

Australasian College for Emergency Medicine

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Report
August 2021

FACEM and FACEM Trainee Demographic and Workforce 2020



FACEM and Trainee Demographic and Workforce Report 2020

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.

3,094 FACEMs

38% female

46.6 years average age

43% International Medical Graduates

Working full-time:

58% Female FACEMs

80% Male FACEMs

2,310 FACEM Trainees

49% female

34.8 years average age

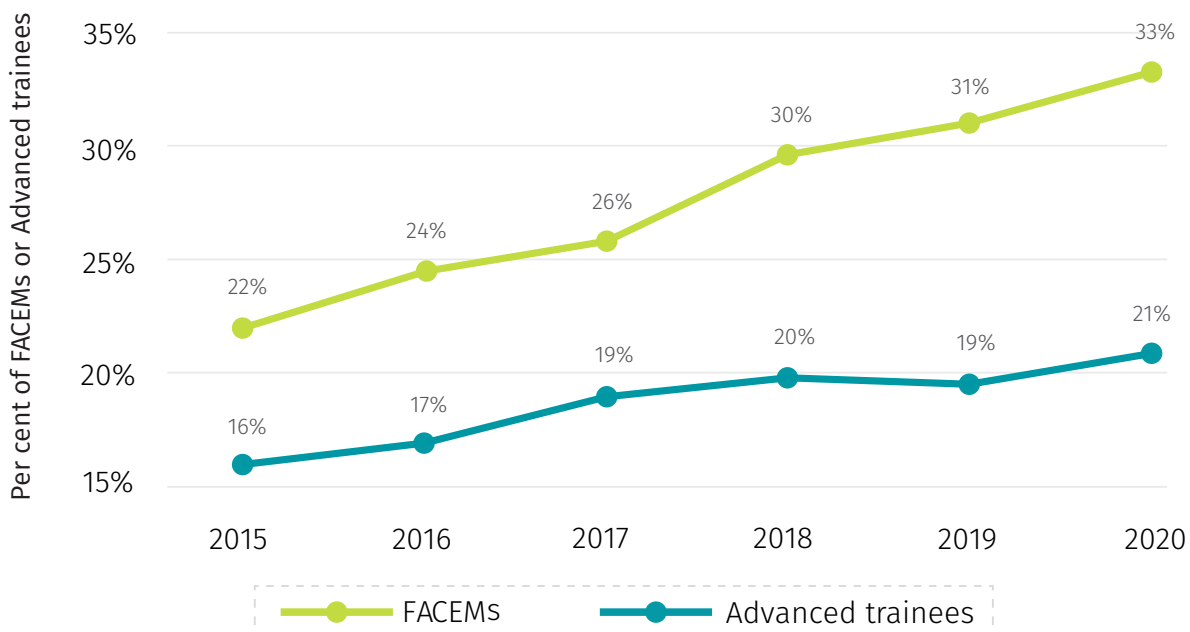
40% International Medical Graduates

Working full-time:

74% Female FACEM trainees

79% Male FACEM trainees

From 2015-2020, there has been a 51% increase in the percentage of FACEMs working at a rural or regional location at their primary workplace, compared with a 31% increase for Advanced FACEM trainees.



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

Australasian College for Emergency Medicine (2021). FACEM and FACEM Trainee Demographic and Workforce 2020 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 2020. Data was sought from the ACEM member database to provide insight into the emergency medicine (EM) workforce in Australia and Aotearoa New Zealand. This report also presents the longitudinal trends in FACEMs (including new FACEMs) and FACEM trainees over a 10-to-13-year period.

Table A 2020 FACEM and FACEM trainee demographics and workforce profile summary

FACEM and FACEM trainee	Australia		New Zealand		Total*	
Demographics						
Number of active FACEMs	2632		352		3094	
% Female	37.5%		44.3%		38.3%	
Average age (years)	46.5		46.8		46.6	
Number of new FACEMs in 2020	163		32		196	
Number of advanced trainees	1611		152		1773	
% Female	48.5%		54.6%		48.9%	
Number of provisional trainees	476		61		537	
% Female	51.5%		42.6%		50.5%	
FACEM	Australia		New Zealand		Total**	
Workforce profile	n	%	n	%	n	%
Working in EM (at least one workplace)	2423	(95.5%)	316	(94.9%)	2739	(95.4%)
Working equivalent of full-time hours	1786	(70.4%)	247	(74.2%)	2033	(70.8%)
Working at 2 or more workplaces	1238	(48.8%)	88	(26.4%)	1326	(46.2%)
Working in non-metro settings	759	(30.2%)	184	(56.1%)	943	(33.2%)
FACEMs per 100,000 population	9.9		6.5		9.3	

Notes: *One FACEM trainee who has an unspecified gender and is excluded from the Australia and New Zealand breakdown but included in the total column. Also included in the total column are 110 FACEMs who do not live in Australia or New Zealand. **Only includes Australia and New Zealand.

2. Purpose and Scope of Report

The purpose of this report is to describe the demographic and workforce profiles of the EM workforce with respect to FACEMs and FACEM trainees of the Australian College for Emergency Medicine (ACEM) in 2020. 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 pathway) and FACEM trainees (advanced and provisional trainees) of the College. The data presented in this report will be useful to inform planning and policy initiatives relating to the EM workforce and ACEM training activities.

3. Methodology

Data relating to FACEMs, and 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 location, roles and working hours.
- Number of FACEMs and FACEM trainees over the past 10 to 13 years, dependent on data availability.

For the purposes of this report, data was analysed and presented as at 31 December 2020 to allow for comparisons over a 10 to 13 year period from 2008 to 2020. Prior to 2012, substantial missing demographic and training related data existed for members, and there were issues with the reliability of some of the existing data in the database.

For the 2020 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 entered inconsistently, therefore if a FACEM recorded that they were 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 that they were 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). If a FACEM worked 38 or more hours per week across all workplaces they were classified as working full-time.

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 location (i.e., state or country). 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 New Zealand sites were classified as metropolitan if they were located in Auckland, Christchurch or Wellington, with all other sites classified as urban-regional.

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

There were a total of 3094 active FACEMs in 2020; 2632 (85%) FACEMs living in Australia and 352 (11%) FACEMs living in New Zealand. A further 110 (4%) were living outside of Australia and New Zealand. Table 1 presents the distribution of all active FACEMs by region of residential address and gender. There was a slight increase in the percentage of female FACEMs from 2019 to 2020; 36.5% to 37.5% in Australia and 43.3% to 44.3% in New Zealand.

Five (0.2%) Australian FACEMs self-identified as Aboriginal and six (1.7%) FACEMs in New Zealand self-identified as Māori, as recorded in their ACEM member profile. No FACEMs in Australia self-identified as Torres Strait Islander.

A total of 1328 (43%) active FACEMs gained their primary medical degree outside of Australia and New Zealand and were as such 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	988	1644	2632	85.1%	37.5%
NSW	271	432	703	22.7%	38.5%
VIC	247	422	669	21.6%	36.9%
QLD	244	406	650	21.0%	37.5%
WA	110	183	293	9.5%	37.5%
SA	52	103	155	5.0%	33.5%
TAS	22	43	65	2.1%	33.8%
NT	24	22	46	1.5%	52.2%
ACT	18	33	51	1.6%	35.3%
New Zealand	156	196	352	11.4%	44.3%
Overseas	40	70	110	3.6%	36.4%
Total	1184	1910	3094	100.0%	38.3%

Table 2 presents the distribution of all active FACEMs by age group, region and gender, with 63% (1937/3094) aged between 35 and 49 years. Sixteen per cent of FACEMs in Australia (425/2632) and New Zealand (56/352) were aged 55 years or older, a slight increase from 15% in 2019.

