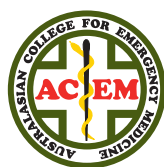




Year in Review 2022

The 2022 ACEM Annual Report



Australasian College
for Emergency Medicine

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

Vision

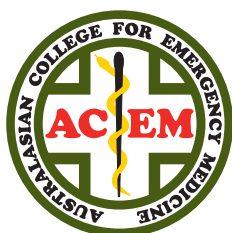
To be the trusted authority for ensuring clinical, professional and training standards in the provision of quality, evidence-based, patient-centred emergency care.

Mission

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

The Australasian College for Emergency Medicine acknowledges the Wurundjeri people of the Kulin Nation as the Traditional Custodians of the lands upon which our office is located. We pay our respects to ancestors and Elders, past, present and future, for they hold the memories, traditions, culture and hopes of Aboriginal and Torres Strait Islander peoples of Australia.

In recognition that we are a bi-national College, ACEM acknowledges Māori as tangata whenua and Treaty of Waitangi partners in Aotearoa New Zealand.



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Emergency Medicine**

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ACEM at a Glance – 30 June 2022

Fellows

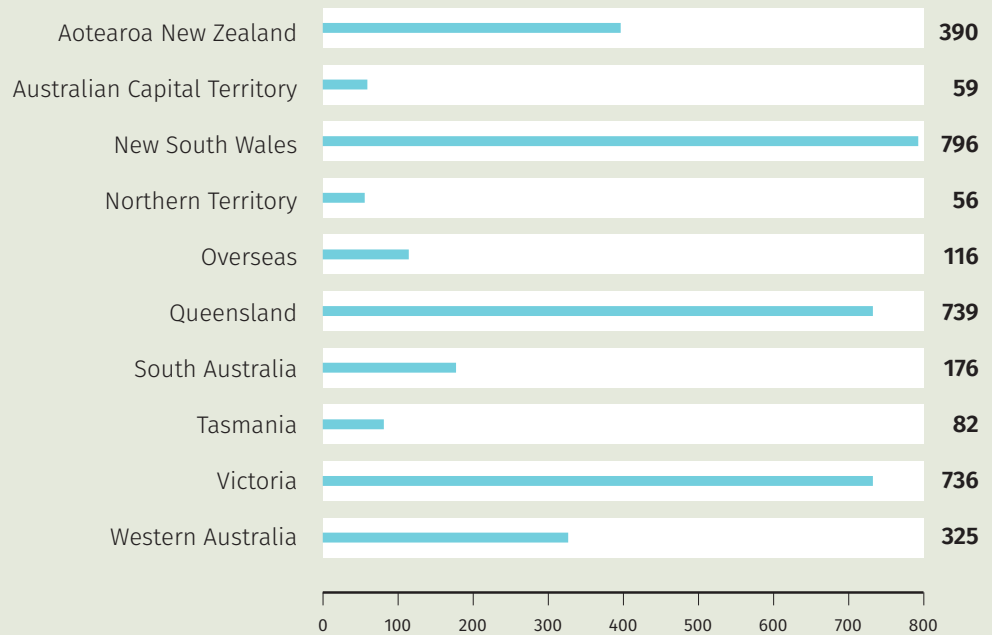
3,475

Active Fellows

284

New Fellows between
1 July 2021 – 30 June 2022

Active Fellows by region



Training programs

2,587

FACEM Training Program trainees

2,332

FACEM Training Program trainees in the legacy training program

255

Trainees in the revised **FACEM Training Program**

415

ACEM Emergency Medicine Certificate (EMC) trainees

146

ACEM Emergency Medicine Diploma (EMD) trainees

49

ACEM Emergency Medicine Advanced Diploma (EMAD) trainees

82

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

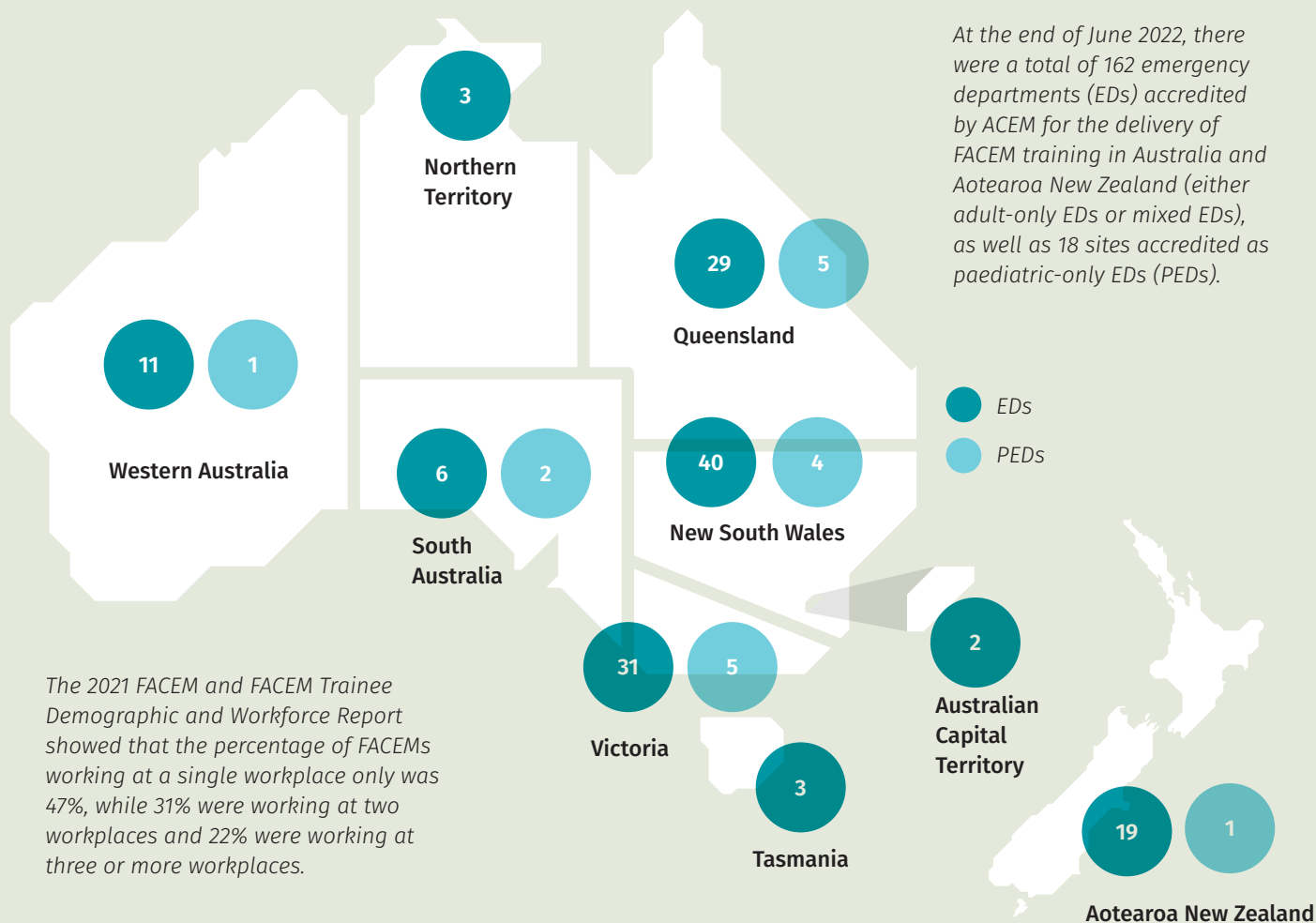
64

Diploma of Pre-Hospital and Retrieval Medicine (DipPHRM) trainees

ACEM accredited emergency department training sites (FACEM Training Program)

162

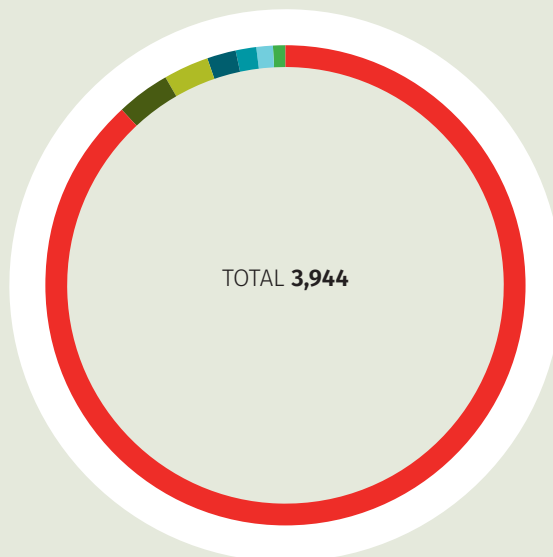
At the end of June 2022, there were a total of 162 emergency departments (EDs) accredited by ACEM for the delivery of FACEM training in Australia and Aotearoa New Zealand (either adult-only EDs or mixed EDs), as well as 18 sites accredited as paediatric-only EDs (PEDs).



The 2021 FACEM and FACEM Trainee Demographic and Workforce Report showed that the percentage of FACEMs working at a single workplace only was 47%, while 31% were working at two workplaces and 22% were working at three or more workplaces.

Membership categories

■ 'Active' Fellow	3,475
■ Retired Fellow	120
■ Diplomate	32
■ Advanced Diplomate	78
■ Certificant	150
■ Educational Affiliate	55
■ International Affiliate	34



President's Report

Dr Clare Skinner, President

If last financial year was defined by the COVID-19 pandemic, then July 2021 to June 2022 has been a period of stabilisation and reintegration.

While COVID-19 remains a major issue, we are adjusting to what has been called, many times, 'the new normal' – in emergency departments and health systems, in our lives, and at the College.

College business has continued, with staff weathering lockdowns, and shifts back and forth from working remotely. I thank them for their flexibility, focus and excellent work, whatever their environment and circumstance.

ACEM examinations have continued, despite ongoing uncertainty. During the reporting period, the College held 24 examination sittings at 38 locations, and online across Aotearoa New Zealand, Australia and internationally. This supported 2,105 candidate attempts at examinations.

We are proud of, and grateful for, the work of our Council of Education, as well as its supporting entities, members, trainees, and the College Education and Training staff.

In June, the 21st International Conference on Emergency Medicine, delivered by ACEM in partnership with the International Federation for Emergency Medicine, saw over 1,600 delegates from more than 65 countries attend the conference either in person in Melbourne, or online.

In emergency departments, access block remained the biggest issue. We have seen growing awareness across governments, and ACEM continues to advocate for whole-of-system solutions. ACEM supported pre-electoral pledges in Australia aimed at improving the health system and will hold the government accountable for delivery.

Thanks also to the College's Council of Advocacy, Practice and Partnerships, its supporting entities, members and trainees. Amid many challenges, advocacy efforts have continued valiantly in the public, private, political and media domains. This has been achieved through the tireless efforts of College members and trainees, supported so ably by ACEM staff.

Workforce issues have worsened, with senior staff continuing to reduce their hours, and large amounts of staff absences due to viruses. This has greatly increased stress on healthcare workers, and focus must urgently be paid to this issue. To that end, ACEM released its *Workforce Planning Strategy*, which is being progressed actively with the key strategic recommendations to be launched from 2023.



This year, we also said goodbye and vale to highly esteemed College founder, former College President, ACEM Medal recipient and Member of the Order of Australia (AM), Associate Professor Joe Epstein. Joe's legacy, along with those of the visionary pioneers of our specialty was captured in the College history book, *From Strength to Strength*, also launched in the past year.

Joe was passionate about diversity and inclusion in emergency medicine practice and leadership, and advocated for better Indigenous health representation, engagement, and outcomes.

In Australia, the College finalised its third *Innovate Reconciliation Action Plan (RAP)* for 2022-2024, to guide us through the next period.

Work progressed in relation to diversity objectives, with the launch of ACEM's inaugural *Governance and Leadership Inclusion Action Plan*, and the College also launched its first *Environmental Strategy*.

Important objectives were also achieved in relation to securing College accreditation with the Australian Medical Council and Medical Council of New Zealand until 2026.

I also thank outgoing College Chief Executive Officer, Dr Peter White, who announced his retirement after seven years with ACEM. We thank Peter for his many contributions to the College, reflected in the Board bestowing him Honorary Fellowship of the College. We look forward to working with the College's incoming CEO, Emily Wooden in the new financial year.

Now, we look to the future.

We have our footing, even if we are still a little wobbly, and now we must create a better future.

If Dr John Bonning, ever optimistic and stoic, was the President we needed to get us through the uncertainty of the pandemic, then I believe it is my time to lead the next chapter: one of collaboration and reimagination as we strive to create a new health system that can meet the needs of all people – including its workers.

Thank you to all members, trainees and College staff. This is, as you know, truly a team effort.

A handwritten signature in black ink, appearing to read 'Clare', written in a cursive, flowing style.

Dr Clare Skinner
President

ACEM Board

as at 30 June 2022



Dr Clare Skinner
President



Dr John Bonning
Immediate Past President



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



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



Dr Rebecca Day
FACEM General Member



Associate Professor Melinda Truesdale
FACEM General Member



Dr Shannon Townsend
Trainee Member



Ms Jacqui Gibson-Roos
Community Representative



Mr Craig Hodges
Non-FACEM Member



Ms Libby Pallot
Non-FACEM Member

CEO's Report

Olly Jones, Acting Chief Executive Officer

Over the past financial year, the College has been working in a new world, while consolidating past experiences for a strong future.

