

2023 Year in Review:

ACEM Annual Report



EMERGENCY

Including stories from **YourED**

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

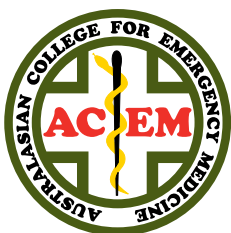
To be the trusted authority for ensuring clinical, professional and training standards in the provision of quality, evidence-based, patient-centred emergency care.

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 Ti Tiriti o Waitangi partners in Aotearoa New Zealand.



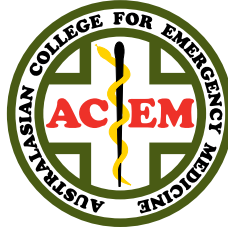
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President's Report

Report of the ACEM Board

Dr Clare Skinner, President



In 2022–2023, ACEM continued to advance, advocate for and celebrate excellence in emergency medicine.

The Council of Education (COE) developed the revised ACEM CPD Program, which will be implemented in 2024, in line with new Medical Board of Australia standards and feedback for improvements from ACEM membership.

COE also presided over the immense task of transitioning trainees to the revised FACEM Training Program.

This training program is designed to provide FACEM trainees with the skills they will need to meet future challenges, including treating ageing populations with higher rates of complex illness, which will impact the type of work undertaken in emergency departments (EDs) over the coming years.

Over the past year, there have also been some fantastic developments in the advocacy space.

College advocacy priorities have focused on access block and overcrowding, workforce planning and distribution, redressing Indigenous health inequity across Australia and Aotearoa New Zealand, climate change and other issues.

College staff and officeholders worked diligently to make sure the issues, problems and solutions members and trainees care about, and need, were in the room with decision-makers – and in the public eye.

ACEM partnered with the Sax Institute to review potential solutions to access block in Australia and Aotearoa New Zealand.

The College published *State of Emergency* (SOE23), a report providing key data relating to ED performance in each of Australia's states and territories. The report generated widespread media coverage, and engagement from health stakeholders across the system. It helped drive real and immediate discussion and action on the most critical issues facing healthcare systems.

The College publication *YourED* shifted to a digital platform. This movement aligns with the College's sustainability strategy, and supports more members, trainees, colleagues and friends to access stories and insights from the world of emergency medical care.

Globally, ACEM supported the development of a new ED at Lae Hospital in Papua New Guinea through the Global Emergency Care (GEC) program. Through this program, ACEM is committed to improving

“Together, we will shape what emergency medicine means to us, and the people who need emergency care, into the future.”

the capacity of Low-and Middle-Income Countries (LMICs) to deliver safe and effective emergency care, and to ensure emergency care is recognised as an essential part of universal healthcare – available and accessible to all.

The ACEM Foundation contributed funds to support global care projects and partnerships, as well as grants and scholarships for emerging and established emergency medicine researchers, and initiatives to improve health outcomes for Indigenous peoples and support Indigenous practitioners-in-training.

The year 2023 marks the 40th anniversary of ACEM. This provides the perfect opportunity to look beyond our immediate challenges and reflect on how far we have come.

Over the past 40 years, our specialty has had to develop and adapt to a more complex, and in many ways more challenging, healthcare environment. We have grown and expanded to cover a range of different activities and interests, using emergency medicine as a base from which to develop and explore.

ACEM has worked hard to maintain the sustainability of emergency medicine. But as we move through the aftershocks of the pandemic

to confront new challenges across our health systems, we must consider what our role will be in the future.

I began my presidency with a strong belief that the whole is more than a sum of its collective parts. We are strongest when we communicate with each other, share our issues and initiatives, and work in unity to help our colleagues and the communities we serve.

In 2023-2024, we will continue to come together, engage and connect as a cohort, and continue building and developing our amazing specialty.

Together, we will shape what emergency medicine means to us, and the people who need emergency care, into the future.

Because we are the College – and the College is us.