Table 2 Active FACEMs by age group, region and gender

Region	<35 years			35-39 years			40-44 years			45-49 years			50-54 years			55-59 years			60+ years		
	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)	F %	M %	Total % (n)
Australia	2.7%	2.2%	4.9% (128)	9.2%	10.3%	19.5% (513)	9.5%	13.8%	23.3% (613)	7.9%	12.0%	19.8% (522)	4.8%	11.6%	16.4% (431)	2.1%	6.7%	8.9% (233)	1.4%	5.9%	7.3% (192)
NSW	2.4%	1.8%	4.3% (30)	9.0%	11.9%	20.9% (147)	10.1%	12.2%	22.3% (157)	6.8%	11.2%	18.1% (127)	6.3%	11.1%	17.4% (122)	2.4%	5.8%	8.3% (58)	1.6%	7.3%	8.8% (62)
VIC	3.1%	1.5%	4.6% (31)	6.6%	9.6%	16.1% (108)	9.6%	13.8%	23.3% (156)	8.1%	12.0%	20.0% (134)	5.1%	12.9%	17.9% (120)	3.0%	7.6%	10.6% (71)	1.5%	5.8%	7.3% (49)
QLD	2.8%	2.8%	5.5% (36)	11.1%	11.4%	22.5% (146)	10.0%	15.2%	25.2% (164)	8.6%	10.8%	19.4% (126)	3.1%	10.2%	13.2% (86)	0.9%	6.6%	7.5% (49)	1.1%	5.5%	6.6% (43)
WA	2.4%	3.4%	5.8% (17)	13.0%	8.5%	21.5% (63)	8.5%	13.3%	21.8% (64)	8.2%	14.7%	22.9% (67)	3.1%	11.6%	14.7% (43)	1.4%	7.5%	8.9% (26)	1.0%	3.4%	4.4% (13)
SA	1.3%	2.6%	3.9% (6)	5.8%	7.7%	13.5% (21)	5.8%	14.2%	20.0% (31)	7.7%	14.8%	22.6% (35)	7.1%	14.8%	21.9% (34)	3.2%	4.5%	7.7% (12)	2.6%	7.7%	10.3% (16)
TAS	3.1%	3.1%	6.2% (4)	4.6%	7.7%	12.3% (8)	10.8%	16.9%	27.7% (18)	7.7%	9.2%	16.9% (11)	4.6%	12.3%	16.9% (11)	3.1%	7.7%	10.8% (7)	0.0%	9.2%	9.2% (6)
NT	4.3%	0.0%	4.3% (2)	8.7%	8.7%	17.4% (8)	17.4%	8.7%	26.1% (12)	10.9%	15.2%	26.1% (12)	6.5%	8.7%	15.2% (7)	4.3%	4.3%	8.7% (4)	0.0%	2.2%	2.2% (1)
ACT	2.0%	2.0%	3.9% (2)	17.6%	5.9%	23.5% (12)	2.0%	19.6%	21.6% (11)	5.9%	13.7%	19.6% (10)	5.9%	9.8%	15.7% (8)	0.0%	11.8%	11.8% (6)	2.0%	2.0%	3.9% (2)
New Zealand	1.7%	2.6%	4.3% (15)	11.4%	7.1%	18.5% (65)	12.5%	10.8%	23.3% (82)	8.8%	12.2%	21.0% (74)	6.0%	11.1%	17.0% (60)	3.1%	6.0%	9.1% (32)	0.9%	6.0%	6.8% (24)
Overseas	0.0%	0.9%	0.9% (1)	12.7%	8.2%	20.9% (23)	9.1%	16.4%	25.5% (28)	5.5%	10.0%	15.5% (17)	3.6%	11.8%	15.5% (17)	4.5%	9.1%	13.6% (15)	0.9%	7.3%	8.2% (9)
Total	2.5%	2.2%	4.7% (144)	9.6%	9.9%	19.4% (601)	9.8%	13.5%	23.4% (723)	7.9%	11.9%	19.8% (613)	4.9%	11.5%	16.4% (508)	2.3%	6.7%	9.0% (280)	1.3%	6.0%	7.3% (225)

Notes: F = Female and M = Male.

The average age of FACEMs was 47 years, with female FACEMs on average, younger than male FACEMs (Table 3).

Table 3 Average age of FACEMs by country and gender

Region	Female	Male	Total
Australia	44.5	47.7	46.5
New Zealand	44.6	48.6	46.8
Overseas	44.6	49.0	47.4
Total	44.5	47.9	46.6

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

Figure 1 FACEMs in Australia, by age group and gender (n = 2632)

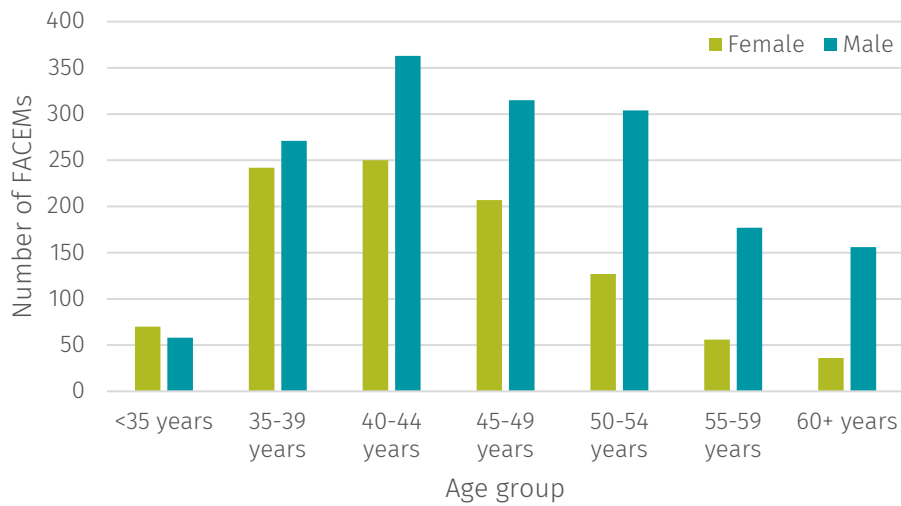
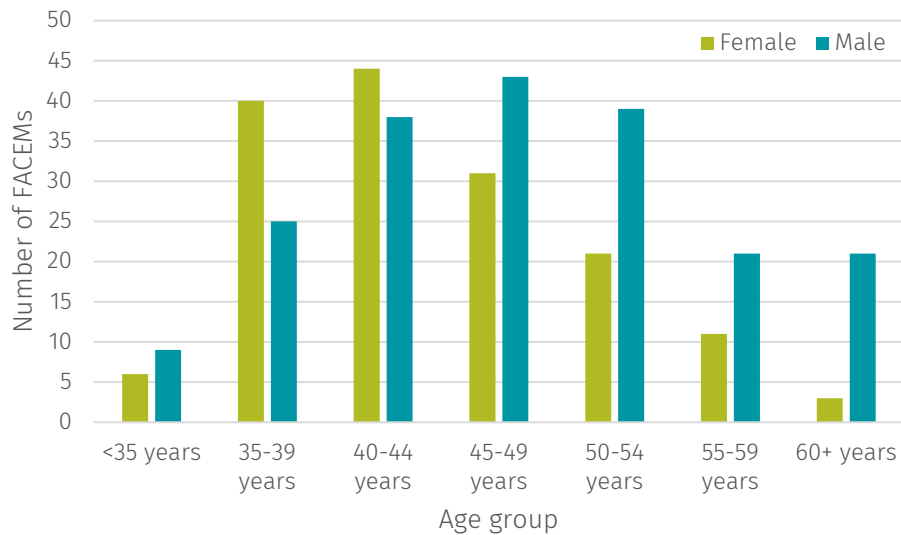


Figure 2 FACEMs in New Zealand, by age group and gender (n = 352)



4.1 New FACEMs

In 2020, 196 new FACEMs were elected to Fellowship, with 91% ($n=178$) completing the FACEM Training Program and the remainder ($n=18$) obtaining Fellowship via the Specialist International Medical Graduates (SIMG) pathway. Table 4 presents the distribution of new FACEMs by region, pathway and gender. There was a larger proportion of new FACEMs in New Zealand (28%, 9/32) who obtained their Fellowship via the SIMG pathway, compared with those in Australia (5%, 9/163).

Table 4 Distribution of new FACEMs elected to Fellowship during 2020 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	80	74	154	6	3	9	163	52.8%
NSW	17	23	40	3	3	6	46	43.5%
VIC	18	18	36	2	0	2	38	52.6%
QLD	24	24	48	0	0	0	48	50.0%
WA	12	6	18	0	0	0	18	66.7%
SA	4	3	7	1	0	1	8	62.5%
TAS	1	0	1	0	0	0	1	100.0%
NT	2	0	2	0	0	0	2	100.0%
ACT	2	0	2	0	0	0	2	100.0%
New Zealand	11	12	23	5	4	9	32	50.0%
Overseas	1	0	1	0	0	0	1	100.0%
Total	92	86	178	11	7	18	196	52.6%

4.2 Workplace details of FACEMs

This section presents the workplace details of the 2870 FACEMs working in Australia and New Zealand according to their workplace details recorded in the ACEM membership database. Of those, 2537 (88%) were working in Australia and 333 (12%) in New Zealand. Of the 110 FACEMs whose residential address was located overseas, 65 had workplace details located overseas, eight had workplace details located in Australia and 37 did not have employment information recorded. There was no employment information provided for 114 FACEMs living in Australia or New Zealand, and an additional eight FACEMs had incomplete workplace details, with these FACEMs excluded from analysis as appropriate.