The *ACEM Strategic Plan 2022 – 2024; Building on Success*, was finalised during this period and follows on from the document that covered the preceding three-years. As indicated by the then-President Dr Simon Judkins in the *2019 – 2021 Strategic Plan; The Next Phase*, that period was planned as one where ACEM sought to embed organisational cultural change and to harness work underway through the collaborative efforts of members, trainees and staff. The new Strategic Plan for the next three-year period was developed during the latter stages of 2021 and early 2022 and involved input from multiple internal and external stakeholders.

The College has reviewed its Business Plan, indicating significant achievement against intended activities relating to all six Strategic Priorities, as well as outcomes relating to work that was not envisaged when the period commenced, but which became necessary as a result of the COVID-19 pandemic. The College is well placed to progress its new Strategic Plan, and resulting updated Business Plan, over the years ahead.

A significant expansion in the number of community members appointed to ACEM entities has occurred in recent years. To further complement that involvement and enable a more coordinated involvement of the group as a whole, the ACEM Board in April 2022 approved the formation of an ACEM Community Member Reference Group. The Reference Group will operate according to defined Terms of Reference and will be Chaired by the Community Member appointed to the ACEM Board.

ACEM has continued its significant work in Indigenous health in both Australia and Aotearoa New Zealand, with the finalisation of the College's third *Innovate Reconciliation Action Plan (RAP)* through the ACEM RAP Steering Group. The document has been endorsed by the ACEM Board, as well as by Reconciliation Australia. Significant work is also ongoing in relation to ACEM's *Manaaki Mana Strategy*.



ACEM's Workforce Planning Committee (WPC) undertook further consultation with members, trainees and external stakeholders in 2021 regarding a proposed series of solutions aimed at addressing the key workforce issues facing the emergency medicine specialty – persistent issues of geographic maldistribution, sustainability of a long-term FACEM career, and the complicated interaction between the needs of FACEM trainees with jurisdictional workforce needs.

Following review of responses by the WPC, a final set of recommendations were provided to the ACEM Board, which were approved in December 2021. This, in turn, formed the basis of ACEM's inaugural *Workforce Planning Strategy*, launched in early 2022.

In summary, the recommendations to be progressed under the Workforce Planning Strategy over three to five years and beyond include the introduction of accredited training networks, mandatory rural placements, piloting safe blended and remote supervision models, and introducing detailed guidelines for health services regarding medical workforce models utilising appropriate non-FACEM senior decision makers.

Meanwhile, through funding from the Australian Government, the National Program continued to deliver emergency medicine education to improve access to quality emergency care in rural, regional and remote areas.

In concluding, I would like to offer sincere thanks to all ACEM members, trainees and staff, whose collective efforts have been instrumental in progressing the significant and vast breadth of work and activity outlined in the pages of this report.

A handwritten signature in black ink that reads "Olly Jones". The signature is written in a cursive, flowing style.

Olly Jones
Acting Chief Executive Officer

College Councils

Membership

Council of Advocacy, Practice and Partnerships (CAPP)

Associate Professor Didier Palmer OAM, Chair

Dr Kimberly Humphrey, Deputy Chair (from 2020 AGM)

Dr Clare Skinner, President-Elect (until 2021 AGM),
President (from 2021 AGM)

Dr John Bonning, President (until 2021 AGM),
Immediate Past President (from 2021 AGM)

Dr Kate Allan, Aotearoa New Zealand

Dr André Cromhout, Aotearoa New Zealand

Dr Aline Archambeau, Australian Capital Territory
(from 2021 AGM)

Dr Suzanne Smallbane, Australian Capital Territory
(until 2021 AGM)

Dr Rhys Ross-Browne, New South Wales

Dr Trevor Chan, New South Wales (from 2021 AGM)

Dr Andrew Coggins, New South Wales (from 2021 AGM)

Associate Professor Sally McCarthy, New South Wales
(until 2021 AGM)

Dr Stephen Gourley, Northern Territory

Dr Jess Forbes, Queensland (until 2021 AGM)

Dr Kim Hansen, Queensland (until 2021 AGM)

Dr Alex Markwell, Queensland (from 2021 AGM)

Dr Shantha Raghwan, Queensland (from 2021 AGM)

Dr Niall Small, Queensland (until 2021 AGM)

Dr Ajith Thampi, Queensland (from 2021 AGM)

Dr Daniel Haustead, South Australia

Dr Juan Carlos Ascencio-Lane, Tasmania

Professor George Braitberg, Victoria (until 2021 AGM)

Dr Belinda Hibble, Victoria

Dr Edward Oakley, Victoria (until 2021 AGM)

Dr Andy Tagg, Victoria (from 2021 AGM)

Associate Professor Melinda Truesdale, Victoria
(from 2021 AGM)

Dr Peter Allely, Western Australia

Dr Eve Foreman, Western Australia (from 2021 AGM)

Dr Nicole Liesis, Western Australia (until 2021 AGM)

Dr Steven Chiang, Trainee Committee Chair
(from February 2022)

Dr Harriet Jennings, Trainee Committee Chair
(until 2021 AGM)

Ms Louise Johnson, Community Member
(from December 2021)

Council of Education (COE)

Dr Barry Gunn, Censor-in-Chief

Dr Kate Field, Deputy Censor-in-Chief

Dr Clare Skinner, President-Elect (until 2021 AGM),
President (from 2021 AGM)

Dr John Bonning, President (until 2021 AGM),
Immediate Past President (from 2021 AGM)

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

Dr Selina Watchorn, Regional Censor for Australian Capital
Territory (from September 2021)

Dr Miguel Taliana, Regional Censor for New South Wales

Dr Rebecca Day, Regional Censor for the Northern Territory

Dr Darren Powrie, Regional Censor for Queensland
(from October 2021)

Dr Sharyn Smith, Regional Censor for Queensland
(until September 2021)

Dr Alistair Fergusson, Regional Censor for South Australia

Dr Laura Pulbrook, Regional Censor for Tasmania
(from April 2022)

Dr Viet Tran, Regional Censor for Tasmania (until April 2022)

Dr Jonathan Dowling, Regional Censor for Victoria

Dr Simone Bartlett, Regional Censor for Western Australia

Ms Jacqui Gibson-Roos, Community Member

Dr Steven Chiang, Trainee Committee Chair
(from February 2022)

Dr Harriet Jennings, Trainee Committee Chair
(until 2021 AGM)

CAPP Report

Associate Professor Didier Palmer OAM, Chair



The 2021-2023 term welcomed a new regionally-elected membership of the Council of Advocacy, Practice and Partnerships (CAPP).

The membership once again reflects ACEM's diverse and talented leadership pool. COVID-19 continued to shine a light on emergency medicine, with growing public awareness of deteriorating conditions in emergency departments (ED). Emergency medicine is now a mature discipline, and our influence extends beyond departments/hospitals into jurisdictional and national governments.

A State of Emergency

ACEM's first annual ED advocacy report, *State of Emergency*, prepared during the reporting period ahead of planned release in the new financial year, starkly reflects the everyday experiences of members. The report presents national, state, and hospital peer-group data. Since 2016-2017, the increase in ED presentations (14%) has outstripped population growth (5%), with admissions increasing 3% and hospital beds declining 4%. It now takes 13 hours for most (90%) admitted patients to depart the ED.

EDs have typically been targeted for reconfiguration to solve flow problems, never with lasting beneficial effects. The College is advocating for solutions based on evidence, not those simply targeting spaces where systemic problems manifest.

The College has:

- Supported ED researchers to successfully bid for millions of dollars of federal research funding to improve acute care and reduce ED waiting times.
- Continued to advocate for universal adoption of the ACEM Hospital Access Targets as a measure of whole-of-hospital health rather than 'ED efficiency'.
- Commissioned an independent systematic review of access block solutions and are preparing recommendations suitable for piloting binationally.

ACEM supports decision-makers in reducing pressure on EDs and challenges misconceptions on causation. For example, the College is advising federal government on the planned roll-out of Urgent Care Clinics while cautioning that reduced overcrowding will depend on service positioning, scope-of-practice, and staffing.

Patient-centred advocacy

Terms such as 'access block' are less familiar outside the ED, and behind such labels lie vulnerable people awaiting care. Accordingly, ACEM's federal election campaign was based on: acute aged care; rural health equity; and, specialist disability accommodation.

ACEM's relationship with both major political parties has been open and solution focused. As Opposition becomes Government, College advocacy will continue to focus on failing social care systems, the care of vulnerable people and health service capacity.

ACEM champions inclusiveness, patient-focused care, and strong communities. This is particularly important with respect to the crisis in mental health. The College continues to reach out to governments and psychiatrist colleagues to ensure dialogue happens within the context of patient safety.

The safe ED

The ACEM *Quality Standards for EDs* set expectations for equitable, safe, and high-quality emergency care. In April 2022, the new version was launched bi-nationally in tandem with an interactive implementation toolkit. Using case studies and an audit tool, it is a 'living resource' to which all ED staff can contribute.

We are proud of work conducted in the area of cultural safety, a standout being the ground-breaking *He Ara Tiatia ki te Taumata o Pae Ora Manaaki Mana: Pathways to Achieving Excellence in Emergency Care for Māori* guidelines, developed by the Manaaki Mana Rōpu (Implementation Steering Group).

Constructing the ED workforce

ACEM's workforce-related standards are being combined, for consultation with all members, into unified *G23 Guidelines on Constructing an ED Workforce*, focusing on models of care, medical staffing roles across the ED, and skill-mix. A key component is a skills matrix within which ED staffing needs can be matched against expertise levels.

Partnering in the Pacific

A considerable number of Pacific Island countries faced first waves of COVID-19 in early 2022. Amongst a host of partnership activities, the ACEM Global Emergency Care Committee organised COVID-19 Online Support Forums for more than 35 emergency care providers across the Indo-Pacific.

We continue to push our governments to be leaders in the Pacific region, to ensure health systems have the capacity to address the evolving risks climate change poses to Pacific communities.

COE Report

Dr Barry Gunn, Chair and Censor-in-Chief



Almost five years since the first Training Program Review Working Group meeting, the revised FACEM Training Program commenced on 7 February 2022. At this time, 256 trainees commenced Training Stage 1 (TS 1).

The revised program ensures that graduates of the FACEM Training Program have the necessary skills to best equip them for their future practice as emergency physicians in Australia and Aotearoa New Zealand. There are many new features to the revised program. These include online modules in the different training stages. TS 1 has modules in Indigenous health, cultural competency, ACEM Core Values and critical airway management. Also featured in TS 1 is the implementation of workplace-based assessments focusing on the history and assessment of different body systems and communication skills related to patient handover and referral.

Also implemented was the revised *FACEM Curriculum* and the revised accreditation system. The former explicitly outlines the learning requirements that a graduate of the FACEM Training Program is expected to achieve in the eight domains of the curriculum. New and expanded areas include Indigenous and refugee health, ultrasound, observational medicine, and disaster management, including climate emergencies. The revised three-tiered accreditation system applies to all emergency departments in public hospitals accredited as training sites for the FACEM Training Program.

Earlier this year, the College received the outcome from both the Australian Medical Council and the Medical Council of New Zealand of its accreditation as an emergency medicine training program provider following the inspection in August 2021. Accreditation has been extended to the maximum time available of four years, until 31 March 2026. This was an extremely good result and is testament to the significant work undertaken by all, including members, trainees and ACEM staff.

This past year saw the retirement of the College Deputy Chief Executive Officer (CEO), Lyn Johnson and CEO, Dr Peter White. Their enormous efforts in all areas of the College, but particularly education and training, were very much appreciated by all on the Council of Education (COE) and have ensured a brilliant legacy.

COE was very excited to welcome Olly Jones as Deputy CEO in November 2021, overseeing the College's education, training and information technology areas. He has continued Lyn's amazing work and has already made many positive contributions. COE looks forward to welcoming Emily Wooden as the new CEO, and was also very pleased to welcome the promotions of Anna Kaider to Executive Director, Education and Damien Reddrop to Executive Director, Training. These promotions are testimony to the highly skilled work and professionalism that these individuals bring to ensure that ACEM is the world leader in emergency medicine training.

The COVID-19 pandemic continues to affect us all and the delivery of ACEM's training programs. However, with the easing of restrictions and life in both countries returning to the new normal, COE continues to review and adjust the modifications that have been made to its training programs. The 2022.2 FACEM Training Program clinical examinations will return to being held at the AMC National Testing Centre in Melbourne and the written examinations will only be held at Cliftons centres rather than at additional regional centres. However, COE will review this should jurisdictional restrictions be reinstated in the future which affect the ability of trainees to attend examinations.

Finally, this is my last annual report as Censor-in-Chief of the College, as I will be stepping down from this role at the 2022 Annual General Meeting of the College after almost seven and a half years in the role. I would like to sincerely thank all the members of COE and its entities (both current and past) and the ACEM staff for all their work and support. I would especially like to thank Dr Simon Chu, Associate Professor Gabriel Lau and Dr Kate Field who have all served as Deputy Censor-in-Chief during my tenure, Dr Anthony Cross, Professor Tony Lawler, Dr Simon Judkins, Dr John Bonning and Dr Clare Skinner, the five presidents I have served under, and Lyn Johnson, Peter White, Anna Kaider, Damien Reddrop, Caroline Burrowes, Georgina Anderson and Olly Jones for all their support, guidance and wisdom. It has been a privilege and honour to have served ACEM in this role. I look forward to continuing to assist the College grow *From Strength to Strength*, which is the apt title of the ACEM history book, launched during the financial year.