Dr Clare Skinner,
President

ACEM Board

as of 30 June 2023



Dr Clare Skinner
ACEM President



Dr Stephen Gourley
President-Elect



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



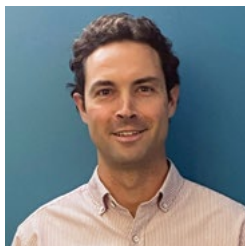
Dr Kate Field
Censor-in-Chief and Chair,
Council of Education



Dr Rebecca Day
FACEM General Member



**Associate Professor
Melinda Truesdale**
FACEM General Member



Dr Thomas van Dantzig
Trainee Member



Ms Jacqui Gibson-Roos
Community Member



Mr Craig Hodges
Non-FACEM Board Member



Ms Libby Pallot
Non-FACEM Board Member

ACEM Councils

Membership

Council of Advocacy, Practice and Partnerships (CAPP)

Associate Professor Didier Palmer OAM, Chair

Dr Kimberly Humphrey, Deputy Chair

Dr Clare Skinner, President

Dr Stephen Gourley, President-Elect (from 2022 AGM), Northern Territory (until 2022 AGM)

Dr Kate Allan, Aotearoa New Zealand

Dr André Cromhout, Aotearoa New Zealand

Dr Aline Archambeau, Australian Capital Territory

Dr Trevor Chan, New South Wales

Dr Andrew Coggins, New South Wales

Dr Rhys Ross-Browne, New South Wales

Dr Jules Willcocks, Northern Territory (from March 2023)

Dr Alex Markwell, Queensland

Dr Shantha Raghwan, Queensland

Dr Ajith Thampi, Queensland

Dr Daniel Haustead, South Australia

Dr Juan Carlos Ascencio-Lane, Tasmania

Dr Belinda Hibble, Victoria

Dr Andy Tagg, Victoria

Associate Professor Melinda Truesdale, Victoria

Dr Peter Allely, Western Australia

Dr Eve Foreman, Western Australia

Dr Steven Chiang, Trainee Committee Chair (until February 2023)

Dr Laksmi Govindasamy, Trainee Committee Chair (from February 2023)

Ms Louise Johnson, Community Member

Council of Education (COE)

Dr Kate Field, Censor-in-Chief (from 2022 AGM), Deputy Censor-in-Chief (until 2022 AGM)

Dr Barry Gunn, Censor-in-Chief (until 2022 AGM)

Dr Anoushka Perera, Deputy Censor-in-Chief (from 2022 AGM), Regional Deputy Censor for Victoria (until 2022 AGM)

Dr Clare Skinner, President

Dr Stephen Gourley, President-Elect (from 2022 AGM)

Dr John Bonning, Immediate Past President (until 2022 AGM)

Dr Selina Watchorn, Regional Censor for Australian Capital Territory

Dr Miguel Taliana, Regional Censor for New South Wales

Dr Darren Khodaverdi, Regional Censor for Aotearoa New Zealand (from 2022 AGM)

Dr Stuart Barrington-Onslow, Regional Censor for Aotearoa New Zealand (until 2022 AGM)

Dr Rebecca Day, Regional Censor for Northern Territory

Dr Darren Powrie, Regional Censor for Queensland

Dr Peter Bruce, Regional Censor for South Australia (from 2022 AGM)

Dr Alistair Fergusson, Regional Censor for South Australia (until 2022 AGM)

Dr Laura Pulbrook, Regional Censor for Tasmania

Dr Phyllis Fu, Regional Censor for Victoria (from 2022 AGM)

Dr Jonathan Dowling, Regional Censor for Victoria (until 2022 AGM)

Dr Simone Bartlett, Regional Censor for Western Australia

Dr Steven Chiang, Trainee Committee Chair (until February 2023)

Dr Laksmi Govindasamy, Trainee Committee Chair (from February 2023)

Ms Jennifer Morris, Community Member (from December 2022)

Ms Jacqui Gibson-Roos, Community Member (until 2022 AGM)

ACEM in Numbers

Membership Categories (as of 30 June 2023)