Overall workplace profile

The percentage of FACEMs working at one workplace only was 54% ($n=1544$), a slight decrease from 55% in 2019. While the percentage of FACEMs working in two workplaces has slightly increased to 33% in 2020 from 32% in 2019, the percentage of FACEMs working at three or more workplaces has been slightly but consistently increasing over the last three years from 12% in 2018 to 13% in 2019, and 14% in 2020. FACEMs working in New Zealand were much more likely to be working at one workplace only (74%), compared with Australian based FACEMs (51%) (Table 5).

Almost all FACEMs (99%) were working in a hospital setting at one or more workplace in both Australia ($n=2506$) and New Zealand ($n=328$). Of the FACEMs working at either a public or private hospital; 97% were working in an emergency department (ED). All FACEMs working in a hospital in New Zealand were working in the public sector, compared with 95% in Australia.

Two-thirds (67%, $n=1894$) of FACEMs working in a hospital setting were located in metropolitan areas only, 70% in Australia ($n=1750$) and 44% in New Zealand ($n=144$). Twenty-four per cent ($n=678$) were working in a regional location only (20% in Australia and 52% in New Zealand) and 9% ($n=265$) were working in both metropolitan and regional areas across two or more workplaces.

A total of 71% (n=2033) of FACEMs were working full-time hours, reflecting 70% of FACEMs working in Australia and 74% of FACEMs working in New Zealand. A workplace summary of FACEMs in Australia and New Zealand is presented in Table 5.

Table 5 Workplace profiles of FACEMs working in Australia and New Zealand

	Australia		New Zealand		Total	
	n	%	n	%	n	%
Number with workplace details	2537		333		2870	
Number of workplaces						
One	1299	51.2%	245	73.6%	1544	53.8%
Two	853	33.6%	80	24.0%	933	32.5%
Three or more	385	15.2%	8	2.4%	393	13.6%
Workplace setting*	2530		332		2862	
Hospital only	2295	90.7%	313	94.3%	2608	91.1%
Non-hospital only	24	0.9%	4	1.2%	28	1.0%
Both hospital & non-hospital	211	8.3%	15	4.5%	226	7.9%
Working in a hospital at one or more workplaces**	2509		329		2836	
Working in an ED at any workplace	2422	96.5%	316	96.0%	2738	96.5%
Working in a public hospital at any workplace	2384	95.2%	329	100.0%	2713	95.8%
Metropolitan location only***	1750	69.7%	144	43.9%	1894	66.8%
Regional location only***	509	20.3%	169	51.5%	678	23.9%
Both metropolitan & regional locations***	250	10.0%	15	4.6%	265	9.3%
Hours per week across all workplaces	2537		333		2870	
Full-time hours (≥38 hours)	1786	70.4%	247	74.2%	2033	70.8%
Less than full-time hours (<38 hours)	751	29.6%	86	25.8%	837	29.2%

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 34 FACEMs where we were unable to determine if any of their workplaces were at a hospital. ***Excludes 33 FACEMs where we were unable to determine the remoteness of the workplace.

Overall, 43% of females were working the equivalent of part-time hours, a steady increase from 41% in 2019, and 39% in 2018; while the percentage of males working part-time has been relatively consistent (21% in 2020 and 20% in 2019 and 2018, respectively). Figure 3 shows the employment status (full-time and part-time), by gender and age group for FACEMs working in Australia and New Zealand. Male FACEMs were more likely than female FACEMs to have full-time employment 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 New Zealand, by age group and gender

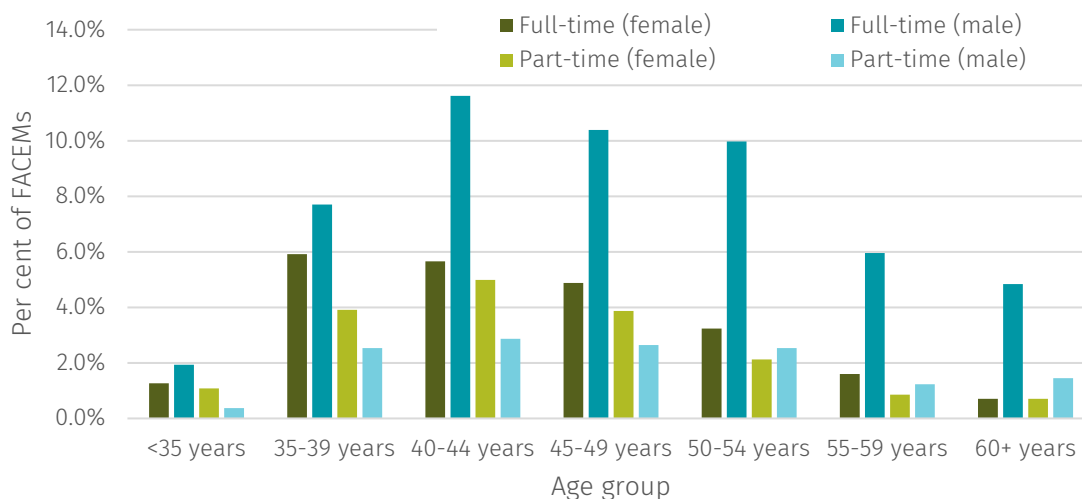


Table 6 presents for FACEMs working in an ED, the number and percentage working full-time or part-time across one or more ED, by region. FACEMs who worked in Tasmanian (46%) and Victorian (37%) EDs were more likely to work part-time hours, compared with FACEMs who worked in other jurisdictions.

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

Region	Full-time		Part-time	
	n	%	n	%
Australia	1713	70.7%	709	29.3%
NSW	502	74.5%	172	25.5%
VIC	383	63.3%	222	36.7%
QLD	424	72.5%	161	27.5%
WA	180	68.7%	82	31.3%
SA	119	81.0%	28	19.0%
TAS	31	54.4%	26	45.6%
NT	39	78.0%	11	22.0%
ACT	35	83.3%	7	16.7%
New Zealand	236	74.7%	80	25.3%
Total	1949	71.2%	789	28.8%

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 undeterminable region (e.g., locum).

Of the FACEMs working at one or more ED, a larger proportion of those working in metropolitan areas only were working full-time hours when comparing with those in regional areas only (71% compared with 68%) (Table 7).

Table 7 Employment status of FACEMs working across one or more ED, by remoteness of ED

Remoteness	Full-time		Part-time	
	n	%	n	%
Metropolitan only	1295	71.3%	521	28.7%
Regional or rural only	450	68.4%	208	31.6%
Both metropolitan and regional/ rural	204	77.6%	59	22.4%

Primary workplace profile

Complete primary workplace data was available for 2858 FACEMs, with 93% (n=2650) working as emergency physicians in an ED at their primary workplace. In Australia, 90% (n=2283), and in New Zealand, 98% (324) of FACEMs' primary workplace was at a public hospital. Table 8 displays the workplace sector and speciality role for the primary workplace of Australian and New Zealand FACEMs.

Table 8 Primary workplace sector and speciality role of FACEMs working in Australia and New Zealand, 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	2188	76.6%	95	3.3%	2283	152	5.3%	11	0.4%	163	61	2.1%	19	0.7%	80	2526
NSW	644	22.5%	20	0.7%	664	5	0.2%	1	0.0%	6	21	0.7%	2	0.1%	23	693
VIC	503	17.6%	23	0.8%	526	78	2.7%	3	0.1%	81	11	0.4%	3	0.1%	14	621
QLD	520	18.2%	18	0.6%	538	50	1.7%	3	0.1%	53	14	0.5%	6	0.2%	20	611
WA	245	8.6%	18	0.6%	263	9	0.3%	3	0.1%	12	6	0.2%	6	0.2%	12	287
SA	132	4.6%	4	0.1%	136	7	0.2%	1	0.0%	8	4	0.1%	1	0.0%	5	149
TAS	52	1.8%	5	0.2%	57	3	0.1%	0	0.0%	3	4	0.1%	0	0.0%	4	64
NT	53	1.9%	1	0.0%	54	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	54
ACT	39	1.4%	6	0.2%	45	0	0.0%	0	0.0%	0	1	0.0%	1	0.0%	2	47
New Zealand	310	10.8%	14	0.5%	324	0	0.0%	0	0.0%	0	4	0.1%	4	0.1%	8	332
Total	2498	87.4%	109	3.8%	2607	152	5.3%	11	0.4%	163	65	2.3%	23	0.8%	88	2858

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, 52% ($n=156$) of FACEMs in New Zealand were working in a regional or rural location at their primary workplace. Whereas only 25% ($n=605$) of FACEMs in Australia were working in a regional or rural location at their primary workplace, up from 23% in 2019. The distribution of FACEMs primary workplace by region and remoteness is presented in Table 9 and Figure 4.