Advancing Education and Training

Against an ongoing backdrop of uncertainty, education and training for ACEM trainees and members has continued in emergency departments (EDs) across Australia and Aotearoa New Zealand, despite the persistence of COVID-19.

As the pandemic has progressively evolved, Zoom and Teams have remained the primary means of communication and collaboration in this hybrid model of 'business as usual'.

Revised FACEM Training Program

The development of support resources, communication and the new training portal has been a major focus of both the Training and Education departments leading up to the launch of the revised FACEM Training Program and continues to be a focus as trainees move through each Training Stage.

A suite of support resources, including guides, videos and posters were developed to assist trainees, Directors of Emergency Medicine Training (DEMTs) and FACEMs as they navigate the new training program structure, several new assessment types, new training requirements and new training portal. These resources were made available on a dedicated web page and were progressively added to after the start of the training year.

Workshops with DEMTs and Local Workplace-Based Assessment (WBA) Coordinators were held to provide detailed information on the requirements of the revised training program and several information sessions, open to all FACEMs, were also conducted, which gave a higher-level overview of the revised program to the wider membership.

A new training portal was developed to administer the revised training program, with a very different look and feel to the previous training portal and one which is more mobile friendly.

Trainees enrolled in the FACEM Training Program prior to 2022 are continuing to complete their training on their current program but will be transitioned to the revised training program over the next two years. Transition principles were developed and communicated in line with the principle to not disadvantage trainees following their transition to the revised program.

Selection into FACEM Training

The 2021 selection rounds for trainees commencing the 2022 training year, and the first set of trainees to start on the revised FACEM Training Program, received 300 applications, of which 270 (90%) were successful. Of those successful applications, 256 completed their enrolment. This was the first year of applications under revised eligibility criteria requiring a longer period in an ED and the introduction of revised reference forms and rating scales. These changes were made to ensure the selection process more rigorously identifies those most suited to enter and succeed in FACEM training.

The normalisation of Zoom has presented opportunities to reach more people more effectively and, as such, online information sessions for those seeking to enter the FACEM Training Program were delivered for the first time, with over 60 prospective trainees attending in the first half of 2022 to find out more from FACEMs, current trainees and ACEM staff about the training program, selection requirements, and a career in emergency medicine, more generally.

In addition, online orientation sessions were also held for all new trainees, with the ACEM President and other FACEMs welcoming new trainees to the program.

FACEM Training Program

Over 2,000 trainees continued on the pre-2022 FACEM Training Program and, while still facing the challenges of COVID-19, progressed without significant delay. An expedited special consideration process, which did not require a fee or significant detailed supporting evidence, was still available to trainees impacted by COVID-19, however, there were considerably fewer applications than the previous year.

With the focus being on the implementation of the revised FACEM Training Program, new training program initiatives and processes were less prevalent, however, those implemented in previous years were now being established as business as usual activities, including DGMT appointment and re-appointment processes, identifying trainees in difficulty to provide early intervention strategies, the distribution of deidentified individual training site feedback from the annual trainee survey, and the appointment of site trainee representatives to improve the communication between sites and the Trainee Committee and College.

As the pandemic continued to impact the opportunity for trainees to present research projects at ACEM events, online options were again made available for projects to be adjudicated remotely and enable trainees to progress through their training.

A new category of interruption to training, Wellbeing Interruption, was introduced to provide the option for trainees to continue to work in an accredited training placement but take a break from having to complete assessments, providing a further support option for those that may be experiencing burnout or having difficulty with progressing in their training.

Following a decision by the ACEM Board, almost all trainees on the pre-2022 FACEM Training Program completed the ACEM Assessing Cultural Competence modules, with only a small number of trainees given extensions due to interruptions to their training.

Joint Paediatric Emergency Medicine (PEM) Training Program

The College continues to see a growing number of trainees enrolling in the PEM training pathway with ACEM. Almost 300 trainees and FACEMs were enrolled in the program throughout the reporting period, with 15 completing the Joint PEM Training Program and being eligible to register as a PEM specialist. The Committee for Joint College Training in Paediatric Emergency Medicine Training (CJCT-PEM) provides oversight of the Joint PEM Training Program for both ACEM and the Royal Australasian College of Physicians (RACP), with Committee members made up of Fellows and trainees from both colleges.

In light of the introduction of the revised FACEM Training Program and given the significant crossover of training requirements with the Joint PEM Training Program, the CJCT-PEM agreed to introduce assessment requirements to the Joint PEM training pathway with ACEM, including WBAs and core procedures, which have now been incorporated into regulation for new enrolments in 2023. These new assessments aim to aid rigour to the program and will provide additional assessment data for the PEM Trainee Progression Review Panel.

RACP informed ACEM that they would no longer be offering the option for FACEMs to obtain dual Fellowship with RACP under a 'fast-track' pathway that has been in place for several years. A reciprocal pathway has also been available for Fellows of RACP (FRACP) to achieve dual Fellowship with ACEM. Despite the decision of RACP, the CJCT-PEM and Council of Education agreed to retain the pathway to dual Fellowship for FRACPs, which requires the successful completion of 12 months of Adult ED training and both ACEM Fellowship examinations.

Accreditation

To align with the requirements of the revised FACEM Training Program, a revised accreditation classification system began at the start of the 2022 training year. A three-tiered system is now in place with limits on the amount of time a trainee can train at a site now being calculated from the start of their training. To allow for this, many sites saw an increase of at least 12 months on their limits compared to the previous system.

Accreditation visits continued to be conducted either virtually or in a hybrid inspection model with some local inspectors attending in person, if deemed essential.

During the reporting period:

- 36 ED/Paediatric ED inspections were conducted – 28 routine inspections, two focused and six sites seeking accreditation for the first time
- 30 Special Skills Placement (SSPs) inspections were conducted – eight routine, two focused and 20 new inspections
- 34 Category T applications were approved – nine across Aotearoa New Zealand and Australia, and 25 overseas.

The revised FACEM Training Program also sees the implementation of a specific stage of training with learning outcomes related to leadership, management and supervision – Training Stage 4. To ensure sites can deliver training and provide trainees with the opportunities to meet the required assessments and learning outcomes, additional Training Stage 4 accreditation guidelines are required to be met. Sites were invited to apply for Training Stage 4 provisional accreditation via a paper-based application process, with more detailed documentation required at their next scheduled inspection. Almost 70 EDs/Paediatric EDs obtained provisional accreditation of Training Stage 4. Additionally, 34 non-ED sites were provisionally accredited for Training Stage 4.

Emergency Medicine Certificate and Diploma Training Programs

The revised ACEM Emergency Medicine Certificate (EMC) and Diploma (EMD) training programs and the new ACEM Advanced Diploma (EMAD) training program are now fully embedded, with the majority of enrolments in the Certificate training program and growing enrolments in the Diploma and Advanced Diploma training programs.

Due to COVID-19 restrictions, Emergency Medicine Certificate/Diploma supervisor workshops continued to be delivered online only, however the number of registrations remained strong, enabling more members to become supervisors.

Almost all trainees are now training on the revised or new programs, with a significant project completed to transition trainees on the old Diploma training program to the revised EMD or EMAD. Trainees on the old EMC program remain training on that program up until their due date for completion. The last of these trainees are due to complete in August 2022.

With a number of trainees outside Australia and Aotearoa New Zealand enrolling in the EMC or EMD, arrangements were made with hospitals in Australia and Aotearoa New Zealand to complete some training and supervision requirements.

A summary of those training overseas is provided below:

- Tonga; two trainees enrolled in the EMC and two enrolled in the EMD
- Vanuatu; four trainees enrolled in the EMC
- Iceland; one trainee completed the EMD and three trainees enrolled, one in each of the three programs.

The College also received interest from several doctors in Samoa to complete the EMC and arrangements are being made that will hopefully result in future enrolments.

The introduction of the revised and new programs saw the implementation of new examination formats and the introduction of a standard setting approach, aligning with the approach used for the FACEM Training Program examinations.

Following a previous decision of the ACEM Board, pre-2021 EMD trainees were provided with the option of receiving the EMAD and applying for Advanced Diplomat membership status with the College. During this reporting period, 50 trainees took up this option and received the EMAD.

Diploma in Pre-hospital and Retrieval Medicine

The Diploma in Pre-hospital and Retrieval Medicine (DipPHRM) is in its second year of implementation, now delivered in 19 Pre-Hospital and Retrieval Medicine (PHRM) services accredited by the Conjoint Committee in PHRM (CCPHRM) across Australia and Aotearoa New Zealand. Whilst the DipPHRM is available to all trainees

and Fellows of the CCPHRM participating Colleges, 65% of 2022 enrollees are trainees or Fellows of ACEM. DipPHRM training across these sites is overseen by 50 Training Supervisors, whilst WBAs are conducted by over 757 Assessors, including Fellows of participating colleges, paramedics, flight nurses and aircrew.

As part of the suite of assessments for the DipPHRM, trainees are required to pass the DipPHRM Written Examination before attempting the DipPHRM Objective Structured Practical Examination (OSPE). As has been the case for other ACEM examinations, the inaugural DipPHRM OSPE was delivered in a modified format during this reporting period. Conducted at the Cliftons Centres in Brisbane, Sydney and Adelaide, the DipPHRM OSPE comprised six standardised stations through which candidates rotated, assessed by an examiner in-room and another virtually. For those candidates sitting the examination in overseas locations, the examination was conducted via Zoom with both examiners assessing candidates virtually. The easing of pandemic-related travel restrictions and quarantine requirements saw a return to a centralised practical examination conducted at the Toll Training Centre, Bankstown Aerodrome, New South Wales, with both examiners assessing in-room. Each station presented a realistic PHRM scenario where candidates were required to demonstrate their practical clinical skills in austere environments.

Examinations

During the reporting period, despite the ongoing challenges presented by the COVID-19 pandemic and its uncertain evolution in time and location, the College has conducted all examinations for FACEM trainees, specialist international medical graduates (SIMGs) and EMC, EMD and DipPHRM trainees. Eligible trainees have had the opportunity to sit their examinations in regional centres, once again with one on-site and one remote examiner via video link for each station. Written examinations have been conducted online, with some under online proctoring arrangements to provide trainees an opportunity to sit their examinations despite travel restrictions and quarantine requirements in place.

As with other College activities for which there was hope at the beginning of 2022 that these could return to face-to-face format, those activities associated with examinations, including meetings of examination working groups, standard setting panels and examiners for the purposes of training and marking, have all been conducted via Zoom. These have enabled not only the conduct of all examinations but also the continued



DipPHRM trainees at MedSTAR, South Australia

building and enhancement of question banks, augmented by regional workshops conducted online.

Despite the challenges of working remotely and online, enhancements to assessment systems have continued throughout the period of reporting, including:

- Enhancement of the online marking system used by examiners during the clinical examinations
- Enhancement and upgrading of the online marking system used by examiners for marking the Fellowship Written and DipPHRM Written Examinations
- Enhancement of the online system for standard setters of all ACEM written examinations to enable concurrent monitoring of standard setting.

SIMG Assessment

Administration of the SIMG assessment processes has continued throughout the reporting period. Following the introduction of revised Medical Board of Australia (MBA) Standards for specialist medical college assessment for SIMGs in early 2021, the necessary resultant regulation changes and process improvements have enabled the assessment and interview of SIMG applications for both Australia and Aotearoa New Zealand. These have continued via the Zoom platform, and with the increase in the number of assessors available, over two days each month.

Updates and improvements to online information management systems have been made to ensure information and communications technology are fit for purpose. These enhancements have facilitated more efficient validation of data on standard reports. Furthermore, supporting resources for SIMG applicants have been developed and promulgated, including guidelines and other communications.

Continuing Professional Development

As part of the introduction of the revised MBA Continuing Professional Development (CPD) Registration Standard approved in July 2021, ACEM implemented its revised CPD Program in January 2022. This included the amalgamation of the specialist and non-specialist programs into a

single ACEM CPD Program with a shared list of procedural skills from which to choose to complete the skills-based component of the program. The skills comprise core airway, breathing and circulation procedures and those that are specific to a particular category of emergency medicine practice. Evaluation of the revised ACEM CPD Program informed amendments to the program and the development of additional support resources for members, particularly in the CPD pillars of Reviewing Performance and Measuring Outcomes.

Further in this reporting period, the MBA consulted with specialist medical colleges regarding the introduction of CPD Homes and the criteria for an organisation to be accredited as a CPD program provider. Following an expression of interest process, ACEM embarked on the transition to CPD Home accreditation status, continuing to provide members the services to support them in meeting their regulatory body CPD obligations.

Educational Resources

The wide variety of online modules and curated resources offered by the College on its Educational Resources site further expanded during this reporting period. In particular, the Emergency Department Ultrasound Committee (EDUC) worked with College and external developers to create a suite of online modules designed to support the education of both trainees and Fellows alike in the use of point of care ultrasound in the ED. The modules include:

- Introduction to ED POCUS
- Physics of Ultrasound
- eFAST
- FELS
- AAA
- Lung
- Procedural Guidance
- Governance of Ultrasound in the ED

In addition to these modules, the EDUC and Emergency Medicine Ultrasound Group (EMUGs) collaborated in the development and publishing of resources for Clinical Leads in ED Ultrasound, with resources available on both the ACEM Educational Resources site and the EMUGS website.