Fellows

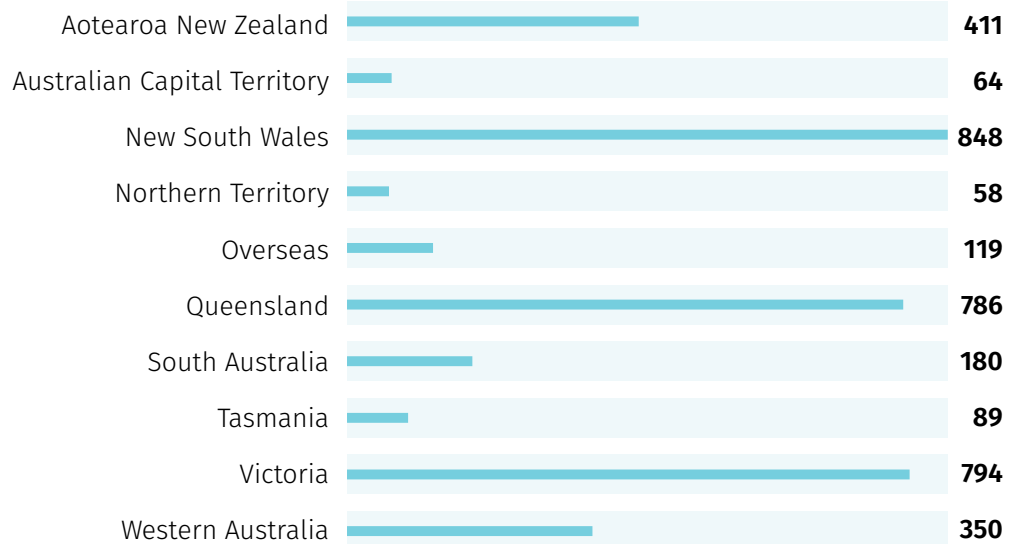
3,699

Active Fellows

266

New Fellows between
1 July 2022 – 30 June 2023

Active Fellows by Region



Training Programs

406

trainees registered in
the **ACEM Emergency
Medicine Certificate
(EMC)**

156

trainees registered in
the **ACEM Emergency
Medicine Diploma
(EMD)**

72

trainees registered in
the **ACEM Emergency
Medicine Advanced
Diploma (EMAD)**

146

trainees registered in
the **ACEM Pre-Hospital
and Retrieval Medicine
Diploma (DipPHRM)**

2,471

FACEM Training Program trainees

1,895

FACEM Training Program trainees
in the **legacy training program**

576

trainees in the **revised
FACEM Training
Program**

ACEM accredited emergency department training sites (FACEM Training Program)

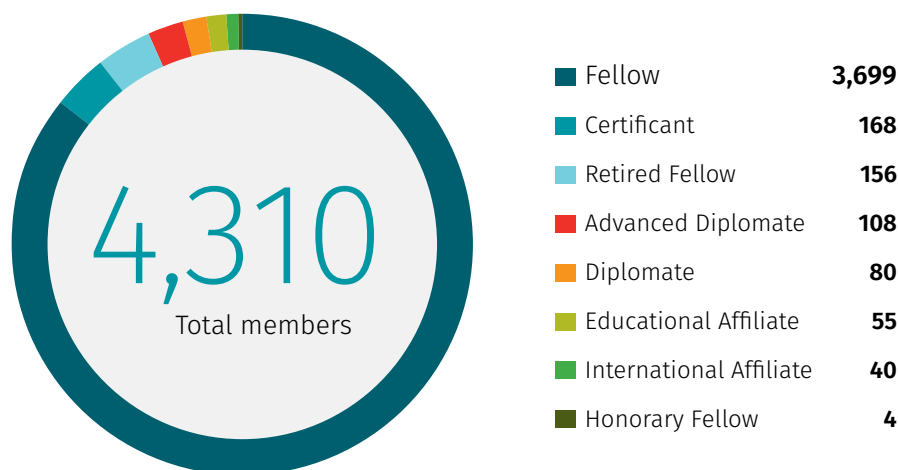


159

At the end of June 2023, there were a total of 159 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).

There were also a further 25 sites accredited for Specialist Skills Placements (SSPs).

Membership Categories (as at 30 June 2023)



4,310

Total members

Advocacy

Submissions

56

56 submissions to political inquiries between 1 July 2022 and 30 June 2023.

Of these:

- **10 submissions** were made in Aotearoa New Zealand.
- **24 submissions** were made at a federal or national level in Australia.
- **22 submissions** were made at state or territory level in Australia.
- **29 submissions** focused on health system reform, including workforce.
- **14 submissions** addressed quality, patient safety and clinical care.
- **13 submissions** focused on public health.

Meetings

19 meetings with politicians and/ or their senior advisors, alongside a large number of engagements with senior public servants.

Representation

62 members of ACEM represented the College on external or representative bodies.



40 Years of ACEM



In 2023, ACEM celebrated its 40th anniversary, and marked the occasion by looking back on past milestones and considering how it will meet the future needs of emergency medicine. Four significant figures from ACEM's history reflected on the College's achievements and what ACEM will look like as it continues to evolve.



