace profile, including region, sector (public, private or non-hospital) and discipline. Over two-thirds of trainees (69%,  $n=1373$ ) were working in an ED in a public hospital setting, with a higher percentage observed in Aotearoa than in Australia (78% compared with 69%).

Table 17 Primary training placement discipline of all FACEM trainees in Australia and Aotearoa, by sector and region

Region	Public Hospital									Private Hospital						Non-Hospital			Total n			
	ED		CC		Pre-hospital or retrieval		Other		Total n	ED		CC		Other		Total n	Pre-hospital or retrieval			Other		Total n
	n	%	n	%	n	%	n	%		n	%	n	%	n	%		n	%		n	%	
Australia	1241	68.5%	238	13.1%	1	0.1%	256	14.1%	1736	37	2.0%	11	0.6%	1	0.1%	49	20	1.1%	6	0.3%	26	1811
NSW	386	21.3%	74	4.1%	1	0.1%	76	4.2%	537	2	0.1%	0	0.0%	0	0.1%	2	4	0.2%	1	0.1%	5	544
VIC	256	14.1%	41	2.3%	0	0.0%	60	3.3%	357	25	1.4%	6	0.3%	0	0.3%	31	2	0.1%	4	0.2%	6	394
QLD	324	17.9%	66	3.6%	0	0.0%	74	4.1%	464	6	0.3%	4	0.2%	0	0.2%	10	10	0.6%	0	0.0%	10	484
WA	129	7.1%	30	1.7%	0	0.0%	20	1.1%	179	4	0.2%	1	0.1%	1	0.1%	6	0	0.0%	0	0.0%	0	185
SA	63	3.5%	11	0.6%	0	0.0%	16	0.9%	90	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.1%	0	90
TAS	33	1.8%	5	0.3%	0	0.0%	3	0.2%	41	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	41
NT	30	1.7%	7	0.4%	0	0.0%	5	0.3%	42	0	0.0%	0	0.0%	0	0.0%	0	1	0.1%	1	0.1%	2	44
ACT	20	1.1%	4	0.2%	0	0.0%	2	0.1%	26	0	0.0%	0	0.0%	0	0.0%	0	3	0.2%	0	0.0%	3	29
Aotearoa	132	77.6%	24	14.1%	14	8.2%	0	0.0%	170	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	170
Total	1373	69.2%	262	13.2%	15	0.1%	256	13.5%	1906	37	1.9%	11	0.6%	1	0.1%	49	20	1.0%	6	0.4%	26	1981

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



### 5.3 FACEM trainee trends

Table 19 presents the FACEM trainee trends over the period 2011 to 2021, including the number of trainees, the number of new and withdrawing trainees. From 2011 to 2021, there has been a small but steady increase in the proportion of female trainees, increasing from 41% in 2011 to 51% in 2021. This was the first time the number of female trainees exceeded the number of male trainees. On the contrary, there was a gradual decrease in the proportion of IMGs over the previous 11 years, from 58% in 2011 to 38% in 2021.

The lowest trainee intake was observed in 2018; however, the intake increased to 442 new FACEM trainees in 2021, a greater than 40% increase from 2020.

Table 18 FACEM trainee trends for the period 2011-2020

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	% change 2020-2021	% change 2011-2021
All FACEM trainees	1973	2078	2272	2299	2320	2348	2552	2397	2310	2310	2444	5.8%	23.9%
% Female	41%	42%	43%	44%	46%	47%	47%	48%	49%	49%	51%	4.1%	24.4%
% IMGs	58%	57%	58%	54%	50%	48%	48%	40%	39%	40%	38%	-5.0%	-34.5%
Advanced trainees	1213	1347	1397	1596	1572	1662	1649	1801	1800	1773	1863	5.1%	53.6%
% Rural-Regional	ND	ND	ND	ND	16%	17%	19%	20%	19%	21%	19%	-9.5%	NA
New FACEM trainees	305	282	482	306	389	369	659	143	298	313	442	41.2%	44.9%
% Female	48%	44%	43%	49%	52%	48%	45%	45%	49%	53%	52%	-1.9%	8.3%
% IMG	54%	58%	58%	33%	32%	62%	40%	15%	32%	32%	36%	12.5%	-33.3%
Advanced trainee withdrawals	31	32	50	57	50	72	87	72	90	57	82	43.9%	164.5%

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

The annual number of all FACEM trainees and advanced trainees in Australia (Figure 11) and Aotearoa (Figure 12) for the period 2008 to 2021 are presented below.