The ACEM Education and Training Departments thank all Fellows, trainees and other members for their ongoing perseverance, flexibility and dedication throughout the ongoing challenges posed by the pandemic this year. In particular, ACEM is indebted to the time, energy and expertise of Censor-in-Chief Dr Barry Gunn, who has served in this role for over seven years. Dr Gunn, with the support of Deputy-Censor-in-Chief Dr Kate Field, and all members of the Council of Education, has provided timely sage advice and guidance and lead by example throughout his tenure, especially in this time of uncertainty and evolution to a 'new normal'.

National Program

Through funding from the Australian Government, the National Program continued to deliver emergency medicine education to improve access to quality emergency care in rural, regional and remote areas. There are six components to the National Program, as outlined below.

Emergency Medicine Education and Training Program

The Emergency Medicine Education and Training (EMET) Program continued to support regional, rural and remote emergency departments and urgent care services. This support came from both the training and supervision of doctors and other health professionals who are not specifically trained in emergency medical care. EMET funding enables FACEMs to deliver supervision and training of EMC/EMD trainees, emergency medicine training sessions, and on-the-floor teaching and supervision to build capacity in smaller emergency departments. In 2021, more than 450 sites participated in EMET training.

Specialist Training Placements and Support

The Specialist Training Placements and Support (STPS) continues to extend vocational training for specialist registrars into settings outside traditional metropolitan teaching hospitals; this includes regional, rural and remote areas, as well as private facilities. ACEM was funded for 57 FTE positions in 2021.

Tasmanian Project

The Tasmanian Project continued to support approved speciality training to be undertaken and completed in Tasmania and support the training and retention of specialist doctors in the Tasmanian health system. This investment must contribute to the sustainability of

speciality training and supervisory posts for Tasmania and the delivery of high-quality health services to the Tasmanian community.

ACEM currently facilitates six trainee posts, along with complementary supervisory positions, in Tasmanian emergency departments.

Integrated Rural Training Pipeline

The Integrated Rural Training Pipeline (IRTP) aims to help deliver a sustainable, Australian-trained future medical workforce for regional, rural and remote communities.

Trainees funded under the IRTP complete a target of 75% of their Fellowship training (66% minimum) in a rural or regional area (MM2-7).

In 2021, ACEM was funded for 12 FTE positions.

Emergency Department Private Sector Clinical Supervision (EDPSCS)

The EDPSCS Program provided support for training emergency medicine specialists in the private sector.

The program aimed to expand and enhance the training capacity of the emergency centre at private hospitals by maintaining a full-time equivalent emergency medicine clinical supervision position. For 2021, there were eight FTE positions, each occupied by a senior FACEM within the emergency department of a private hospital. Unfortunately, the Department of Health defunded the program at the end of the 2021 academic year.

Support projects

In 2021, the following support projects were undertaken and completed using National Program funding:

- Better Mental Health in Rural Emergency Department (MHRD) project;
- Cultural Safety Toolkit Audit and Picture-based Communication Trial;
- ED Ultrasound Digital Learning Modules for Rural Workforce;
- EM Digital Learning Resources for Rural Workforce; and
- Review of ACEM Quality Standards and Development of Online Resource.

The National Program team thanks all Fellows, trainees and other members of the National Program Steering Committee for their ongoing efforts and support of the work of the National Program.

Faculty Reports

Aotearoa New Zealand

The Aotearoa New Zealand Faculty was actively involved in a number of policy and advocacy activities over the past year. The Faculty responded to numerous consultations with key entities including New Zealand Police, the Medical Council of New Zealand, the Immunisation Directorate, the Mental Health and Wellbeing Commission, and the Health Quality and Safety Commission. ACEM also responded to the 2022-2023 New Zealand budget, noting the significant investment in health but also the absence of investment in areas that contribute to emergency department (ED) overcrowding and access block, including mental health and the healthcare workforce crisis. ACEM urged the government to work with clinicians to formulate solutions to these issues. The Mental Health in EDs project has continued, with a contract signed between ACEM and Allen + Clarke to undertake required research and report writing. Work has begun on stakeholder engagement and further research as directed by the steering group.

The Faculty remains committed to the *Manaaki Mana Strategy*. Manaaki Mana Rōpū (Implementation Steering Group) held a virtual hui (meeting), Manaaki Mana: Ngā Ara ki te Taumata o Pae Ora, which focused on the development of 'cultural wellbeing' standards for EDs across Aotearoa New Zealand. It also considered how to honour the Treaty of Waitangi in the context of ACEM and emergency care. The Manaaki Mana group also had a refresh hui dedicated to going over Te Rautaki Manaaki Mana strategy (2019-2022) and updating it for the next period. ACEM also wrote to Justice Minister Kris Faafoi regarding alcohol-related harm and the impact on Māori in low socio-economic areas. A response advised the government will be reviewing the Sale and Supply of Alcohol Act this parliamentary term and that ACEM will be part of the consultation process.

In relation to managing COVID-19 and the vaccination rollout, the Faculty met with representatives from the Ministry of Health, GPs and urgent care as well as attending a ministerial meeting with the COVID-19 Independent Continuous Review, Improvement and Advice Group.

The Faculty congratulated Dr Kate Allan for her election as Faculty Board Chair and thanked Dr André Cromhout, who stepped down from the role. The Faculty also thanked Dr Andrew Ewens, Dr Harriet Jennings, Dr Natasha McKay and Dr Suzanne Moran for their contributions in the previous term, and welcomed Dr Philip Gartland, Dr Harriet Harper, Dr Michael Connelly and Dr Donagh MacMahon to the Faculty Board.

Faculty Board

Dr Kate Allan (Chair)

Dr Elspeth Frascatore (Deputy Chair)

Dr Stuart Barrington-Onslow

Dr John Bonning

Dr Michael Connelly

Dr André Cromhout

Dr Philip Gartland

Dr Harriet Harper

Dr Donagh MacMahon

Dr Cameron Rosie

Dr Kim Yates

Australian Capital Territory

The Australian Capital Territory (ACT) Faculty led the way on advocating for ACEM's Hospital Access Targets (HAT) in 2021-2022, with the Minister of Health committing to a trial of the HAT in the territory's two major public hospitals. Both HAT and the National Emergency Access Target were measured 'head-to-head', with results from the trial expected to be available later in 2022.

The Faculty has also benefited from ongoing positive engagement with the Minister for Mental Health, with advice provided on the importance of the Police, Ambulance and Clinician Early Response program, the Safe Haven Café pilot, the ACT budget, and concerns around the gazettal of Calvary Emergency Department for mental health care.

The Faculty Board thanked Dr Suzanne Smallbane for her work as Chair of the Faculty and congratulated her on being awarded the ACEM Distinguished Service Award. The Faculty Board also thanked Dr Scott Hayter for his work as the Faculty Board's Trainee Representative. Dr Aline Archambeau was welcomed as the new Chair of the Faculty Board and regionally-elected member on the Council of Advocacy, Practice and Partnerships (CAPP) for the ACT, as well as new Faculty Board members Dr Shakeeb Bani Yaseen, Dr Amy Ting and Dr Stuart Vernon. Planning is also underway for the College's Annual Scientific Meeting (ASM) to be held in Canberra in 2023, with Dr Shakeeb Bani Yaseen appointed as the ASM Chair.

Faculty Board

Dr Aline Archambeau (Chair)

Dr Selina Watchorn (Deputy Chair)

Dr David Banfield

Dr Shakeeb Bani Yaseen

Dr Amy Ting

Dr Stuart Vernon

New South Wales

The management of multiple COVID-19 outbreaks dominated much of the Faculty's attention for 2021-2022, particularly at the height of community restrictions and lockdowns. The pandemic also increased workforce strain, particularly at smaller sites. ACEM hosted three emergency department COVID-19 briefing meetings for Directors of Emergency Medicine in New South Wales (NSW), allowing FACEMs to share their experiences and best practice during the Delta outbreak. The meetings were very successful and widely attended.

The Faculty was able to meet in person at the Wollongong Evidence Review Conference in March 2022, where Hospital Access Targets, mental health advocacy, workforce consultation and the maldistribution of the workforce were discussed. This hybrid meeting saw more than 100 attendees in person and online, and support was given for more hybrid meetings in the future.

The Faculty also continued its advocacy to government in relation to ongoing access block, writing to the new NSW Premier and Deputy Premier to draw their attention to the crisis, particularly in rural areas. As a result, the Faculty Chair met with the Chief Executive of Health Infrastructure NSW regarding rural health funding. Camille Dooley and Sara Marmara from the Ministry for Health also addressed the Faculty, presenting on the Ministry's work around access block and emergency department advocacy.

The NSW Faculty Board expressed its appreciation to Associate Professor Sally McCarthy, Dr Joshua Mortimer and Dr Anne Walton, who stepped down from the Faculty Board in the last year. The Faculty Board congratulated Dr Trevor Chan and Dr Andrew Coggins for their new roles as regionally-elected members for NSW on CAPP and welcomed new Faculty Board members Dr Dane Chalkley, Dr James Tadros and Dr Victoria Connolly.

Faculty Board

Dr Trevor Chan (Chair)

Dr Katie Maclean (Deputy Chair)

Dr Dane Chalkley

Dr Andrew Coggins

Dr Victoria Connolly

Dr Jennifer Davidson

Dr Farnaz Omid

Dr Rhys Ross-Browne

Dr Clare Skinner

Dr James Tadros

Dr Miguel Taliana

Dr Shannon Townsend

Northern Territory

The Northern Territory (NT) was impacted by its first major outbreak of COVID-19 in mid-2021, with subsequent outbreaks causing further challenges for already stretched emergency departments. Due to the NT's workforce being dependent on locums, staffing shortages were especially felt due to border closures. Influenza outbreaks in the winter of 2022 put further strain on the system, with the Faculty Chair highlighting these pressures in the local media.

The Faculty has been discussing a proposal for a new medical school at Charles Darwin University and the impact this would have on the future medical workforce in the NT. The Faculty will continue discussing this proposal in further detail before deciding whether to offer its support.

Alice Springs had noticed a large reduction in alcohol-related harm when the broad range of alcohol restrictions were introduced. One of the main pillars of this strategy has now been removed, and alcohol is now available in remote communities. There has been over a 300% increase in alcohol sales in central Australia, which is a cause for concern. Alice Springs will continue to monitor the effect of the reduced restrictions. The Faculty also made a submission on the Northern Territory Disability Strategy and highlighted the link between the lack of community services and access block.

The NT Faculty Board thanked Associate Professor Didier Palmer OAM after he stepped down as Faculty Board Chair and welcomed Dr Stephen Gourley to the role. The Faculty Board also thanked outgoing Faculty Board members Dr Warren Adie, Dr Adrienne Deans, Dr Thomas Fowles, Dr Thomas van Dantzig and Dr Graham Williams, and welcomed new members Dr Simon Ho, Dr Michelle Withers and Dr Shireen Gujral.

Faculty Board

Dr Stephen Gourley (Chair)

Associate Professor Didier Palmer OAM (Deputy Chair)

Dr Rebecca Day

Dr Shireen Gujral

Dr Simon Ho

Dr Shane Tan

Dr Michelle Withers

Queensland

During the past year, the Queensland Faculty continued its advocacy on access block, overcrowding and patient flow, pursuing these issues locally with hospital executives and at a state-wide level through engagement with the media and government.

The Queensland Autumn Symposium was held in May 2022, with sessions held face-to-face at the Brisbane Convention & Exhibition Centre. The Faculty also held its May meeting in a hybrid capacity during the event.

The Faculty Chair and Deputy Chair have been active in the local media, drawing further attention to the wider issue of access block and critical staffing shortages.

The Faculty Chair continued to promote ACEM's Hospital Access Targets (HAT), meeting with the Queensland Branch of the Royal Australian and New Zealand College of Psychiatrists (RANZCP) and the Royal Australasian College of Surgeons (RACS) Queensland State Committee.

The Faculty Chair was also invited to present on HAT and patient flow at the RACS Queensland Conference in November 2021.

The Faculty congratulated Dr Ajith Thampi, Dr Shantha Raghwan and Dr Alex Markwell for joining CAPP as the regionally-elected members for Queensland and welcomed Dr Ben Butcher, Dr Barrie Field and Dr Darren Costello to the Faculty Board. The Faculty Board also acknowledged the services of Dr Aidan Fenoglio, Dr Jessica Forbes, Dr Sunayana Moriarty, Dr Niall Small, Dr Sharyn Smith and Dr Andrew Spiller who stepped down from the Queensland Faculty Board during the past year.

Faculty Board

Dr Kim Hansen (Chair)

Dr Shantha Raghwan (Deputy Chair)

Dr Ben Butcher

Dr Darren Costello

Dr Barrie Field

Dr Tanvi Karnik

Dr Alex Markwell

Dr Elizabeth Mowatt

Dr Darren Powrie

Dr Ajith Thampi

South Australia

The South Australian (SA) Faculty was active on a number of issues over the past year, in particular access block, mental health and COVID-19 management. The Faculty benefited from good access to the outgoing and incoming Minister for Health and Wellbeing (the Minister), making sure member and trainee voices were heard in the state election campaign and raising the profile of the College in the media.

Faculty meetings were well-attended both online and in-person, with a range of guest speakers invited to address members and trainees. A one-off COVID-19 webinar was held in January 2022, with keynote speakers presenting on emergency department COVID care, testing, logistics, treatments, and management of COVID-19 in children and pregnancy. The Faculty also organised several Wellness Week activities across the state.