Table 9 Primary workplace location of FACEMs working in Australia and New Zealand by region and remoteness

Region	Metropolitan n	Regional or Rural n	Total n	Regional or Rural %
Australia	1853	605	2458	24.6%
NSW	492	179	671	26.7%
VIC	534	76	610	12.5%
QLD	425	171	596	28.7%
WA	214	62	276	22.5%
SA	141	3	144	2.1%
TAS	0	60	60	100.0%
NT	0	54	54	100.0%
ACT	47	0	47	0.0%
New Zealand	156	169	325	52.0%
Total	2009	774	2783	27.8%

Notes: Excludes 87 FACEMs, 54 whose primary workplace was in pre-hospital or retrieval medicine and 33 where we were unable to determine the remoteness of their workplace.

Figure 4 Distribution of FACEMs' primary workplace, by region and remoteness ($n = 2783$)

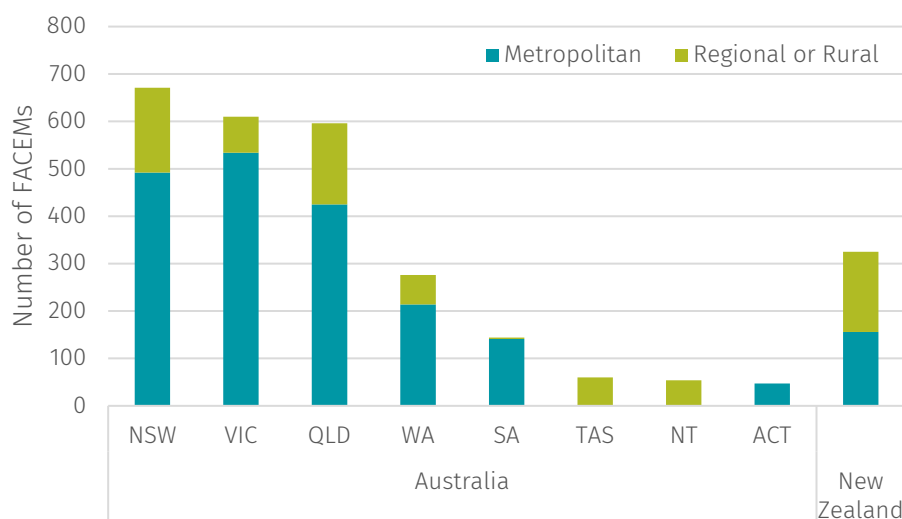


Table 10 presents data on FACEMs working in a hospital setting for their primary workplace, by remoteness and sector. The percentage of FACEMs working in a metropolitan public hospital for their primary workplace in Australia has been steadily decreasing from 73% in 2018, to 71% in 2019, and 69% in 2020. Whereas the percentage of FACEMs working in a metropolitan public hospital for their primary workplace in New Zealand has fluctuated, from 49% in 2018, to 51% in 2019, and 48% in 2020.

Table 10 Primary workplace by remoteness and sector for FACEMs employed in Australian and New Zealand hospitals

Remoteness	Public Hospital		Private Hospital		Total
	n	%	n	%	n
Australia	2283	93.3%	163	6.7%	2446
Metropolitan	1686	68.9%	155	6.3%	1841
Rural or Regional	597	24.4%	8	0.3%	605
New Zealand	323	100.0%	0	0.0%	323
Metropolitan	156	48.3%	0	0.0%	156
Rural or Regional	167	51.7%	0	0.0%	167
Total	2606	94.1%	163	5.9%	2769

Notes: Excludes 87 FACEMs, 54 whose primary workplace was in pre-hospital or retrieval medicine and 33 where we were unable to determine the remoteness of their workplace.

4.3 FACEM trends

Over the period 2008 to 2020, there was an average of 154 new FACEMs per annum; 138 per annum in Australia and 20 per annum in New Zealand. For the same period, the average attrition from the speciality was 14.7 FACEMs per annum from 2008-2020 (8.4 per annum in Australia and 2.2 per annum in New Zealand), with a smaller proportion living overseas. Figure 5 shows the annual number of FACEMs in Australia and New Zealand for the period 2008 to 2020.

Figure 5 Annual number of FACEMs in Australia and New Zealand, 2008-2020

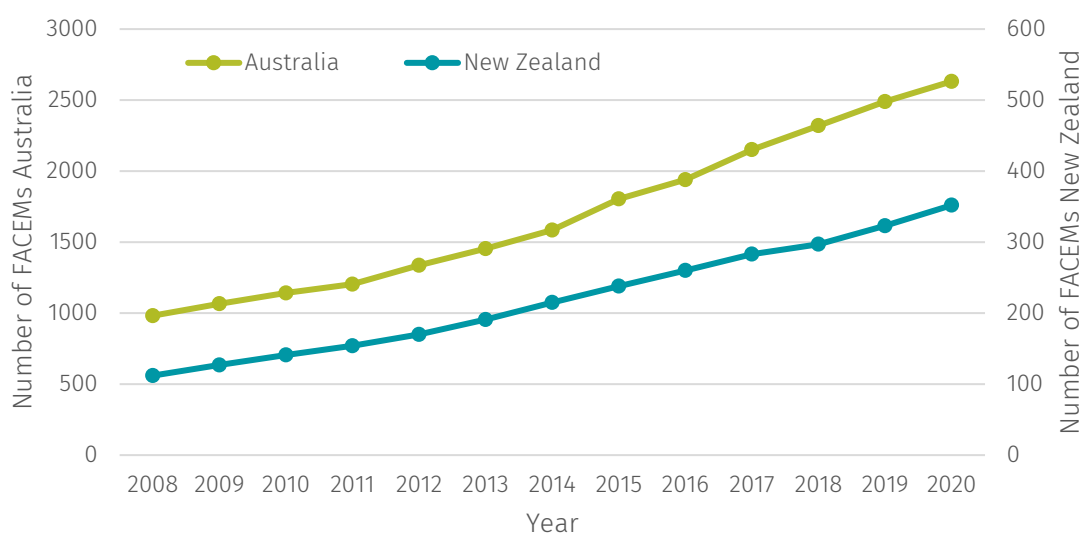


Table 11 presents a summary of trends across 10 years relating to the demographic characteristics of FACEMs, intake (new FACEMs) and attrition for the period 2011 to 2020. There was a steady increase in the proportion of female FACEMs over the past 10 years from 30% in 2011 to 38% in 2020, while the average age of FACEMs has remained at between 45 and 47 years. There were small increases in the proportion of FACEMs who worked part-time hours, at rural-regional workplace(s), and at two or more workplaces from 2019 to 2020. In 2017 the College saw the largest number of new FACEMs elected at 290, however, the number of new FACEMs has steadily declined to 196 in 2020. Almost half (49%) of the new FACEMs elected in 2020 were IMGs, down from 54% in 2019. The proportion of new FACEMs who obtained their Fellowship via the SIMG pathway has also decreased by 10% from 2019 to 2020.