Figure 11 Trends of FACEM trainees and advanced trainees in Australia from 2008 to 2021

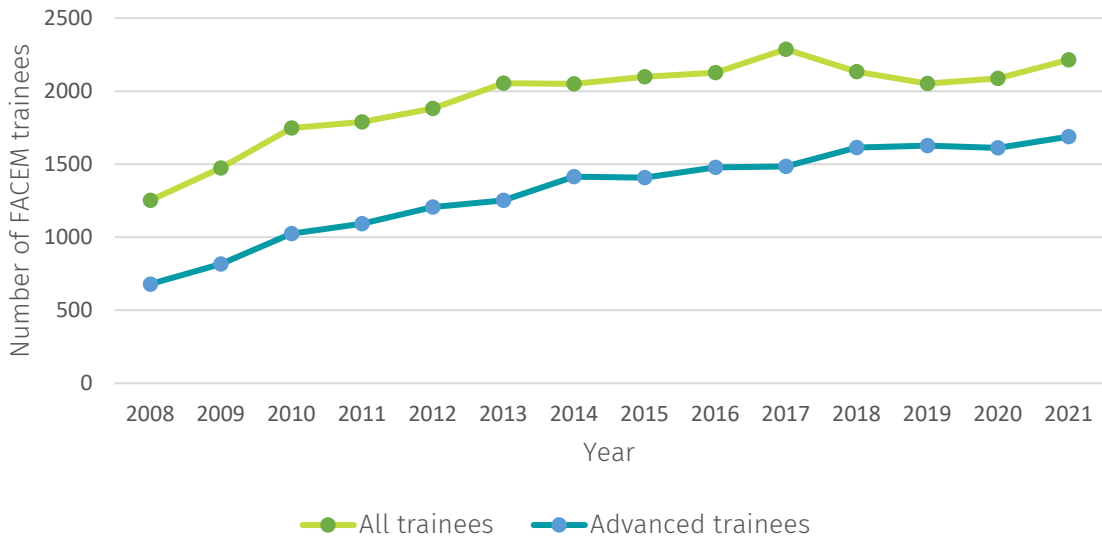
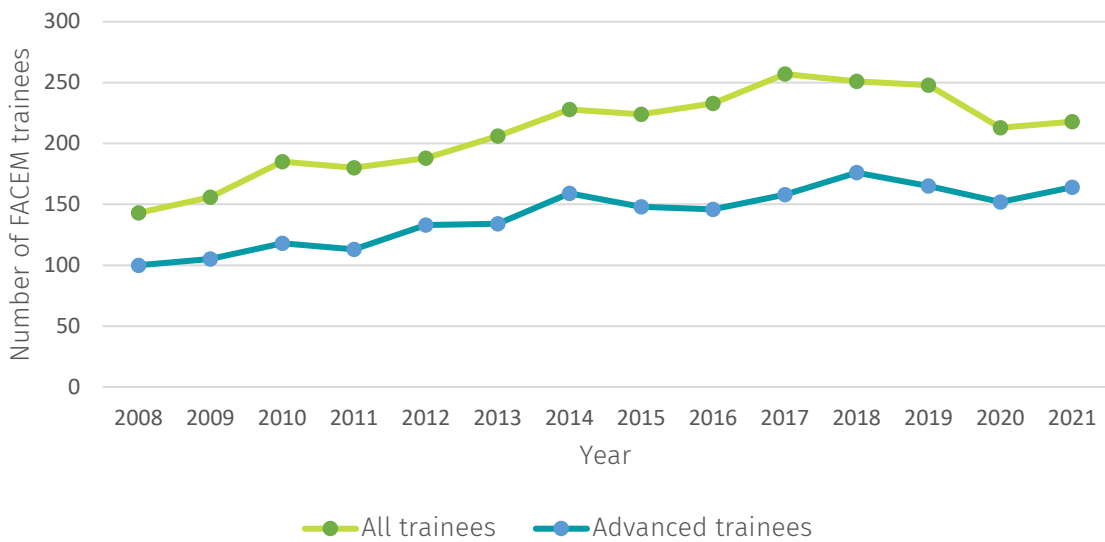


Figure 12 Trends of FACEM trainees and advanced trainees in Aotearoa from 2008 to 2021



## 6. Emergency Medicine Service Delivery

This section presents data for FACEMs and advanced trainees with workplace details, including their ratios per 100,000 population by region (Table 20) and remoteness (Table 21). The Northern Territory had the largest number ( $n= 25$ ) of FACEMs per 100,000 population while Aotearoa had the smallest number ( $n= 7$ ) of FACEMs per 100,000 population, which remained consistent with the findings of previous years.