The evolution of emergency medicine in Aotearoa

When FACEM and Professor Michael Ardagh started practising emergency medicine in Aotearoa New

Zealand during the early 90s, the profession was in its “developing, pioneering phase,” he said.

The first trainee from Aotearoa New Zealand to complete the five-year ACEM Fellowship training program, Michael was one of the key figures in developing emergency medicine as a specialty in Aotearoa.

He worked closely with Manatū Hauora/Ministry of Health and other government bodies to ensure the issues in emergency departments (EDs) were understood and addressed.

“It’s been great to see the influence, which has taken quite a bit of building.”

He is proud of helping to establish time-based targets for EDs, and believes they were crucial to ensure government support and accountability.

He said, “Establishing the target as one of the six care targets in New Zealand for that particular government meant that people took emergency department overcrowding and flow seriously – because they had to.”

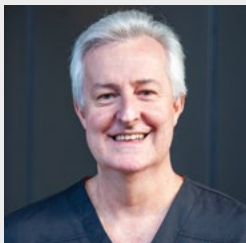
“Getting out there beyond our walls is great, and a sign of a mature specialty with a good heart.”

The Otago Christchurch Hospital ED’s effective management of the 2011 Christchurch earthquake and 2019 mosque shooting are testaments to emergency medicine’s strength and growth over the last 40 years, he believes.

“To be able to not only handle these massive events, but handle them extremely well, is something I’m very, very proud of. I’m proud of the whole community in emergency medicine.”

Moving forward, Michael would like to see clinicians continue to give back to the community, advocating for equity and better social conditions outside of EDs.

“Getting out there beyond our walls is great, and a sign of a mature specialty with a good heart.”



Improving the standard of rural, regional and remote emergency care

The number of patient presentations has rapidly increased since Dr Stephen Gourley, ACEM's President-

Elect and director of the Alice Springs ED, became a FACEM in 2009.

"A decade ago, departments were seeing 50,000 patients a year," he said. "Now, there's departments that are seeing well over 100,000."

To keep up with this increase, EDs and staff have had to develop innovative ways to respond to patient demand.

COVID-19 was a huge catalyst in the development of technological solutions to healthcare problems, Stephen said, including the widespread adoption of telehealth.

"When you put a FACEM into a regional town, it improves the whole healthcare system. It improves the care across the board."

However, in rural hospitals, "We've had to make do," he said.

When Stephen started working in Alice Springs, there was only one FACEM, Dr Elizabeth Mowatt, who predated him. "When Alice Springs got its first FACEM, it transformed the whole hospital and how it ran, and it started attracting specialists."

There are now 13 FACEMs working in Alice Springs, and the ability of staff to manage critical patients in EDs has advanced significantly.

"We've become more sophisticated," said Stephen. "Our retrieval and transport systems have really matured over the time as well."

One of the best ways to influence broad healthcare outcomes, believes Stephen, is to place more FACEMs in rural hospitals. "We provide excellent care, and whenever there's a FACEM in a hospital, it improves the level of care that's provided."

"We're trained really well," he said. "Not only in medicine, but in problem solving, leadership and systems. "When you put a FACEM into a regional town, it improves the whole healthcare system. It improves the care across the board."

Stephen believes rural, regional and remote areas are challenging and highly rewarding places for FACEMs to work. "You can work at your full scope of practice," he said. "You get to do paediatrics, OB-GYN, ortho, trauma – all sorts of things that in some hospitals have become sub-specialised."



Defining emergency medicine's clinical breadth and depth

FACEM Dr Sue Ieraci's early specialist career began during a period of significant transition in

emergency medicine.

A FACEM since 1990, and ACEM Vice-President from 1997-2000, Sue observed the profession shift from an area of medicine comprising of mostly junior doctors, to an official, well-respected, and highly needed specialty.

This period of flux and growth provided her with the opportunity to make real and significant changes to the practice of emergency medicine.

Sue worked closely on the development of formal educational resources and policies, particularly relating to triage practices.

She said, "When it's developing, and you have a hand in it, it can be enormously rewarding."

The sheer breadth of care that FACEMs were willing to provide patients helped legitimise the specialty, Sue believes.

"Even though the hospital will always be the core of the specialty, it's really exciting to see our role and skills spreading into other areas,"

"We had to take on a lot of roles to show both our skill, and our necessity, in the system."

Today, EDs are treated as the backstop for other services, she said, and this contributes to the current pressures in EDs.

"We've helped to create a workplace where anything and everything can default to us. When you combine that with very tight scrutiny – but also have bed block so that patients can't leave us – we're really in a jam."