Table 11 FACEM trends for the period 2011-2020

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	% change 2019-2020	% change 2011-2020
All FACEMs	1413	1562	1705	1859	2101	2252	2524	2724	2921	3094	6%	119%
% Female	29.6%	30.9%	31.9%	33.1%	33.6%	34.8%	36.2%	36.5%	37.2%	38.3%	3%	29%
Average age	44.7	45.5	45.7	46.3	45.4	45.6	45.4	46.0	46.3	46.6	1%	4%
% 55+ years of age	9.5%	10.4%	11.2%	13.8%	13.6%	14.3%	14.4%	14.6%	15.4%	16.3%	6%	72%
% Working PT	ND	ND	ND	25.0%	27.0%	26.0%	27.4%	26.4%	28.0%	28.7%	2%	ND
% Rural-Regional	ND	ND	ND	20.2%	22.0%	24.4%	25.8%	29.6%	31.0%	33.3%	7%	ND
% Working 2+ workplaces	ND	ND	ND	23.6%	28.3%	32.8%	37.4%	41.4%	40.3%	41.7%	3%	ND
New FACEMs	96	152	144	164	249	181	290	229	217	196	-11%	104%
% Female	31.3%	45.4%	39.6%	45.7%	35.7%	47.5%	46.2%	38.0%	45.2%	52.6%	14%	68%
% IMG	50.5%	58.0%	50.0%	45.9%	54.5%	47.6%	56.9%	52.0%	53.5%	48.5%	-10%	-4%
Average age at election	36.6	37.4	37.6	37.4	37.5	37.6	37.5	37.0	37.0	37.0	0%	1%
% SIMG pathway	9.4%	14.5%	23.6%	17.7%	10.8%	9.4%	10.3%	10.0%	10.1%	9.2%	-10%	-2%
FACEM withdrawals/ retirees	7	2	2	10	7	30	22	39	30	36	17%	414%

Notes: PT = Part-time 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 2012, there was substantial missing demographic and training-related data for members, and issues exist with the reliability of some of the existing data.

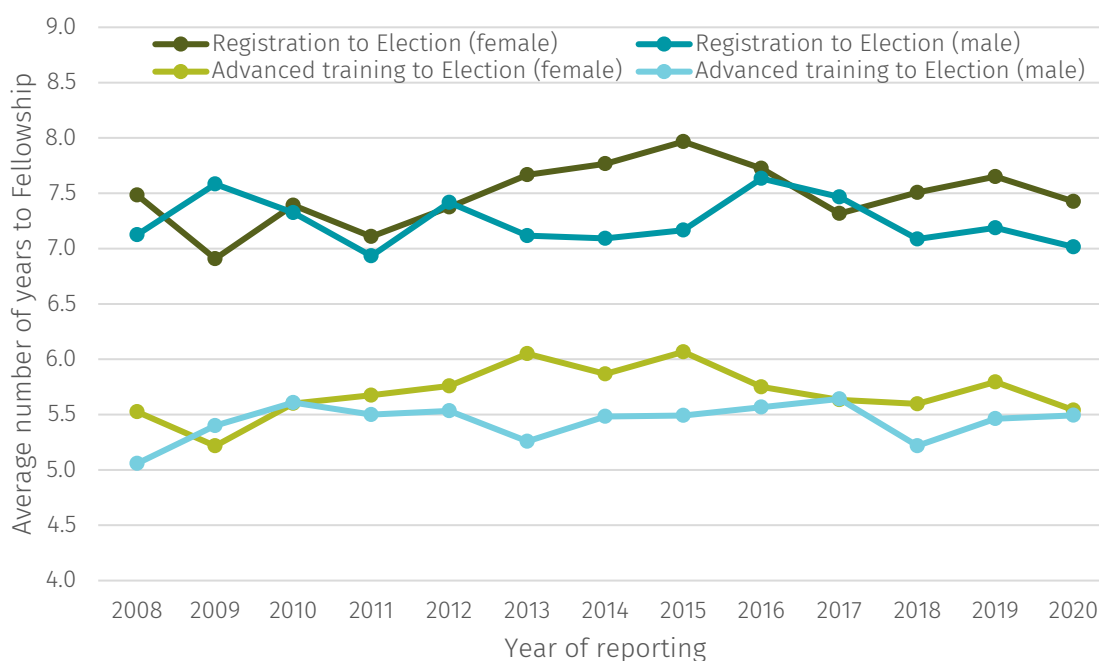
Over the period 2008 to 2020, new FACEMs who came through the FACEM Training Program took an average of 7.4 years from ACEM registration, and 5.6 years from commencing advanced training to complete all training requirements and be elected to Fellowship (Table 12).

Table 12 Average time (years) for new FACEMs to achieve Fellowship through FACEM Training Program, 2008 to 2020

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
Total	1960	7.4	1.6	24.3	5.6	1.5	22.2

Females took slightly longer than males, on average, to achieve Fellowship through the FACEM Training Program in 2018, 2019 and 2020, while the time spent to complete advanced training was more comparable in 2020 (Figure 6).

Figure 6 Average time (years) for new FACEMs to achieve Fellowship through the FACEM Training Program by gender, 2008 to 2020



5. FACEM Trainees

5.1 Demographic characteristics of FACEM trainees

There were a total of 2310 trainees enrolled in the FACEM Training Program at the end of 2020, including 1772 advanced trainees and 537 provisional trainees. A total of 315 trainees joined the FACEM Training Program in 2020, with 133 withdrawing from the program (including 57 advanced trainees).

In 2020, twelve (0.6%) FACEM trainees in Australia self-identified as Aboriginal, with two of these trainees (0.1%) also self-identifying as Torres Strait Islander. A higher percentage of FACEM trainees in New Zealand (3.8%, $n=8$) self-identified as Māori. Less than half (40%, $n=919$) of all trainees obtained their primary medical degree from overseas (as IMGs).

Nearly half of both advanced and provisional trainees (49% and 50%, respectively) were female, with the number of trainees by region and gender presented in Table 13.

Table 13 Distribution of FACEM trainees by region and gender

Region	Advanced Trainees			Provisional Trainees			Total		
	Female n	Male n	Total n	Female n	Male n	Total n	n	%	Female %
Australia	781	830	1611	245	231	476	2088	90.4%	49.1%
NSW	257	239	496	80	73	153	649	28.1%	51.9%
VIC	172	181	353	46	51	97	450	19.5%	48.4%
QLD	187	234	421	59	66	125	547	23.7%	45.0%
WA	78	88	166	25	20	45	211	9.1%	48.8%
SA	39	43	82	15	9	24	106	4.6%	50.9%
TAS	16	13	29	7	6	13	42	1.8%	54.8%
NT	23	16	39	8	4	12	51	2.2%	60.8%
ACT	9	16	25	5	2	7	32	1.4%	43.8%
New Zealand	83	69	152	26	35	61	213	9.2%	51.2%
Overseas	3	6	9	0	0	0	9	0.4%	33.3%
Total	867	905	1772	271	266	537	2310	100.0%	49.3%

Notes: One trainee from the FACEM Training Program had an unspecified gender and is excluded from the advanced and provisional trainee breakdown.

Table 14 presents the distribution of FACEM trainees by region, age group and gender. The majority of trainees, 85% (1937/2310), were aged less than 40 years.

Table 14 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	7.5%	6.2%	13.8% (287)	23.4%	23.1%	46.6% (972)	12.3%	12.5%	24.8% (517)	4.4%	5.6%	10.0% (208)	1.1%	2.6%	3.7% (78)	0.5%	0.7%	1.2% (25)
NSW	7.7%	6.8%	14.5% (94)	25.3%	21.3%	46.5% (302)	13.6%	11.7%	25.3% (164)	4.5%	5.2%	9.7% (63)	0.6%	2.2%	2.8% (18)	0.3%	0.9%	1.2% (8)
VIC	5.8%	6.2%	12.0% (54)	23.3%	21.8%	45.1% (203)	12.7%	14.7%	27.3% (123)	4.9%	4.4%	9.3% (42)	1.6%	3.3%	4.9% (22)	0.2%	1.1%	1.3% (6)
QLD	8.6%	6.6%	15.2% (83)	20.9%	26.4%	47.3% (258)	9.9%	12.6%	22.5% (123)	3.7%	6.0%	9.7% (53)	1.5%	2.6%	4.0% (22)	0.5%	0.7%	1.3% (7)
WA	8.1%	5.2%	13.3% (28)	25.1%	25.6%	50.7% (107)	11.4%	12.3%	23.7% (50)	2.8%	4.3%	7.1% (15)	0.9%	3.8%	4.7% (10)	0.5%	0.0%	0.5% (1)
SA	8.5%	2.8%	11.3% (12)	19.8%	24.5%	44.3% (47)	16.0%	10.4%	26.4% (28)	3.8%	10.4%	14.2% (15)	0.9%	0.9%	1.9% (2)	1.9%	0.0%	1.9% (2)
TAS	9.5%	7.1%	16.7% (7)	23.8%	16.7%	40.5% (17)	9.5%	7.1%	16.7% (7)	9.5%	14.3%	23.8% (10)	2.4%	0.0%	2.4% (1)	0.0%	0.0%	0.0% (0)
NT	7.8%	7.8%	15.7% (8)	33.3%	15.7%	49.0% (25)	13.7%	9.8%	23.5% (12)	3.9%	3.9%	7.8% (4)	0.0%	2.0%	2.0% (1)	2.0%	0.0%	2.0% (1)
ACT	0.0%	3.1%	3.1% (1)	15.6%	25.0%	40.6% (13)	15.6%	15.6%	31.3% (10)	12.5%	6.3%	18.8% (6)	0.0%	6.3%	6.3% (2)	0.0%	0.0%	0.0% (0)
New Zealand	6.6%	9.9%	16.4% (35)	29.1%	22.5%	51.6% (110)	11.3%	8.9%	20.2% (43)	2.3%	4.7%	7.0% (15)	0.9%	1.4%	2.3% (5)	0.9%	1.4%	2.3% (5)
Overseas	0.0%	11.1%	11.1% (1)	22.2%	22.2%	44.4% (4)	11.1%	33.3%	44.4% (4)	0.0%	0.0%	0.0% (0)	0.0%	0.0%	0.0% (0)	0.0%	0.0%	0.0% (0)
Total	7.4%	6.6%	14.0% (323)	23.9%	23.1%	47.0% (1086)	12.2%	12.3%	24.4% (564)	4.2%	5.5%	9.7% (223)	1.1%	2.5%	3.6% (83)	0.5%	0.8%	1.3% (30)