The Faculty was active in the lead up to the state election, working closely with the SA Branch of the Royal Australian and New Zealand College of Psychiatrists (RANZCP). The Chair regularly appeared in print and broadcast media and met with the Minister and Shadow Minister on several occasions in the leadup to the election, helping to ensure health remained a key issue in the campaign. Two of the College's election 'asks' around inpatient bed numbers and mental health patient capacity were adopted by the incoming government and meetings with the new Minister have since occurred on a regular basis. Communication with the Opposition has also continued, with the Faculty meeting with the new Shadow Minister in June 2022.

The South Australian Faculty expressed its gratitude to Dr Mark Morphett for his work as Faculty Chair and congratulated Dr Michael Edmonds in taking on the role. The Faculty also thanked outgoing members Dr Thiru Govindan, Dr Anit Manudhane and Dr Chloe Morey – and welcomed Dr Steven Chiang to the Faculty Board as a new Trainee Representative and Dr Andrew Perry, Dr Megan Brooks and Dr Tony Eliseo as its new FACEM members.

Faculty Board

Dr Michael Edmonds (Chair)

Dr Daniel Haustead (Deputy Chair)

Dr Megan Brooks

Dr Steven Chiang

Dr Tony Eliseo

Dr Alistair Fergusson

Dr Kimberly Humphrey

Dr Yousouf Peerbaye

Dr Andrew Perry

Tasmania

The Tasmanian Faculty had another busy year advocating for a better healthcare system for all Tasmanians. Access block in Tasmania – already occurring at the highest rates in Australia – has continued to challenge the health system statewide. The Faculty's consistent advocacy towards government has led to the Secretary of the Department of Health's commitment to implementing the Hospital Access Targets through the release of its Strategic Priorities Document, which places a large emphasis on improving patient flow. Locally, continued advocacy by the Faculty around issues with patient flow and communication has led to better engagement by Department of Health representatives and hospital executives.

The Faculty met with the Minister for Health (and later Premier), Jeremy Rockliff, on several occasions to discuss access block, workforce pressures and the effects of the elective surgery 'blitz' on emergency departments in Tasmania. The Chair also corresponded with the Premier regarding overcrowding issues and proposed solutions to overcoming these issues. The Chair also met with the Shadow Minister for Health, Bastian Seidel as part of a pre-budget stakeholder roundtable.

The Faculty met with the Chief Executive Officer and representatives of Ambulance Tasmania on several occasions to discuss access block and ambulance ramping as well as areas of possible future joint advocacy. The Faculty has shown its support for their new approach to improving delayed offload times.

The Faculty Board thanks Dr Viet Tran who stepped down from his role on the Faculty Board as Deputy Chair, as well as the contributions of Dr Brian Doyle and Dr Farida Khawaja. The Faculty Board welcomes new members Dr Ashley Loughman, Dr Laura Pulbrook and Dr Anita Avesta.

Faculty Board

Dr Juan Carlos Ascencio-Lane (Chair)

Dr Mel Venn (Deputy Chair)

Dr Anita Avesta

Dr Ray Chan

Dr Fiona Cowan

Dr Kate Field

Dr Lucy Reed

Dr Ashley Loughman

Dr Laura Pulbrook

Victoria

With the emergency care workforce again stretched to its limits this year due to ongoing access block and COVID-19 outbreaks, it was heartening to see the Faculty able to meet in person in June 2022. The Victoria Faculty ran a Trainee Day in the leadup to the 21st International Conference on Emergency Medicine, held at the Melbourne Convention and Exhibition Centre. The event was a resounding success and facilitated good discussions between FACEMs and trainees. A Faculty meeting was also held as part of the program in a hybrid capacity.

The Hospital Emergency Access Real-time Data (HEARD) Dashboard project was completed, however ACEM continues to advocate to the Department of Health on the need for real-time system monitoring. The project has demonstrated the dashboard can identify bottlenecks and has successfully drawn the Department of Health's attention to how to automate the process.

The Faculty made a number of submissions throughout the year, particularly with in relation to mental health reform following the recommendations of the Royal Commission into Victoria's Mental Health System. Members of the Faculty Board also engaged with members of the Legislative Council to inform them of the College's support of the proposed Health Legislation Amendment (Information Sharing) Bill. The Faculty Board also provided comment on a Whole of Hospital Escalation paper from the Department of Health, which came out of the Ambulance Taskforce. Most of ACEM's recommendations were implemented into the final document that was released to Chief Operating Officers.

The Faculty thanked outgoing Faculty Board members Professor George Braitberg, Dr Edward Oakley, Dr Nancy Sadka and Dr Myles Sri-Ganeshan for their efforts and congratulated Dr Rob Mitchell, Dr Adam West and Dr Laksmi Govindasamy as new members for its new term.

Faculty Board

Dr Mya Cubitt (Chair)

Dr Belinda Hibble (Deputy Chair)

Dr Jonathan Dowling

Dr Laksmi Govindasamy

Dr Barry Gunn

Dr Anoushka Perera

Dr Dean Pritchard

Dr Andy Tagg

Associate Professor Melinda Truesdale

Dr Rob Mitchell

Dr Adam West

Western Australia

In the last year, the Western Australian (WA) Faculty has been active in drawing attention to the challenges facing the state's health system, with extensive advocacy to government and with the media.

As has been the case in previous years, WA continues to confront major workforce shortages, which was further exacerbated by a lack of recruitment from overseas and interstate due to closed borders for much of the year. The problem has been most acute in rural and regional areas. The Faculty has continued to engage with the WA Country Health Service, drawing its attention to both specific and overall challenges and offering its support in actioning solutions.

The WA Faculty enjoyed good engagement at its Faculty meetings, with the largest turnout in December 2021 when the Faculty hosted the Chief Health Officer, Dr Andrew Robertson. Discussions mainly concerned COVID-19, associated border closures, health system preparedness and workforce constraints. The Chair also undertook extensive media engagement at this time to draw attention to the WA health system's preparedness for COVID-19 and the delay in the border opening.

The Faculty has also benefited from good engagement with the new Health Minister, using this access to highlight crippling access block and staffing shortages. The Faculty made a submission to the WA Statutory Review of the Mental Health Act (2014), noting that system reform cannot solely be achieved by changes to legislation. Better models of care, appropriate infrastructure and increased resources are needed to allow early and effective interventions and avoid long delays before reaching definitive points of ongoing mental health care. Other submissions included the Statutory Review of Part 9E of the Guardianship and Administration Act, the Aeromedical Services Inquiry and the Ambulance Services Inquiry.

The Faculty Board welcomed new members Dr Michael Hale, Dr Daniel Wong, Dr Eve Foreman, Dr Vanessa Clayden and Dr Ian Dey and expressed its thanks to Dr Cassandra Host and Dr Asheila Narang for their time on the Faculty Board.

Faculty Board

Dr Peter Allely (Chair)

Dr Nicole Liesis (Deputy Chair)

Dr Simone Bartlett

Dr Vanessa Clayden

Dr Ian Dey

Dr Eve Foreman

Dr Michael Hale

Dr Heidi Wade

Dr Daniel Wong

ACEM Foundation

Dr Clare Skinner, Committee Chair

The ACEM Foundation provides philanthropic support for three pillars of work: fostering emergency medicine research; encouraging and supporting Aboriginal, Torres Strait Islander and Māori doctors in undertaking emergency medicine training; and Global Emergency Care, building the capacity for emergency care in lower/middle income countries.

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

Emergency Medicine Research

The **Edward Brentnall Award** is made in respect of a published research paper judged to be most significant in the field of public health or disaster medicine.

The **John Gilroy Potts Award** is made in respect of a published research paper judged to be most significant in the field of emergency medicine research.

The **Morson Taylor Research Grant** fosters high-quality research in emergency medicine by supporting particular research programs through the provision of monetary funding through the ACEM Foundation.*

The **Al Spilman Early Career Researcher Grant** provides funds to Fellows and trainees who have limited research experience to assist them in developing and enhancing their research skills and experience.

Support for Aboriginal, Torres Strait Islander and Māori Medical Practitioners

The **Aboriginal, Torres Strait Islander and Māori Health Research Award** recognises a published research paper or conference presentation to be most significant in the field of emergency medicine as it relates to Aboriginal, Torres Strait Islander or Māori health.

The **ACEM Foundation Conference Grant** supports Aboriginal, Torres Strait Islander and Māori medical practitioners, medical students and other health professionals in attending the ACEM Winter Symposium or the ACEM Annual Scientific Meeting (ASM).

The **Emergency Medicine Certificate (EMC) Grant** aims to increase the number of Aboriginal, Torres Strait Islander and Māori medical practitioners completing the EMC Training Program in Australia and Aotearoa New Zealand.

The **Joseph Epstein Scholarship** supports Aboriginal, Torres Strait Islander and Māori doctors undertaking Advanced Training in the FACEM Training Program.

The **Al Spilman Award for Culturally Safe Emergency Departments** recognises the outstanding efforts of ACEM-accredited emergency departments to ensure cultural safety for Aboriginal and Torres Strait Islander and Māori patients, visitors, and staff.

Additionally, the ACEM Foundation sponsors Indigenous conferences and events organised by the following organisations:

- Australian Indigenous Doctors' Association (AIDA)
- Leaders in Indigenous Medical Education (LIME) Network
- Lowitja Institute Research Foundation
- Pacific Region Indigenous Doctors Congress (PRIDoC)
- Te Ohu Rata o Aotearoa – Māori Medical Practitioners Association (Te ORA).

Global Emergency Medicine

The **Chris Curry University of Papua New Guinea (UPNG) Master of Medicine in Emergency Medicine (MMed(EM)) Award** is awarded to the highest scoring MMed(EM) candidate each year.

The **Global Emergency Care Research Award** is made in respect of a published research paper determined to be most significant in the field of emergency medicine as it relates to global emergency care.

The **Global Emergency Care Scholarship** supports doctors or other emergency care health professionals from low- and middle-income countries to attend the ACEM ASM to provide a form of professional development, networking opportunity and professional recognition. ^

The **International Development Fund Grant** promotes the development of emergency care in developing countries.

The **Mika Ah Kuoi – Fiji Masters of Emergency Medicine Award** is awarded to the highest scoring Masters of Emergency Medicine candidate of the Fiji National University.*

International Conference on Emergency Medicine 2022 (ICEM 2022)

In 2022, a donation of \$62,000 was made to the Low- and Middle-Income Country (LMIC) Delegate Subsidisation Scheme by the ACEM Foundation, aimed at maximising virtual attendance at ICEM 2022 by delegates from LMICs.

ACEM Foundation Lecture

The **ACEM Foundation Lecture** provides invited speakers a unique opportunity to speak on important issues to emergency physicians, others working in emergency medicine and the general public. Due to the pandemic and associated restrictions there was no ACEM Foundation Lecture in 2021.

*not bestowed in 2021/2022

^ 2020/2021 funds carried over to enable a larger group of recipients in 2021/2022

Finance Update

Summary of 2022 Financial Report

Information contained in the Financial Report Summary has been summarised from the College's full audited Financial Report. A copy of this report is available on the ACEM website.

In the 2022 financial year, the main focus of the College continued to be support of emergency medicine training, assessment, professional development, advocacy on behalf of members, and publication of general practice standards.

The net operating deficit of the College for the year ending 30 June 2022 was \$193,259 (2021: \$5,393,665 surplus). This was primarily driven by a decrease in the value of the College's investment portfolio, due to volatility in financial markets. Total comprehensive deficit for the year was \$186,734 (2021: \$5,393,437 surplus).

The College's financial position remains sound with net assets of \$27,523,528 (2021: \$27,710,262) at the end of the financial year, allowing operations and capital investments to be fully self-funded by retained earnings.

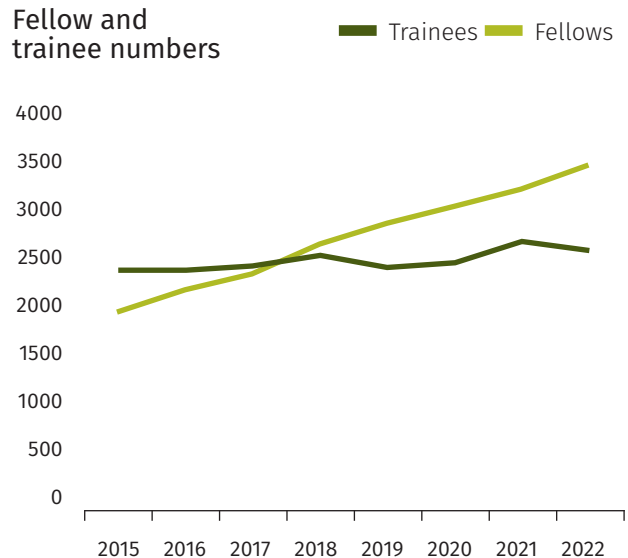
The College's investment portfolios with JB Were Wealth Managers experienced significant market volatility after the increase in value during the prior year. Inclusive of fixed interest securities, as of 30 June 2022, total investment assets held by the College were \$12,797,020 (2021: \$11,652,972) and \$2,361,130 (2021: \$2,050,631) in the ACEM Foundation. The increase in the investment position is a result of \$2,000,000 being invested in the College's investment portfolio, as well as \$500,000 being invested in the ACEM Foundation's investment portfolio. This was offset by a decrease in the value of the College's portfolio of \$895,921 and the ACEM Foundation's portfolio of \$192,297. The College takes a conservative approach to investment, preferring a long-term strategy to achieve growth, while ensuring the preservation of funds.