Sue sees emergency medicine's next step as defining where its services are most needed. This can include recognising when a patient may not always be best served by presenting to an ED. This could, in turn, enable other

healthcare services to create other "backstops".

At the same time, Sue sees great potential in applying emergency medicine skills to non-hospital settings.

"Even though the hospital will always be the core of the specialty, it's really exciting to see our role and skills spreading into other areas," she said. "Whether it's toxicology, hospital in the home, or telemedicine."



Exploring dynamic approaches to clinical practice and career development

FACEM Dr Bryan Walpole, a founding member of ACEM, believes there's been a

complete "revolution" in ED since the formation of the College.

"We came to a fairly chaotic and disorganised casualty department, which was totally staffed by junior doctors, calling on inpatient staff for support that was only intermittently available," he said.

"It's now a huge, dynamic specialty with multiple sub-specialties."

Bryan believes one of the biggest changes in emergency medicine over the last 40 years is the role it plays in the public health system.

Emergency medicine used to focus on delivering high acuity care. Now it acts as a safety net for people who, for whatever reason, can't access care in the community.

"Our initial mission to look after the sick, the ill and the injured has morphed into looking at those who have a problem that nobody else can solve."

"That's because we have access to a whole lot of technology that allows us to do one-stop-shopping, and the lights are on 24/7."

While this has meant more resources are now needed, it has also meant emergency medicine training has broadened into interesting and exciting areas – both inside and outside of EDs.

He said, "It now involves running a complex organisation, and counselling and supporting a big team of doctors and nurses."

If you can do that, he said, "then you can do a whole lot of other things like disaster management, EMU wards, telemedicine, ICU, pre-hospital care and so forth."

"Our initial mission to look after the sick, the ill and the injured has morphed into looking at those who have a problem that nobody else can solve."

Bryan believes that the skills emergency clinicians gain from their training provides them ample options in their later career, if they choose to transition from more intense clinical work. In the last few years of his career, Bryan lectured, studied and worked in "short FIFO jobs in refugee camps, detention centres, and oil rigs, which were all interesting," he said.

Supporting the development of sub-specialties has been a "really positive thing about the College," said Bryan. Going forward, he wants to see these opportunities continue and expand.

CAPP Report

Associate Professor Didier Palmer OAM, Chair



In 2022–2023, the Council of Advocacy, Practice and Partnerships (CAPP) prioritised its advocacy, policymaking, standard-setting, and research energies to the areas that most impact members and where the College can make the biggest impact.

To ensure ACEM is advocating on the issues that matter most to its members, a survey of College members was conducted. The results of the survey indicated that two-thirds of members who responded agreed that ACEM is advocating on appropriate issues. The top priorities chosen by members (from a list of more than 20 issues) aligned well with ongoing advocacy:

- Access block/overcrowding
- Workforce planning/distribution
- Indigenous health equity

Australia: Following the election of a new Australian Federal government, and within a broader advocacy strategy, CAPP is pursuing the following national engagement priorities:

- Workforce
- Urgent Care Clinics
- Hospital Access Targets (HAT)

Aotearoa New Zealand: In the lead up to the national election, ACEM is advocating for:

- Hospital capacity
- Workforce retention
- Physical safety
- Maori health equity

The latter is underpinned by two new ACEM guidelines:

- *Achieving Our Vision: Te Tiriti o Waitangi and Te Rautaki Manaaki Mana*
- *Pathways to Excellence in Emergency Care for Māori: He Ara Tiatia ki te Taumata o Pae Ora Manaaki Mana*

Tackling Access Block

ACEM Hospital Access Targets (HAT) have been adopted across multiple jurisdictions, and are now reported in the national Australian Emergency Medicine dataset. Ultimately, the College wants HAT incorporated into the new Australian National Health Reform Agreement (NHRA). Encouragingly, ACEM was invited to discuss patient flow solutions with NHRA reviewers, highlighting ED integration within hospitals, and optimisation of the hospital/community services interface.

The 2023 ACEM-commissioned *Access Block: a review of solutions* arose from the need for an independent evidence assessment. The well-received report identifies four types of evidence-supported intervention:

- (1) Reducing occupancy
- (2) Accommodation configuration post-ED assessment
- (3) Patient flow
- (4) System targets

The first ACEM *State of Emergency* report received wide media attention, using our data to illuminate the ED access crisis.