Notes: F = Female. M = Male. Excludes one FACEM trainee who had an unspecified gender.

The average age of FACEM trainees was 34.8 years and on average, female trainees in Australia and New Zealand were slightly younger than male trainees (Table 15).

Table 15 Average age of FACEM trainees by country and gender

Region	Average age of FACEM trainees		
	Female	Male	Total
Australia	34.4	35.2	34.8
New Zealand	34.0	34.5	34.2
Overseas	32.5	34.0	33.5
Total	34.3	35.2	34.8

Notes: One trainee from the FACEM Training Program had an unspecified gender and is excluded from the gender breakdown.

Figure 7 and Figure 8 display the distribution of trainees in Australia and New Zealand respectively, by age group and gender. A larger proportion of female trainees were seen in the age groups between 30-39 years in New Zealand, whilst more comparable proportions of male and female trainees were seen across age groups for those in Australia.

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

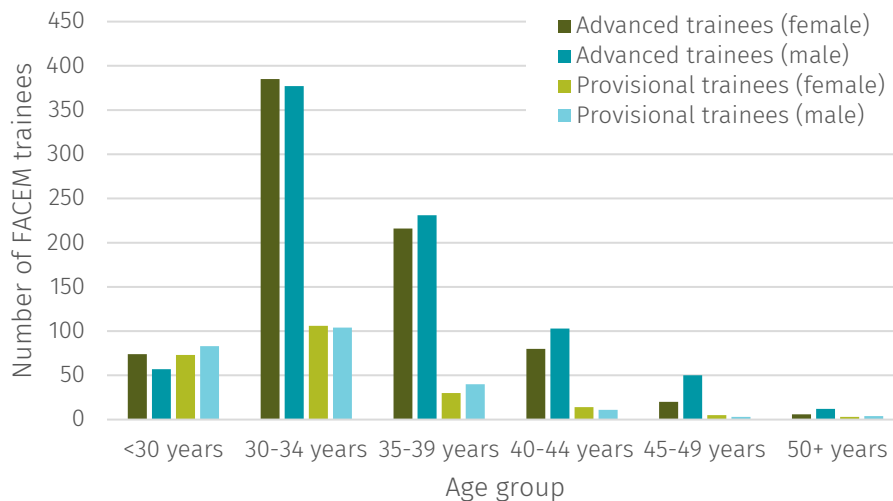
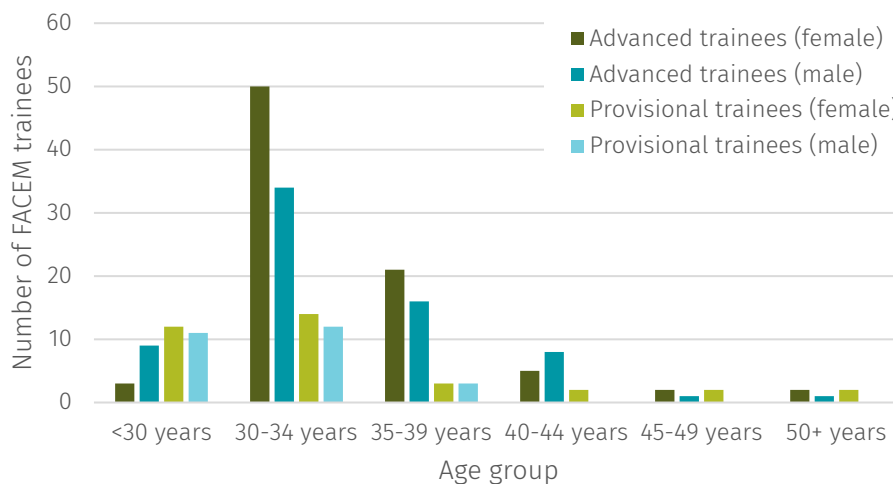


Figure 8 FACEM trainees in New Zealand, by age group and gender



5.2 FACEM trainee placement details

This section presents the placement details of all FACEM trainees, based on their placement as at 31 December 2020. Of the 2310 FACEM trainees, 321 (180 females and 141 males) were on a break in training, and a further two were working overseas, with all excluded from further analysis, leaving 1987 trainees undertaking a placement in Australia or New Zealand.

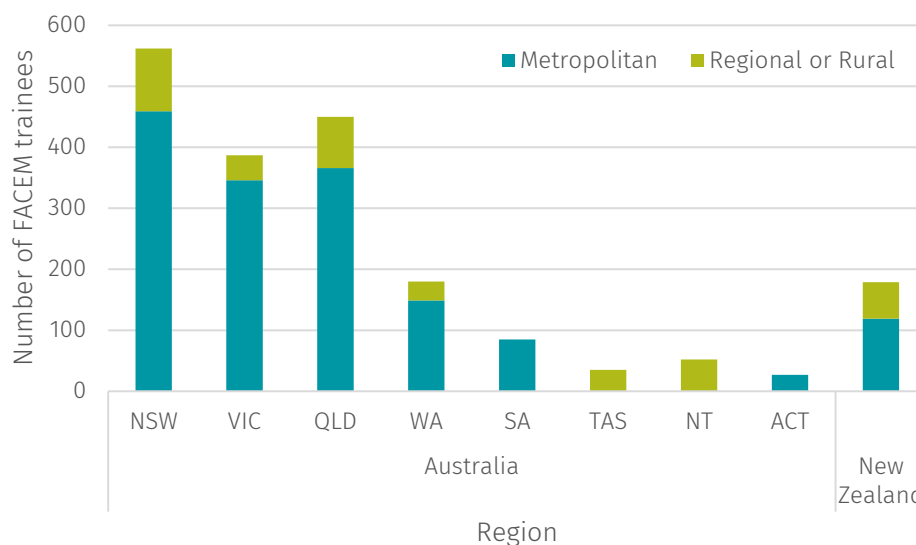
Only 20% ($n=346$) of trainees in Australia and 34% ($n=60$) in New Zealand were working in regional or rural localities at their placement workplace. The breakdown of location of the placement workplace by region and remoteness is presented in Table 16 and Figure 9.