Table 19 FACEMs and advanced trainees per 100,000 population, by region

Region	FACEMs*		Advanced FACEM trainees**		Population '000 <sup>1,2</sup>	FPR	FACEMs	FTPR	FACEMs + advanced FACEM trainees
	n	%	n	%	n	ratio	n (per 100,000)	ratio	n (per 100,000)
Australia	2741	88.4%	1358	91.1%	25,688.1	1:9372	10.7	1:6267	16.0
NSW	744	24.0%	402	27.0%	8,093.8	1:10879	9.2	1:7063	14.2
VIC	663	21.4%	292	19.6%	6,548.0	1:9876	10.1	1:6857	14.6
QLD	680	21.9%	349	23.4%	5,217.6	1:7673	13.0	1:5071	18.3
WA	312	10.1%	149	10.0%	2,749.9	1:8814	11.3	1:5965	16.8
SA	156	5.0%	71	4.8%	1,803.2	1:11559	8.7	1:7944	12.6
TAS	73	2.4%	36	2.4%	567.9	1:7779	12.9	1:5210	19.2
NT	61	2.0%	38	2.6%	249.2	1:4085	24.5	1:2517	39.7
ACT	52	1.7%	21	1.4%	453.6	1:8723	11.5	1:6214	16.1
Aotearoa	360	11.6%	132	8.9%	5,122.6	1:14229	7.0	1:10412	9.6

Notes: \* FACEMs in Australia and Aotearoa with available workplace details, excluding locums ( $n=3101$ ). \*\* Active FACEM trainees in Australia and Aotearoa with available placement details ( $n=1490$ ). FPR = FACEM to population ratio. FTPR = FACEM and advanced FACEM trainee to population ratio. Population data sources: <sup>1</sup>Australian demographic tables (Australian Bureau of Statistics, 2022). <sup>2</sup>New Zealand national population estimates, as at 30 Jun 2021 (Statistics New Zealand, 2021).

Table 21 shows that the regional areas of Aotearoa have a smaller number of FACEMs and advanced FACEM trainees per population (8.5 per 100,000), when compared to the metropolitan areas of Aotearoa as well as both metropolitan and regional areas in Australia.

Table 20 FACEMs and advanced trainees per 100,000 population, by remoteness

Remoteness	FACEMs*		Advanced FACEM trainees**		Population <sup>1,2</sup>		FPR	FACEMs	FTPR	FACEMs + advanced FACEM trainees
	n	%	n	%	n ('000)	%	ratio	n (per 100,000)	ratio	n (per 100,000)
<b>Australia</b>										
<i>Metropolitan</i>	2056	76.4%	1099	82.3%	18414.6	71.7%	1 : 8957	11.2	1 : 5837	17.1
<i>Regional</i>	636	23.6%	237	17.7%	7273.5	28.3%	1 : 11436	8.7	1 : 8332	12.0
<b>Aotearoa</b>										
<i>Metropolitan</i>	164	45.9%	88	66.7%	2324.7	45.4%	1 : 14175	7.1	1 : 9225	10.8
<i>Regional</i>	193	54.1%	44	33.3%	2797.9	54.6%	1 : 14497	6.9	1 : 11805	8.5

Notes: \* Active FACEMs working in Australia and Aotearoa, with available primary workplace data (n = 3049). \*\* Advanced FACEM trainees in active placement in Australia and Aotearoa with available placement details and excluding 22 trainees who work in the pre-hospital/ambulance retrieval (n = 1468). FPR = FACEM to population ratio. FTPR = FACEM and advanced FACEM trainee to population ratio. Population data sources: <sup>1</sup>Australian regional and population growth tables (Australian Bureau of Statistics, 2022). <sup>2</sup>Aotearoa subnational population estimates tables, as at 30 Jun 2021 (Statistics New Zealand, 2021).

There has been a steady increase in the number of FACEMs and advanced trainees per 100,000 population in Australia and Aotearoa over the past 11 years (Table 22). In 2010 there were 4.8 FACEMs per 100,000 population across Australia and Aotearoa, which increased to 10.1 in 2021, an increase of 110%.