The College is pleased to note a new funding agreement with the Department of Health (DoH) has been executed for the 2022 to 2025 calendar years inclusive. The initiatives supported through this funding include Specialist Training Placements and Support, Emergency Medicine Education and Training Program, Integrated Rural Training Pipeline initiative, Training More Specialist Doctors in Tasmania measure, and Emergency Department Private Sector Clinical Supervision. In the 2022 financial year, DoH funding contributed \$23,434,696 (2021: \$23,176,195) in revenue, which was offset with associated expenditure of the same amount.

There was an increase in revenue derived from membership fees, as a result of an increase in the number of Fellows. However, this was offset by a decrease in training and examinations fees. The reduction in training fees was due to a change in revenue recognition to bring the timing in line with the training year.

As can be seen by the accompanying graph, the number of trainees joining ACEM training programs is steady. The College continues to see a steady increase in the number of new Fellows (total number of Fellows 2022: 3,475 (2021: 3,232)).

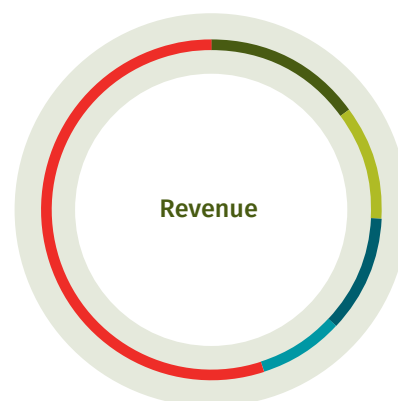
Fellow and trainee numbers



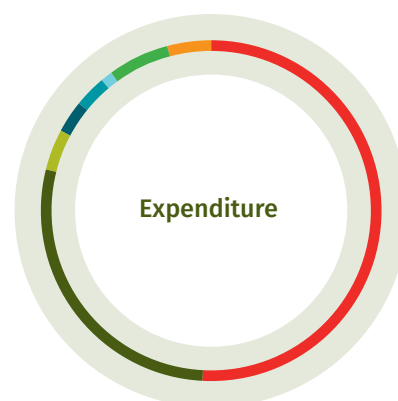
Statement of Income and Expenditure and Other Comprehensive Income For the Year Ended 30 June 2022

	2022 (\$)	2021 (\$)
Revenue	42,418,524	44,171,020
Other income	472,902	424,782
Net (loss)/gain on financial assets at FVTPL	(1,095,197)	466,575
Employee benefits expense	(12,142,872)	(10,984,215)
Depreciation and amortisation expense	(1,581,327)	(1,504,572)
Computer expenses	(600,924)	(387,471)
Audit, legal and consultancy expenses	(1,822,968)	(1,205,136)
Examination expenses	(1,012,285)	(1,083,333)
DoH direct project expenses	(21,983,145)	(22,242,021)
Publication expenses	(675,732)	(771,928)
Travel and accommodation expenses	(266,198)	(122,349)
Occupancy expenses	(239,847)	(151,614)
Other expenses	(1,656,461)	(1,210,386)
Finance expenses	(7,689)	(5,687)
(Deficit)/Surplus for the year	(193,259)	5,393,665
Other comprehensive income		
Exchange differences on translating foreign branch	6,525	(228)
Total comprehensive income for the year	(186,734)	5,393,437

Allocation of revenue and expenditure



Grants	55%
Fellowship fees	15%
Trainee fees	11%
Examination fees	11%
Miscellaneous income	8%



DoH grants	51%
Employee expenses	28%
Depreciation and amortisation	4%
Travel, accommodation and examination expenses	3%
Loss on financial assets	3%
Computer expenses	1%
Audit, legal and consultancy	4%
Other expenses	6%

The accompanying notes form part of these financial statements.

Summary of Statement of Income and Expenditure and Other Comprehensive Income

The net operating deficit of the College for the year ending 30 June 2022 was \$193,259 (2021: \$5,393,665 surplus). Income associated with administration of programs and project activities funded by DoH continued to contribute to the financial position. Total comprehensive deficit for the year was \$186,734 (2021: \$5,393,437 surplus). This includes net interest on cash, investment income and net gain on financial assets.

Revenue: Total revenue for 2022 was \$42,418,524 (2021: \$44,171,020) which was a decrease of 4%. This was mostly due to the receipt of the JobKeeper subsidy received in the prior year. Main revenue streams were DoH grant

funding (55%), Fellowship fees (15%), trainee fees (11%), examination fees (11%), and miscellaneous income (8%). Other income, such as interest on cash and investment income, was \$472,862 (2021: 424,782).

Expenditure: Total expenditure for 2022 was \$43,084,645 (2021: \$39,202,138). The increase compared to the previous year was mainly attributable to the net loss on the valuation of the College's investment portfolio, as well as the return to more normal activity with the easing of COVID-19 restrictions, which increased several expense items such as travel and accommodation. Employee expenses increased due to the mandated increase in the superannuation guarantee rate, as well as the placement of several vacant staffing positions.

Statement of Financial Position as at 30 June 2022

	2022 (\$)	2021 (\$)
Assets		
Current assets		
Cash and cash equivalents	21,334,546	17,000,028
Trade and other receivables	3,363,757	3,925,005
Other assets	605,091	969,157
Other financial assets	6,168,026	6,150,254
Total current assets	31,471,420	28,044,444
Non-current assets		
Trade and other receivables	2,000	2,000
Other financial assets	8,990,124	7,553,348
Property, plant and equipment	12,771,751	13,283,931
Intangible assets	2,399,140	1,694,656
Right-of-use assets	234,528	43,345
Total non-current assets	24,397,543	22,577,280
Total assets	55,868,963	50,621,724
Liabilities		
Current liabilities		
Trade and other payables	4,042,015	1,219,035
Lease liabilities	55,593	20,024
Deferred revenue	22,518,184	20,017,882
Employee benefits	1,406,536	1,493,435
Total current liabilities	28,022,328	22,750,376
Non-current liabilities		
Lease liabilities	185,692	25,112
Employee benefits	137,415	135,974
Total non-current liabilities	323,107	161,086
Total liabilities	28,345,435	22,911,462
Net assets	27,523,528	27,710,262
Equity		
Reserves	6,560,152	6,553,627
Retained earnings	20,963,376	21,156,635
Total equity	27,523,528	27,710,262

Summary of Statement of Financial Position

The College's net assets were \$27,523,528 as of 30 June 2022 (2021: \$27,710,262).

Assets: Total Assets on 30 June 2022 have increased 10% comparative to the previous year. This was primarily due to an increase in cash from the DoH Funding received in advance.

Liabilities: Total liabilities have increased by 24%. This was primarily due to an increase in deferred revenue relating to DoH Funding received in advance. This revenue will be brought to account when the performance obligations have been satisfied.

Dr Richard Aickin

January 1960 to May 2022

We are very sad to let you know of the recent passing of Richard Aickin.

Richard was unwell for some time. He passed peacefully with his family by his side.

This is a tremendous loss for Jan, for Richard's family, and all his friends and colleagues around Aotearoa New Zealand and the world. He will be so sorely missed.

Richard has been a tremendous advocate for child health over the last 30 years, both in Aotearoa and around the world. He was child-centred and equity focussed throughout his career.

Richard was a key figure in the establishment of Advanced Paediatric Life Support (APLS) in Aotearoa New Zealand. He taught on hundreds of courses, instructor courses and was Chairman for many years and most recently continued to guide APLS from the position of Treasurer.

Through this work, Richard enabled the training of countless clinicians to improve resuscitation care for our tamariki.

Richard established the Children's Emergency Department at Starship, was the founding paediatric ED specialist, and set up Paediatric Emergency Training as a specialty in Aotearoa and Australia. He was also heavily involved in the Starship Guidelines, many of which retain his authorship.

He has been a highly renowned leader internationally and in Aotearoa New Zealand in resuscitation.

Richard was heavily involved in the Paediatric Society and contributed to dissemination of knowledge and advocacy for child health.

Richard also volunteered extensively in the Pacific, developing paediatrics with a particular focus on multidisciplinary working.

He was a superb clinician and was humble, caring and approachable to everyone. He has been a mentor, teacher and friend to so many.

- Jo Jones, APLS New Zealand

Dr Matt Brown

July 1978 to October 2021

We continue to mourn the passing of our great friend and colleague Matt Brown, aka Matty B. From his early days as a junior registrar in the Children's Emergency Department, to his final days as a consultant emergency physician, Matt was a much-loved member of the Children's Emergency Department team at Starship in Auckland, Aotearoa New Zealand.

Matt went to medical school in Auckland and trained across Aotearoa New Zealand and Australia. While completing his training he continued to have many incredible adventures around the world, no doubt leaving his mark on everyone he encountered along the way, much like he did in medicine.

Matt was a fantastic clinician, teammate, and friend. He was kind and patient, he never judged, he made every child and whanau feel like they were the only patient he had that shift. He was technically competent, and he was innovative, always searching for a better way to do medicine and improve outcomes.

He was able to manage high clinical demands and complexity, always calmly and always with a smile. He had a love of teaching and was generous with his time and knowledge. He was a deep thinker, and he relished any opportunity to debate topics, medical or otherwise. He was passionate about emergency medicine, thriving on the uncertainty and variety of the discipline. He loved to push the boundaries, and he always set out to do the absolute best for those he cared for. For those of us lucky enough to have worked alongside him, his beaming smile, his bear hugs, his banter, and his love for his teammates will never be forgotten.

As well as celebrating Matt the doctor, colleague, and friend, it is important to acknowledge the tough time Matt faced grappling with his mental illness. It was incredibly difficult for him, but through this he was superbly supported by his friends, colleagues, and his amazing family, particularly his parents Jenny and Ashley.

Matt leaves the world a better place thanks to his work in emergency medicine and his friendships across the world – there is certainly a huge hole in the hearts of so many in Starship and across Aotearoa New Zealand.

Matt leaves behind his beloved partner Chloe and his precious boys Huxley and Marlow.

- Julie Scott, Dr Michael Shepherd

Associate Professor Joseph Epstein AM

June 1941 to June 2022

The Australasian College for Emergency Medicine expresses sadness and offers deepest condolences to the family, friends and colleagues of former College President, Associate Professor Joseph Epstein, following his passing.

We remember Joe as a pioneer of emergency medicine in Australia, Aotearoa New Zealand and internationally, and as a mentor to the generations of emergency medicine physicians who followed him.

Joe will be remembered as a tireless and passionate figure whose vision and determination enabled both the establishment of our College, and its maturation into the established and respected entity it is today.

Over a distinguished career, Joe was prominent in the field of emergency medicine, prior to being elected a Foundation Fellow of ACEM in 1983. In addition to serving as College President from 1988 to 1992, Joe was also the recipient of the ACEM Medal, and a Member of the Order of Australia (AM).

In 2000, Joe became a Fellow of the International Federation for Emergency Medicine. He also served as Chair and, more recently, patron of the ACEM Foundation, among numerous other roles during his long involvement with the College.

In recent years, Joe remained a strong advocate for diversity and inclusion in emergency medicine practice and leadership, and improved Indigenous health engagement and outcomes.

A short video introduction to the recent International Conference on Emergency Medicine was prepared on behalf of Joe, welcoming delegates to the event, and thanking Joe for his immense contributions.

ACEM President Dr Clare Skinner said: “We offer our deepest condolences to Joe’s family and friends, as well as the countless colleagues and emergency medicine practitioners whose lives he touched.

“On a personal level, I will remember Joe as a friend and role model, especially as I stepped in to the ACEM President role.

“While we are deeply saddened by the loss, we are grateful for his contributions, which gave so much to our college and specialty, not only in Australia and Aotearoa New Zealand, but internationally.”

Former ACEM President Dr Simon Judkins said: “I immensely enjoyed the conversations we had when Joe frequented the ACEM offices in an official ACEM role or, quite often, just to drop in for a chat. His depth and breadth of knowledge and experience meant that he always gave sage advice when we were tackling the politics of health.

“His advocacy for equality and access to healthcare, social justice and his passionate support of Indigenous Australians has left a mark on us all. He will always be in our hearts and our history.”

FACEM and long-time colleague Professor Anne-Maree Kelly said: “Few people had such a varied and inspiring professional career as Joe Epstein: surgeon, emergency physician, President of the Australasian College for Emergency Medicine, founding signatory of the International Federation of Emergency Medicine, director of the State Retrieval Service, advisor to ministers and governments, enthusiastic and generous teacher, academic mentor, inspirational leader, trusted advisor, force of nature, philosopher and raconteur, to name but a few of his guises.

“There will never be another Joe.”

– Dr Clare Skinner, Dr Simon Judkins, Professor Anne-Maree Kelly

Dr Helen Hewitt

February 1964 to September 2021

Dr Helen Hewitt (married Robison) graduated from Monash University in 1987 and spent her early junior medical staff years at The Alfred, Monash Medical Centre and Dandenong Hospital. After some early surgical training Helen soon realised emergency medicine was her calling and embarked on her ACEM studies. Although challenging at times, she was determined to complete the training, which she did in parallel with her personal life of marriage to her long-time partner Michael and birth of her two girls Samantha and Alexandra.

Helen spent her emergency physician years at Frankston Hospital and became the Director in 2011 for several years until ill health challenged her. As the Hospital expanded to Peninsula Health, she became the Director of the site known as Rosebud Hospital. She treated her colleagues, patients and junior staff with respect and kindness and led both departments with pride.