Table 16 Workplace location of FACEM trainees working in Australia and New Zealand by region and remoteness

Region	Metropolitan n	Regional or Rural n	Total n	Regional or Rural %
Australia	1432	346	1778	19.5%
NSW	459	103	562	18.3%
VIC	346	41	387	10.6%
QLD	366	84	450	18.7%
WA	149	31	180	17.2%
SA	85	0	85	0.0%
TAS	0	35	35	100.0%
NT	0	52	52	100.0%
ACT	27	0	27	0.0%
New Zealand	119	60	179	33.5%
Total	1551	406	1957	20.7%

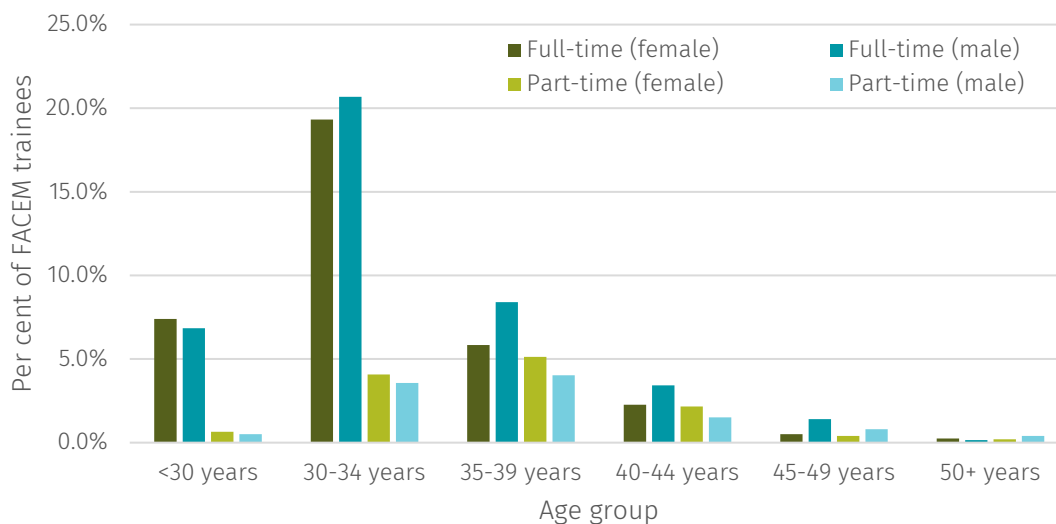
Notes: Excludes 29 FACEM trainees working in pre-hospital or retrieval medicine (with no identified workplace address, e.g., Ambulance Victoria) and one FACEM trainee with missing workplace location details.

Figure 9 Distribution of FACEM trainees' workplace, by region and remoteness ($n = 1957$)



The majority (76%, n=1520) of FACEM trainees who were in a placement in Australia or New Zealand were working full-time. A total of 23 trainees were undertaking two part-time placements (an increase from 16 in 2019), with ten 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 New Zealand. Consistent with the findings on the employment status of FACEMs, male trainees were generally more likely than female trainees to work full-time hours.

Figure 10 Employment status of FACEM trainees in Australia and New Zealand, by gender and age group (n = 1987)



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

Table 17 Primary training placement by remoteness and sector for FACEM trainees working in a hospital setting in Australia or New Zealand

Remoteness	Public Hospital		Private Hospital		Total
	n	%	n	%	n
Australia	1715	96.9%	55	3.1%	1770
Metropolitan	1371	77.5%	52	2.9%	1423
Rural or Regional	344	19.4%	3	0.2%	347
New Zealand	179	100.0%	0	0.0%	179
Metropolitan	119	66.5%	0	0.0%	119
Rural or Regional	60	33.5%	0	0.0%	60
Total	1894	97.2%	55	2.8%	1949

Table 18 displays trainee primary placement workplace profile, including region, sector (public, private or non-hospital) and discipline. Two-thirds of trainees (68%, $n=1354$) were working in an ED in a public hospital setting, with a higher percentage doing so in New Zealand than in Australia (78% compared with 67%).

Table 18 Primary training placement discipline of all FACEM trainees in Australia and New Zealand, by sector and region

Region	Public Hospital									Private Hospital						Non-Hospital			Total n			
	ED		CC		Pre-hospital or retrieval		Other		Total	ED		CC		Other		Total	Pre-hospital or retrieval			Other		Total
	n	%	n	%	n	%	n	%	n	n	%	n	%	n	%	n	n	%	n	%	n	n
Australia	1215	67.2%	267	14.8%	5	0.3%	228	12.6%	1715	45	2.5%	9	0.5%	1	0.1%	55	29	1.6%	9	0.5%	38	1808
NSW	403	22.3%	80	4.4%	3	0.2%	70	3.9%	556	2	0.1%	1	0.1%	1	0.1%	4	7	0.4%	3	0.2%	10	570
VIC	244	13.5%	46	2.5%	0	0.0%	53	2.9%	343	33	1.8%	6	0.3%	0	0.0%	39	2	0.1%	5	0.3%	7	389
QLD	300	16.6%	75	4.1%	0	0.0%	68	3.8%	443	5	0.3%	1	0.1%	0	0.0%	6	12	0.7%	1	0.1%	13	462
WA	121	6.7%	38	2.1%	0	0.0%	15	0.8%	174	5	0.3%	1	0.1%	0	0.0%	6	1	0.1%	0	0.0%	1	180
SA	58	3.2%	11	0.6%	0	0.0%	16	0.9%	85	0	0.0%	0	0.0%	0	0.0%	0	6	0.3%	0	0.0%	6	86
TAS	30	1.7%	4	0.2%	0	0.0%	1	0.1%	35	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	35
NT	40	2.2%	8	0.4%	2	0.1%	2	0.1%	52	0	0.0%	0	0.0%	0	0.0%	0	1	0.1%	0	0.0%	1	58
ACT	19	1.1%	5	0.3%	0	0.0%	3	0.2%	27	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	28
New Zealand	139	77.7%	25	14.0%	2	1.1%	13	7.3%	179	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	139	77.7%	139	179
Total	1354	68.1%	292	14.7%	7	0.4%	241	12.1%	1894	45	2.3%	9	0.5%	1	0.1%	55	29	1.5%	9	0.5%	38	1987

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 2020, including the number of trainees, the number of new and withdrawing trainees. Over the period 2011 to 2020, there has been a small but steady increase in the proportion of female trainees, increasing from 41% in 2011 to 49% in 2020. On the contrary, there was a gradual decrease in the proportion of IMGs, from 58% in 2011 to 40% in 2020. The lowest trainee intake was observed in 2018, however intake increased to 313 new trainees in 2020.

Table 19 FACEM trainee trends for the period 2011-2020

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	% change 2019-2020	% change 2011-2020
All FACEM trainees	1973	2078	2272	2299	2320	2348	2552	2397	2310	2310	0.0%	17.1%
% Female	41%	42%	43%	44%	46%	47%	47%	48%	49%	49%	1.5%	20.2%
% IMGs	58%	57%	58%	54%	50%	48%	48%	40%	39%	40%	1.0%	-31.4%
Advanced trainees	1213	1347	1397	1596	1572	1662	1649	1801	1800	1773	-1.5%	46.2%
% Rural-Regional	ND	ND	ND	ND	16%	17%	19%	20%	19%	21%	6.7%	NA
New FACEM trainees	305	282	482	306	389	369	659	143	298	313	5.0%	2.6%
% Female	48%	44%	43%	49%	52%	48%	45%	45%	49%	53%	9.7%	11.2%
% IMG	54%	58%	58%	33%	32%	62%	40%	15%	32%	32%	0.2%	-40.8%
Advanced trainee withdrawals	31	32	50	57	50	72	87	72	90	57	-36.7%	83.9%

Notes: IMG = International medical graduate. ND = No data. Prior to 2012, there was substantial missing demographic and training-related data for members, and issues exist with the reliability of some of the existing data.

The annual number of all FACEM trainees and advanced trainees in Australia (Figure 11) and New Zealand (Figure 12) for the period 2008 to 2020 are presented below.