Table 21 FACEMs and advanced trainees per 100,000 population, by region and year

Year	Australia		Aotearoa		Total	
	FACEMs	FACEMs + advanced FACEM trainees	FACEMs	FACEMs + advanced FACEM trainees	FACEMs	FACEMs + advanced FACEM trainees
2010	5.1	9.7	3.2	5.9	4.8	9.1
2011	5.3	10.0	3.4	6.1	5.0	9.4
2012	5.9	11.2	3.8	6.8	5.6	10.5
2013	6.3	11.7	4.2	7.2	5.9	11.0
2014	6.8	12.8	4.6	8.2	6.5	12.1
2015	7.3	13.0	4.8	7.8	6.9	12.2
2016	7.8	13.2	5.1	8.2	7.3	12.4
2017	8.2	16.4	5.5	9.9	7.7	15.4
2018	8.8	15.2	5.7	9.3	8.3	14.3
2019	9.3	15.0	6.2	8.9	8.8	14.0
2020	9.9	15.3	6.5	9.0	9.3	14.2
2021	10.7	16.0	7.0	9.6	10.1	14.9

Notes: FACEMs ( $n = 3125$ ) and FACEM trainees ( $n = 1468$ ) working in the hospital setting at one or more workplaces in Australia and Aotearoa, excluding locums and those FACEM trainees working in pre-hospital or retrieval medicine.

## 7. Discussion of Findings

This report provides a comprehensive analysis of the emergency medicine (EM) specialist (FACEM) and FACEM trainee workforce in 2021, with longitudinal trends from 2008 to 2021. ACEM has seen a steady increase in the number of FACEMs coming through the FACEM Training Program since 2008, with 3322 active FACEMs at the end of 2021. Despite the continued growth in the proportion of female FACEMs over the past eleven years, from 30% in 2011 to 39% in 2021, gender parity in the FACEM workforce is yet to be achieved. On the contrary, the number of female trainees has exceeded the number of male trainees for the first time in 2021.

The proportion of FACEMs working at two or more workplaces has increased significantly over the years, from 24% in 2014 to 53% in 2021. Whereas the proportion of FACEMs working equivalent to part-time hours remained relatively consistent between 25% and 29% over the same period. Male FACEMs were more likely than female FACEMs to have employment equivalent to full-time hours across all age groups. The same trend was seen among FACEM trainees, except for those aged less than 30 years, where female trainees were more likely to work full time hours. These gender differences presumably reflect family commitments and carer responsibilities being undertaken by our female trainees and FACEMs and highlight the importance of workplaces and placements to allow for greater flexibility in working hours and rostering.

While an increasing trend in the number of new trainees was observed between 2011 and 2017, there was a significant decrease in their enrolment in 2018. This presumably coincided with the introduction of the trainee selection process and a moratorium on trainee intake from the end of 2017. The number of new trainees started to increase again in 2019, with the annual intake of new trainees in 2021 reaching another new peak at 442, a 41% increase compared with 2020. Consistently, there has also been a steady increase in the number of newly elected FACEMs in 2021 (n=260), a 25% increase from 2020.

There has been a steady increase in the number of FACEMs and advanced trainees per 100,000 population in Australia and Aotearoa over the years, increasing by 64% from 2010 to 2021; however, the ratio widely ranged across regions, from seven FACEMs per 100,000 population in Aotearoa to 25 FACEMs per 100,00 population in the Northern Territory. This however does not account for the increasing emergency care demands of the population, and there is still improvement needed for the workforce to meet ongoing challenges related to ED overcrowding. Furthermore, the issue with workforce maldistribution persists. The ratio of FACEMs per 100,000 population in metropolitan locations continues to outgrow their regional counterparts in both Australia and Aotearoa. The disparity was even more apparent among FACEM trainees, with only 19% of advanced trainees working outside of metropolitan locations, compared with one-third among FACEMs. More targeted workforce planning to promote the growth of the rural regional specialist emergency medicine workforce is warranted.

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

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## 9. Suggested Citation

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## 10. Contact for Further Information

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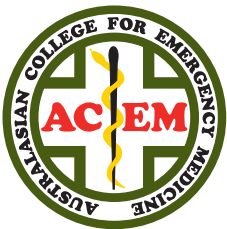
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