Helen was always a very giving person even in spite of severe adversity at times. She really enjoyed being a doctor and was passionate about emergency medicine. Many trainees and FACEMs have her to thank for encouraging and mentoring them in their careers.

Helen suffered for many years with an idiopathic lung condition, which resulted in her having a lung transplant in 2014 and numerous subsequent treatment regimens. Unfortunately, her lungs failed in 2021. She had been determined and succeeded in seeing her two girls into their adult lives.

Thank you for the passion and giving of your self and your career to emergency medicine, Helen. When we see something purple, your favourite colour, we will thank you for the talent, gifts and energy you gave to our speciality. We are fortunate you have been "one of us".

- Associate Professor Melinda Truesdale

Kayvan Walker

August 1983 to March 2022

In March of this year, we lost a trainee, colleague and friend, Kayvan Walker.

Being an Emergency Physician was not just a vocation to Kayvan, but his calling. Emergency medicine was, in many ways, his sanctuary from the stresses of the outside world. He attended work at the Mackay Base Hospital with a vibrant enthusiasm every single shift. His smile, affable nature and ability to communicate made him well liked by his colleagues and respected by his patients. Although still a trainee with medical expertise to be gained, he had an innate gift of being able to calm troubled and distressed patients with his calm manner and kind words.

Kayvan always appeared relaxed, almost serene, regardless of the hectic activity going on around him in our busy emergency department. He had the makings of a great emergency physician. I am saddened none of us will have the chance to stand shoulder to shoulder with him facing the onslaught of trauma, disease and deterioration that is our core business and fighting together for the betterment of our patients.

Kayvan was, at times, opinionated and strong-willed. He was not one to shy away from a debate about medical cases or more philosophical matters. Regardless of what path in life Kayvan took, he was always going to be the master of his own destiny. It greatly saddened us all when he chose to leave this life of his own accord.

To honour Kayvan's memory, I would ask the following of all of you; don't simply care for your patients, care for yourself. Don't be too scared, shy or proud to lean on your colleagues for support.

He will be missed by our department, his prior departments, departments that could've been and the medical community at large. He will be missed even more by his wife and soulmate Nadia and his daughters Seidia and Luana. We hold them, and Kayvan, in our prayers constantly.

- Dr Andrew Brier

Dr Anthony “Tony” Ming Young

December 1976 to March 2022

Tony Young passed suddenly, and unexpectedly, aged 45 years old. As a Career Medical Officer, Tony had been a member of our Macksville Emergency Department family for six years, after departing ACEM training to lead his best life. He was commencing his Emergency Medicine Certificate, had bought a house for his growing family, and was fully committed to rural medicine and coastal living.

Tony had led a full and varied life in the years before he joined our small team, but it is my privilege and my honour to share my memories of this kind and humble man from the time that he spent working in our emergency department. He brought a wealth of experience, both in life and in medicine, to our small department, and he is sorely missed.

As many of our team, from nurses to doctors to hospital support staff, have reflected, Tony had infinite kindness and patience for his colleagues and his patients. He always had time for people – time to teach, time to share stories, time to listen. He was valued so highly because he made people feel valued, and that was such a gift for him to bring us.

One of our nurses Zoe Legget described working with him perfectly: “I loved working with Tony. If the department seemed overwhelming, a glance at Tony calmly going about his doctoring helped me realise it was actually ok. A bit like when, clutching the armrests, I stare at the flight attendants sharing food – the plane obviously isn’t crashing if soggy pastries and tea are being handed out... Except Tony never served soggy anything.”

I have never seen any doctor reach that elusive goal of “work-life balance” – but Tony came closer than most. He was always available for the department when we needed him; but he knew when and how to draw boundaries, and he did it graciously. There was not a soul in the hospital that wasn’t aware of his love for his family – his wife Rajee, his son Kai – he loved them daily, with every breath and every thought and every action. His family feel like our family, as we watched them grow and settle in and achieve, through Tony’s stories and photos.

A memorial tree for Tony will be planted at the hospital, a pink frangipani, which was Tony’s favourite. I look forward to sitting underneath its shade in the years to come, remembering Tony and the lessons I learned from him – how to love my family to the fullest, how to hold my husband and my son close, how to love life and how to live with dignity, respect, and kindness.

- Dr Karly Field

Honours and Awards

1 July 2021 – 30 June 2022

The College congratulates the following recipients of honours, awards and prizes bestowed in the reporting period.

2022	ACEM Distinguished Service Award	Ms Georgina Anderson, Dr Alan Broomhead, Dr Sean Lawrence, Dr Richard Mulcahy, Dr Harry Patterson, Dr Sharyn Smith, Dr Janet Talbot-Stern
2021	ACEM Distinguished Service Award	Dr Timothy Baker, Associate Professor Carmel Crock, Dr Jo Dalgleish, Dr Gina De Cleene, Ms Jacqui Gibson-Roos, Dr Kim Hansen, Professor Anne-Maree Kelly, Associate Professor Gabriel Lau, Dr Marian Lee, Associate Professor Victor Lee, Dr Georgina Phillips, Dr David Rosengren, Dr Niall Small, Dr Suzanne Smallbane, Associate Professor Melinda Truesdale
2021	ACEM Foundation Al Spilman Award for Culturally Safe Emergency Departments	St Vincent's Hospital, Darlinghurst
2021	ACEM Foundation Al Spilman Early Career Researcher Grant	Clinical Associate Professor Anselm Wong
2022	ACEM Foundation Aboriginal, Torres Strait Islander and Māori Health Research Award	Dr Paul Preisz
2022	ACEM Foundation Conference Grant	Ms Tileah Drahm-Butler, Mr Carlton Irving
2021	ACEM Foundation Edward Brentnall Award	Associate Professor Tony Joseph
2021	ACEM Foundation Chris Curry – PNG Master of Emergency Medicine Medal	Dr Glenda Kore
2022	ACEM Foundation Emergency Medicine Certificate Grant	Dr Jordana Stanford
2021	ACEM Foundation Global Emergency Care Research Award	Dr Pai Airdhill-Enosa, Professor Peter Cameron, Dr Anne Creaton, Dr Berlin Kafoa, Associate Professor Gerard O'Reilly, Dr Georgina Phillips, Dr Patrick Toito'ona
2021	ACEM Foundation Global Emergency Care Scholarship	Dr Richie Ala, Dr Shamayel Allaf, Dr Nolan Fuamatu, Dr Vega Kauh, Dr Carl Kingston, Dr Mafa Aso Lokenga, Dr Ko Ko Lwin, Dr Roderick Mera, Dr Makamu Sebakeng, Dr Deepak Sharma, Dr Noel Siope
2021	ACEM Foundation International Development Fund Grant	Dr Rob Mitchell, Dr Michael O'Flynn
2021	ACEM Foundation John Gilroy Potts Award	Dr Carolyn Hullick
2022	ACEM Foundation Joseph Epstein Scholarship	Dr Benjamin Rowe
2021	ACEM Foundation Joseph Epstein Scholarship	Dr Khyarne Biles
2022	ACEM Honorary Fellowship	Dr Peter White
2022	ACEM Medal	Dr John Bonning, Dr Barry Gunn
2021	ACEM Medal	Professor Tony Lawler

2022	Buchanan Prize	Dr Jin Kim, Dr Shane O'Donovan
2021	Buchanan Prize	Dr Robert Cain, Dr Chris Egan, Dr Jasmine Poonian
2021	Diversity Award - Group/ED	Rockingham General Hospital Emergency Department
2022	Joseph Epstein Prize	Dr Lawrence Lanesman
2021	Joseph Epstein Prize	Dr Isabella Aloui
2021	Teaching Excellence Award	Dr Martin Duffy, Dr Louise Finnel, Dr Phyllis Fu, Dr Greg McDonald
2021	Wellbeing Award – Group/ED	Rockingham General Hospital Emergency Department
2021	Wellbeing Award – Individual	Dr Heidi Baker

New Fellows

1 July 2021 – 30 June 2022

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

Dr Rachelle Abouchedid	Dr Robert Cain	Dr Colette Gallagher	Dr Panagiota Kakridas
Dr Qais Abuagla	Dr Lindsey Campbell	Dr Julian Garside	Dr Ahmed Kalamchi
Dr Mohamed Faroug Ahmed	Dr Gordon Carter	Dr Charlie Gibb	Dr Gargi Kanabar
Dr Saima Ali	Dr Bashir Chakar	Dr Emma Gibson	Dr Renuvathy Kansan Naider
Dr Najeea Ali	Dr Qingyang Chen	Dr Felicity Gilbert	Dr Mel Keith
Dr Rosol Aljanabi	Dr Evelyn Chua	Dr Samuel Giles	Dr Sean Kelly
Dr Katherine Allen	Dr Rohan Church	Dr Jacqueline Goudkamp	Dr Lauren Kennedy
Dr Puminda Amaratunga	Dr Dani Clark	Dr Elizabeth Gowen	Dr Maureen Khan
Dr Benjamin Aston	Dr Amanda Collins	Dr Sarah Grainger	Dr Dipen Khoosal
Dr Sarah Attwa	Dr Adam Conroy	Dr Sarah Green	Dr Mike Houry
Dr Bikash Awale	Dr Timothy Cook	Dr Christopher Harrington	Dr Raed Khuffash
Dr Ehab Badawy	Dr Alan Corbett	Dr Rhiannon Harris	Dr Joseph Kim
Dr Sinduja Balachanthiran	Dr Lori Coulson	Dr Orcun Hasip	Dr William King
Dr Sean Baldwin	Dr Rebekah Crawford	Dr Keira Hazen	Dr Gareth Kitson
Dr Steven Barker	Dr Matthew Cripps	Dr Jennifer Heyes	Dr Chris Knight
Dr Shannon Baso	Dr Francesca Curry	Dr Ryan Hiller	Dr Chetna Kohli
Dr Nicole Baxter	Dr Rhodri Davies	Dr Ming-Li Hodder	Dr Rashini Kulatunge
Dr William Begg	Dr Danielle Davis	Dr Amanda Holford	Dr Ankur Kumar
Dr Nick Bennett	Dr George Davison	Dr Emma Horrocks	Dr Varsha Kumari
Dr Casey Bennetts	Dr Jacinta Dawson	Dr Julian Humphrey	Dr Nicole Lamond
Dr Aashutosh Bhanot	Dr Joe Dickinson	Dr Kasia Hunt	Dr Jamie Lan
Dr Vishal Bhatti	Dr Taz Dissanayake	Dr Neil Hunter	Dr Emma Lancaster
Dr Alastair Blanchford	Dr Fearghal Divilly	Dr Nicholas Ioannou	Dr James Lang-Stevenson
Dr Tatum Bond	Dr Kathryn Donaghy	Dr Chris Ironside	Dr Ben Lasscock
Dr Elyssia Bourke	Dr Chris Egan	Dr Edward Irving	Dr Amelia Law
Dr Rebecca Brady	Dr Karin Eggink	Dr Elfatih Ismail	Dr Sophia Leathem
Dr Nicola Brady	Dr Fred English	Dr Bash Jagarlamudi	Dr Ka Lee
Dr Ella Bressow	Dr Mark Er	Dr Charlotte Roos Jagga	Dr Sarah Lee
Dr Elise Brigden	Dr Eugene Fayerberg	Dr Hywel James	Dr Yit Jian Lee
Dr Tara Broadmeadow	Dr David Fisher	Dr Bethan Jervis	Dr Jessica Lee
Dr Shane Broderick	Dr Matt Forbes	Dr Sue Johnson	Dr Jackie Leung
Dr Daniel Brouillard	Dr Patrick Frank	Dr Rachel Jones-Lumby	Dr Jack Li
Dr Nathan Brown	Dr Timothy Frommer	Dr Anil Joshi	Dr Anthony Lim
Dr Robert Browning	Dr Tom Fursdon	Dr Bhushan Joshi	Dr Pamela Lim
Dr Bonny Bulajic	Dr Josephine Gabriel	Dr Thomas Jowitt	Dr Zoe Ling
Dr Marnix Buonajuti	Dr Jacinta Gabriel-Gounder	Dr Alexander Joyce	Dr Sarah Loudon