Figure 11 Trends of FACEM trainees and advanced trainees in Australia from 2008 to 2020

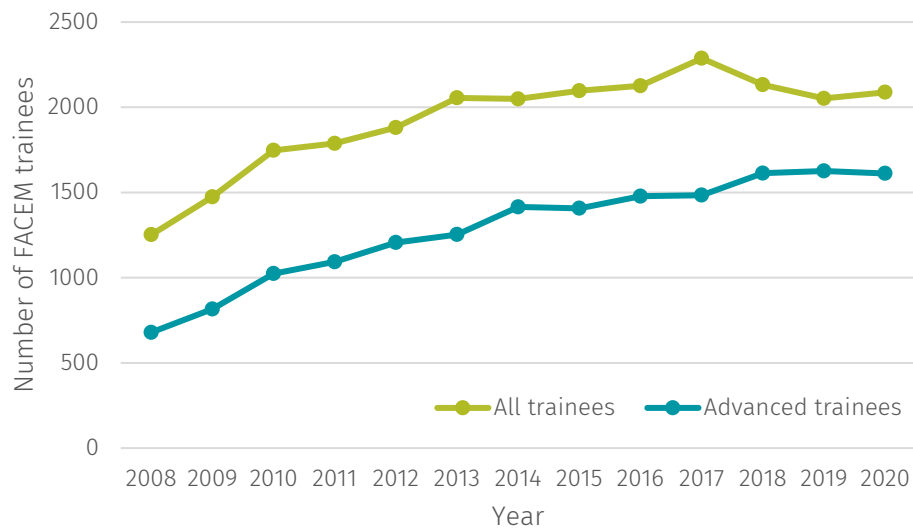
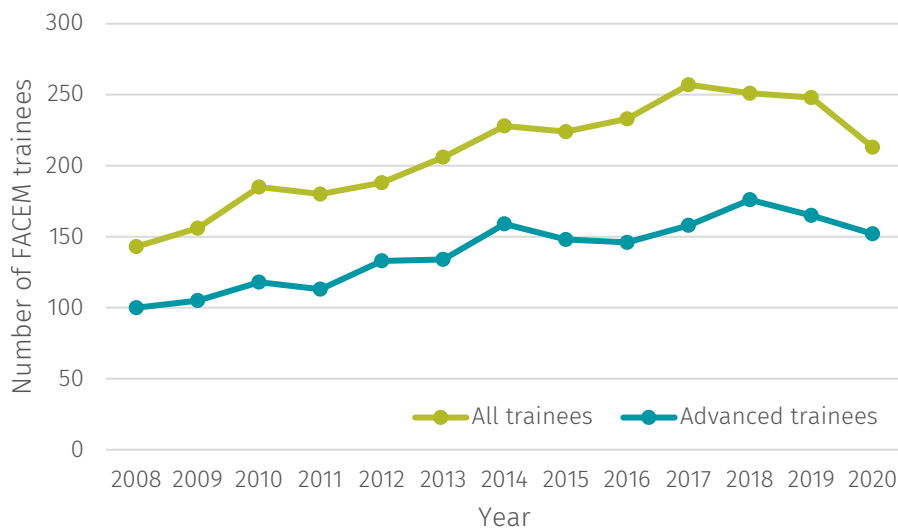


Figure 12 Trends of FACEM trainees and advanced trainees in New Zealand from 2008 to 2020



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 of FACEMs per population while New Zealand had the smallest number of FACEMs per population, which is consistent with the findings from 2018 and 2019.

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

Region	FACEMs*		Advanced FACEM trainees**		Population '000 ^{1,2}	FPR	FACEMs	FTPR	FACEMs + advanced FACEM trainees
	n	%	n	%	n	ratio	n (per 100,000)	ratio	n (per 100,000)
Australia	2534	88.4%	1385	91.8%	25,689.7	1 : 10138	9.9	1 : 6555	15.3
NSW	694	24.2%	430	28.5%	8,172.5	1 : 11776	8.5	1 : 7271	13.8
VIC	627	21.9%	308	20.4%	6,661.7	1 : 10625	9.4	1 : 7125	14.0
QLD	613	21.4%	354	23.5%	5,194.9	1 : 8475	11.8	1 : 5372	18.6
WA	286	10.0%	138	9.1%	2,670.2	1 : 9337	10.7	1 : 6298	15.9
SA	153	5.3%	65	4.3%	1,770.8	1 : 11574	8.6	1 : 8123	12.3
TAS	62	2.2%	22	1.5%	541.5	1 : 8734	11.4	1 : 6447	15.5
NT	50	1.7%	46	3.0%	246.6	1 : 4931	20.3	1 : 2568	38.9
ACT	49	1.7%	22	1.5%	431.5	1 : 8806	11.4	1 : 6077	16.5
New Zealand	333	11.6%	124	8.2%	5,084.3	1 : 15268	6.5	1 : 11125	9.0

Notes: * FACEMs in Australia and New Zealand with available workplace details, excluding locums ($n = 2867$). ** FACEM trainees in Australia and New Zealand with available placement details ($n = 1509$). FPR = FACEM to population ratio. FTPR = FACEM and advanced FACEM trainee to population ratio. Population data sources: ¹Australian demographic tables (Australian Bureau of Statistics, 2021). ²New Zealand national population estimates, as at 30 Jun 2020 (Statistics New Zealand, 2020).

Table 21 shows that regional areas in New Zealand have the lowest number of FACEMs and advanced FACEM trainees per population (7.5 per 100,000), much lower than metropolitan areas in New Zealand and both metropolitan and regional areas in Australia.

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

Remoteness	FACEMs*		Advanced FACEM trainees**		Population ^{1,2}		FPR	FACEMs	FTPR	FACEMs + advanced FACEM trainees
	n	%	n	%	n ('000)	%	ratio	n (per 100,000)	ratio	n (per 100,000)
Australia										
Metropolitan	1853	75.4%	1112	82.1%	18586.1	72.3%	1 : 10030	10.0	1 : 6268	16.0
Regional	606	24.6%	243	17.9%	7111.2	27.7%	1 : 11735	8.5	1 : 8376	11.9
New Zealand										
Metropolitan	156	48.0%	86	69.4%	2328.4	45.8%	1 : 14926	6.7	1 : 9621	10.4
Regional	169	52.0%	38	30.6%	2755.9	54.2%	1 : 16307	6.1	1 : 13314	7.5

Notes: * Active FACEMs working in Australia and New Zealand, with primary workplace data (n = 2784). ** Advanced FACEM trainees in Australia and New Zealand with available placement details (n = 1479). FPR = FACEM to population ratio. FTPR = FACEM and advanced FACEM trainee to population ratio. Population data sources: ¹Australian regional and population growth tables (Australian Bureau of Statistics, 2021). ²New Zealand subnational population estimates tables, as at 30 Jun 2020 (Statistics New Zealand, 2020).

There has been a steady increase in the number of FACEMs and advanced trainees per 100,000 population in Australia and New Zealand over the past 11 years (Table 22). In 2010 there were 4.8 FACEMs per 100,000 population across Australia and New Zealand, which increased to 9.3 in 2020, an increase of 94%.

Table 22 FACEMs and advanced trainees per 100,000 population, by region and year

Year	Australia		New Zealand		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

Notes: FACEMs (n = 2867) and FACEM trainees (n = 1509) in Australia and New Zealand with available workplace or placement details, excluding locums and those FACEM trainees working in pre-hospital or retrieval medicine.

7. Discussion of Findings

This report provides a detailed analysis of the emergency medicine specialist (FACEM) and FACEM trainee workforce in 2020, with longitudinal trends from 2008 to 2020. ACEM has seen a steady increase in the number of FACEMs coming through the FACEM Training Program since 2008, with 3094 active FACEMs at the end of 2020. While the proportion of female FACEMs has risen steadily over the past ten years, from 30% in 2011 to 38% in 2020, there is still a long way to go to achieving gender parity in our EM specialist workforce.

There was a relatively smaller increase in the number of trainees enrolled in the FACEM Training Program in 2020, an increase by 17% from 2011, compared with a 119% increase in FACEMs during the same period. While an increasing trend in the number of trainees was observed between 2011 and 2017, there was a decrease in 2018 with a significantly lower trainee intake. This presumably coincided with the introduction of the trainee selection process and a moratorium on trainee intake from the end of 2017. From 2018 to 2020 the number of new trainees enrolling in the FACEM Training Program has been increasing again.

Importantly, there has been a steady increase in the number of FACEMs and advanced trainees per 100,000 population in Australia and New Zealand over the years, increasing by 94% from 2010 to 2020. However, this trend does not consider the increasing emergency care demands of the population, and there is still improvement needed for the workforce to meet the challenges related to ED overcrowding and workforce maldistribution. There were obvious disparities in the FACEM to population ratio between metropolitan and rural-regional areas. However, there has been a gradual increase in the proportion of FACEMs who are working in rural-regional areas, from 20% in 2014 to 33% in 2020.

These findings will be useful to inform planning and policies on FACEM trainee intake and workforce distribution across Australia and New Zealand.

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9. Suggested Citation

Australian College for Emergency Medicine (2021). FACEM and FACEM Trainee Demographic and Workforce 2020 Report. ACEM Report: Melbourne.

10. Contact for Further Information

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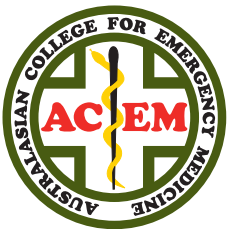
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