Dr Samantha Luck	Dr Elyot Murchie	Dr Matthew Rawlins	Dr Tanya Suthers
Dr Toby Lyndham	Dr Andrew Murphy	Dr Jessica Rerden	Dr Lachlan Swan
Dr Euan Macdonald	Dr Laura Murphy	Dr Stephen Risson	Dr Gemma Symons
Dr Sarah Mackney	Dr Philip Naidoo	Dr Elise Roberts	Dr David-Joel Taitz
Dr David Maconachie	Dr Suraj Nanda	Dr Melanie Roberts	Dr Firuz Tanyeri
Dr Tara Malcolm	Dr Liam Neligan	Dr Susmita Roy Chowdhury	Dr Sean Tay
Dr Phillip Manczak	Dr Erin Newman	Dr Mark Russell	Dr Roland Sze Ching Tee
Dr George Marchant	Dr Sarah Newman	Dr Katya Ruzyla	Dr Elizabeth Tham
Dr Matthew Marion	Dr Wei Chin Ng	Dr Sahba Sabeti	Dr Jane Tinson
Dr Victoria Markus	Dr Keng Teck Ng	Dr Aseem Sabharwal	Dr Lucy-Anne Tolcher
Dr Andy Marshall	Dr Marianne Northover	Dr Jasveen Sachdev	Dr Louis Traynor
Dr Ash Martens	Dr David Nugent	Dr Rebecca Sadler	Dr Nathan Trist
Dr Alex Matthews	Dr Matt O’Gorman	Dr David Schaevitz	Dr Henry Tsao
Dr John Maxwell	Dr Valentina Olakengal	Dr Gemma Scott	Dr Pamela Pillai Velasamy
Dr Ceara Mc Cool	Dr Ryan O’Neill	Dr Yusuf Sediqi	Dr Jordan Vincent
Dr Ryan McAleer	Dr Seeki Ong	Dr Rashi Sherozina Sharma	Dr Adeel Wajid
Dr Sarah McCabe	Dr Doug Orr	Dr Aruna Shivam	Dr Shelley Walker
Dr Rowan McCarthy	Dr Lillian Pan	Dr Stephen Silcock	Dr Philip Ward
Dr David McCreary	Dr Richard Parker	Dr Rachel Sills	Dr John Waterfield
Dr Patrick McDonagh	Dr Joe Passantino	Dr Henry Smart	Dr Mark Weeden
Dr Katie McLogan	Dr Emma Ann Paterson	Dr John Smith	Dr Oli Welfare
Dr Samuel McMenamin	Dr Renee Pearman	Dr Cameron Spenceley	Dr Keith Weymouth
Dr Chris McRae	Dr Katie Perram	Dr Clair Spry	Dr Rory Whelan
Dr Samuel Medway	Dr Emma Peters	Dr Myles Sri-Ganeshan	Dr Adam White
Dr Hannah Melville	Dr Johanna Pettersson	Dr Renee Stamation	Dr Belinda Wilken
Dr Neil Miller	Dr Daniel Pitt	Dr Annelise Staples	Dr Emma Williams
Dr Minnette Monteith	Dr Claire Plint	Dr Ari Stern	Dr Myat Win
Dr Jessica Mooney	Dr Ryan Pohl	Dr Alexander Stewart	Dr Amar Winayak
Dr Thomas Moore	Dr Bob Polanski	Dr Nick Stewart	Dr Sean Wing
Dr Nicholas Moore	Dr Jasmine Poonian	Dr Jonathan Storrar	Dr Dale Winzer
Dr Arwen Morath	Dr Laura Presland	Dr Katie Stuart	Dr Julian Wong
Dr Fergus Morris	Dr Clarisse Puno	Dr Zachary Sturges	Dr Gary Woodsford
Dr Laura Morrissey	Dr Eve Purdy	Dr Adam Subdar	Dr Rebecca Wurster
Dr Christopher Moseley	Dr Matthew Quo	Dr Thalaiyasingam Suganthan	Dr Caitlin Young
Dr Saptarshi Mukerji	Dr Alexander Rack		
Dr Niccolo Muller	Dr Ryan Radecki		

EMC Recipients

1 July 2021 - 30 June 2022

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

Dr Dharminy A Thurairatnam	Dr Erin Clarke	Dr Orla Graham
Dr Ahmed Abdul Hussain	Dr Sinead Coen	Dr Krystal Green
Dr Alyaa Al-Aloosi	Dr Briony Copelin	Dr Andrew Griffin
Dr Andrew Amato-Gauci	Dr Nicholas Corr	Dr Surabhi Gupta
Dr Mann Shing Ang	Dr Victoria Cox	Dr Maha Hafeez
Dr Olusegun Apampa	Dr Thomas Cox	Dr Penelope Hall
Dr Ananda Arachchi	Dr Kristina Cruz	Dr William Hamilton
Dr Gheetha Arumugam	Dr Guy Debelak	Dr Claire Hancock
Dr Ranya Atiawi	Dr January Louise Delos Reyes	Dr David Hateley
Dr Aayush Attri	Dr Greta Devane	Dr Andrew Hawkes
Dr Tha Toe Aung	Dr Sophie Dinnes	Dr Tyler Hay
Dr Maryanne Balanzategui	Dr Philip Duffy	Dr Russell Hooper
Dr Heather Barnett	Dr Samuel Dunell	Dr Ellen Horgan
Dr Caoimhe Basquille	Dr Moetagi Faupula	Dr Oscar Horky
Dr Helen Baxter	Dr Lisa Fernandez	Dr Robyn Howcroft
Dr Fiona Beer	Dr Louise Fish	Dr Amy Howell
Dr Natasha Bertschi	Dr Jenny Fitzgibbon	Dr Dianne Howski
Dr Valentina Bojic	Dr Erin Foley	Dr Richard Hutton
Dr Lucas Booth	Dr Geo Bosco Francis	Dr Teniola Ibrahim
Dr Jessica Bourne	Dr Caitlin Frede	Dr Andrew Irwin
Dr Jamie Brennan	Dr Shiwan Fu	Dr Rafat Islam
Dr Samantha Brock	Dr Maxwell Fulton	Dr Tusnim Jahan
Dr Nicholas Buist	Dr Chipo Gabarari-Mabesere Moyo	Dr Jessie Johnson Ling
Dr Vanessa Bull	Dr Hannah Gale	Dr Adam Jones
Dr Charlotte Cachia	Dr Victoria Gavins	Dr Simon Jones
Dr Alastair Cadzow	Dr Nathaniel Gerhardt	Dr Tapasi Karmakar
Dr Elisangela Caliar de Carvalho	Dr Preyanka Ghosh	Dr Damien Kearney
Dr Nicholas Carr	Dr Grace Gillon	Dr Bronte Keily
Dr Annabelle Celloe	Dr Hannah Goddard	Dr Callum Kennedy
Dr Joanne Chew	Dr Mei Goh	Dr Muhammad Khan
Dr Julia Chiu	Dr Jade Goodge	Dr Philippa Killingworth
Dr Kyrlyo Chulak Oglu	Dr Alexander Goodliff	Dr Sebastian Kirby
Dr Anna Civil	Dr Cameron Goodwin	Dr Chaoumiya Kokulasingam
Dr Aoife Clancy	Dr Samuel Grace	Dr Benjamin Kopec
Dr Catherine Clarke	Dr Alexander Grady	Dr Jashnil Kumar

Dr Winnie Lau	Dr Nicole Payne	Dr Sadaf Tariq
Dr Julia Lees	Dr Anna Pearce	Dr Angus Taylor
Dr Emma Leicester	Dr Kate Penfold	Dr Benjamin Taylor
Dr Ana Liddie Navarro	Dr Sophie Pettler	Dr Lien Sea Tee
Dr Yong Liang Lim	Dr Chi Hong Phuc Pham	Dr Sakira Thangavel
Dr Sophie Mackenzie Main	Dr David Phang	Dr Catherine Thompson
Dr Rukaiya Malik	Dr Richard Pilcher	Dr Kausalya Thusmanraj
Dr Jakob Malouf	Dr Omoruyi Pius-Usiobaifo	Dr Isobel Toy
Dr Lauren Manley	Dr Susan Potter	Dr Jean Tucker
Dr Alexander Maouris	Dr Victoria Power	Dr Elizabeth Turtle
Dr Raelene Martins	Dr Tarran Prangley	Dr Sabiena van Es
Dr Angus McCashney	Dr Lin Qi	Dr Ziech van Onselen
Dr Dearbhla McCotter	Dr Anthony Rawlinson	Dr Rachel Van Zetten
Dr Fraser McFadyen	Dr Marian Rezk	Dr Alice Vella
Dr Benjamin McKernan	Dr Laura Rhode	Dr Nyaga Wangari
Dr Paul McNulty	Dr Russell Richardson	Dr Umer Waris
Dr Hitihamillage Meegolla	Dr Sara Riffat	Dr Sophie Wen
Dr Maham Mohsin	Dr Nikita Robins	Dr David West
Dr Julia Moreira	Dr Timothy Rogers	Dr Jennifer Whitgift
Dr Rajeev Naidu	Dr Max Ryder	Dr Gwilym Whittaker
Dr Ashwini Nair	Dr Uzma Saleem	Dr Ben Wingrove
Dr Srikanth Nandamoodi	Dr Shimu Sarkar	Dr Su Wynn
Dr Monica Narula	Dr Leeanne Schaefer	Dr Marjan Yazdian
Dr Arsina Nausheen	Dr Alma Schonken	Dr Amy Yeoman
Dr Helen Nevell	Dr Chase Schultz-Swarthfigure	Dr Nisat Zaman
Dr Ai Van Nguyen	Dr Muhammad Shahzad	Dr Wendy Zhu
Dr Ayibala Nueryeke	Dr Michelle Sherwood	Dr Mark Zimmerman
Dr Georgina Oakman	Dr Jay Short	
Dr Sarah O'Donnell	Dr Sreshta Singh	
Dr Patrick O'Keeffe	Dr Fredrick Smith	
Dr Osiomah Omogbai-Musa	Dr Deidre Stark	
Dr Leon Ong	Dr Ariah Steel	
Dr Sara Osman	Dr Daliya Sultana	
Dr Lydia O'Sullivan	Dr Kalaivani Suntharalingam	
Dr Felicity Paget	Dr Timothy Sy	

EMD Recipients

1 July 2021 – 30 June 2022

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

Dr Naseer Ahmad	Dr Joanne Ha	Dr Sashikanth Munnangi
Dr Osemwegie Aigbogun	Dr Nigel Hendrickson	Dr Pauline Nakate
Dr Muhammad Akbar	Dr Ai Lee Heng	Dr Shobhana Nambiar Ek
Dr Rana Aljanabi	Dr Bijan Heshmati	Dr Sanat Nandwana
Dr Karim Al-Khafaji	Dr Donna Hill	Dr Natasha Nointin
Dr Syed NaveedAziez	Dr Felix Ho	Dr Davinder Pannu
Dr Farah Aziz	Dr Andrew Hughes	Dr Krunal Patel
Dr Joel Bate	Dr Jonathan Insermini	Dr Steinþór Runólfsson
Dr Son Cheang	Dr Michael Jacob	Dr Jan Rusman
Dr Vikram Chellaboina	Dr Meenal Joshi	Dr Lahiruwan Somaratne
Dr Gang Cheng	Dr Emmanouele Karpathakis	Dr Melissa Strachan
Dr Xiao Chew	Dr Ei Ei Khin	Dr Kalaivani Suppiah
Dr Jason Coventry	Dr Jason Kho	Dr Malek Telfah
Dr Christopher Diehm	Dr Cherylene Lee	Dr Daniel Thambiraj
Dr Amy Doldissen	Dr Xuebing Liang	Dr Neil Thomson
Dr Samuel Di Oei Eng	Dr Chanida Limpatiyagorn	Dr Angela Travis
Dr Luke Feighery	Dr Maria Livera	Dr Isuru Wasthuhewa Arachchi
Dr Sean Fernandez	Dr Yan Lu	Dr Lisa Waters
Dr Nicholas Francis	Dr Arsalan Mahmud	Dr Marcus Wilcox
Dr Xiuhui Gao	Dr Lorraine Marshall	Dr Emilie Willcox
Dr Hamid Golshan	Dr Paul Masson	Dr Robert Worswick
Dr Catherine Grant	Dr Matthew McAlpine	

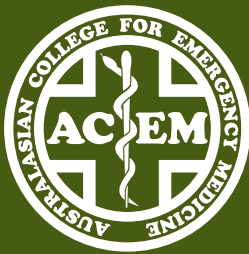
EMAD Graduates

1 July 2021 - 30 June 2022

The College congratulates the following ACEM Emergency Medicine Advanced Diploma (EMAD) recipients.

Dr Osemwegie Aigbogun*	Dr Ai Lee Heng*	Dr Krunal Patel*
Dr Javed Ahmad	Dr Donna Hill*	Dr Jan Rusman*
Dr Muhammad Akbar*	Dr Felix Ho*	Dr Lahiruwan Somaratne*
Dr Rana Aljanabi*	Dr Andrew Hughes*	Dr Melissa Strachan*
Dr Karim Al-Khafaji*	Dr Sudath Ihalawattha	Dr Malek Telfah*
Dr Moayed Alsalm	Dr Jonathan Insermini*	Dr Neil Thomson*
Dr Ali Altaleb	Dr Emmanuele Karpathakis*	Dr Angela Travis*
Dr Syed NaveedAziez*	Dr Ei Ei Khin*	Dr Isuru Wasthuhewa Arachchi*
Dr Farah Aziz*	Dr Jason Kho*	Dr Lisa Waters*
Dr Joel Bate*	Dr Cherylene Lee*	Dr Marcus Wilcox*
Dr Vikram Chellaboina*	Dr Xuebing Liang*	Dr Emilie Willcox*
Dr Gang Cheng*	Dr Maria Livera*	Dr Robert Worswick*
Dr Xiao Chew*	Dr Yan Lu*	
Dr Jason Coventry*	Dr Lorraine Marshall*	
Dr Christopher Diehm*	Dr Paul Masson*	
Dr Luke Feighery*	Dr Sashikanth Munnangi*	
Dr Sean Fernandez*	Dr Ahamed Mustaq	
Dr Nicholas Francis*	Dr Pauline Nakate*	
Dr Xiuhui Gao*	Dr Shobhana Nambiar Ek*	
Dr Hamid Golshan*	Dr Matthew Nettle	
Dr Catherine Grant*	Dr Natasha Nointin*	
Dr Nigel Hendrickson*	Dr Davinder Pannu*	

*Denotes EMD recipient also awarded EMAD as per Board decision outlined on page 12



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