The Medical Research Future Fund released significant funding for research on care models that reduce ED waiting times for Australians. ACEM-supported applications from four jurisdictions were successful.

Supporting Rural Emergency Medicine

As the peak body for rurally delivered critical care, the College continues to advocate for universal community access to well-resourced FACEM care. The inaugural ACEM Rural Emergency Care Conference (mid-2024) will be uniquely themed around rural member concerns, with non-rural practitioners invited to learn about rural careers.

Sustaining the Emergency Medicine Workforce

Members were consulted on updated ACEM workforce guidelines (G23) that focus on whole-of-ED (rather than just senior) medical staffing by:

- (1) defining the middle-grade workforce
- (2) quantifying ED skill-mix requirements
- (3) highlighting increased demands on EDs
- (4) cautioning against workforce casualisation
- (5) reinforcing the value and scope of FACEM care.

The new *ACEM Statement on Parenting in Emergency Medicine* is another example of our commitment to sustainable and balanced careers for all ACEM members.

Positioning on UCCs

A new ACEM statement cautiously supports Federal plans for a new network of Urgent Care Centres (UCCs), but only as a mechanism to improve access to urgent primary care. UCCs may reduce low-acuity ED presentations but will not impact on overcrowding, access block and ramping, which are symptomatic of long waits for in-patient admission.

Supporting GEC

ACEM is privileged to work with global emergency care (GEC) partners in supporting locally-led capacity development in the Indo-Pacific. Following significant involvement from the outset, ACEM was proud to support the May 2023 opening of the new ED at Lae Hospital in Papua New Guinea, deploying a FACEM and two emergency care nursing advisors.

Broadening Engagement

We are broadening member participation:

DEM Forums: The College now delivers several DEM forums annually. Following the June forum on operationalising ACEM quality standards, further 2023 events on advocacy priorities and access block are planned.

Networks: The new ACEM Workforce Wellbeing Network and Emergency Telehealth Network join eight other communities of practice enhancing peer-to-peer member communication.

Faculty Boards: Faculty Boards provide significant advocacy and media on local health matters. ACEM will consult on options to engage more members within and beyond Faculty Boards, imagining Faculties as 'Regional Leadership Groups', reflecting the gamut of College activities.



Changing the Public Conversation

Across 2022 and 2023, ACEM’s bi-national advocacy focused on shifting public conversation and decision-making around the issues members identified as most impacting them, with numerous positives emerging from this approach.

Whole-of-Hospital Responses

Politicians and Departments of Health, at both state and federal levels, showed far better engagement and a willingness to try and grapple with the whole-of-health system pressures emergency healthcare providers are dealing with.

A key example was when ACEM was called upon to provide evidence at the Parliament of New South Wales 2022 inquiry into the *Impact of Ambulance Ramping and Access Block on the Operation of Hospital Emergency Departments in New South Wales*.

ACEM President Dr Clare Skinner, who was a witness at the inquiry, told parliamentarians that due to overcrowding, the practice of treating patients in corridors and waiting rooms was becoming increasingly normalised.

“It’s just not adequate, and it’s not safe,” Dr Skinner said. “It’s like working with a conveyor belt full of things you can’t get to fast enough, but what’s on the conveyor belt is human distress and suffering.”

Dr Skinner also told the inquiry the pressures of access block have built for a long time, and the COVID-19 pandemic was “the straw that broke the camel’s back”.

“It’s really important to stress that this is not a COVID phenomenon,” Dr Skinner said.

“This is a global phenomenon of hospitals, which has been growing for decades due to under-investment, under-resourcing and poor coordination of community-based care.”

The final report from the inquiry contained 12 recommendations, which addressed several areas of concern for the College, including increased staffed hospital beds, increased numbers of staffed hospital pharmacists, as well as the appointment of a person to oversee patient flow.

ACEM urged bipartisan support of the recommendations, with the NSW Government supporting, or supporting-in-principle, 10 of the report's 12 recommendations. ACEM looks forward to seeing how the state addresses the significant challenges facing its health system.

Hospital Access Targets

ACEM's Hospital Access Targets (HAT) have continued to be a key part of the College's advocacy.

In Tasmania, the state Department of Health committed to "Implement ACEM Hospital Access Targets and improve data and analytics to support increased transparency, improve demand management and drive flow across the system" as part of its 2021-2023 Strategic Priorities.

In April 2023, the Government of Western Australia committed to ACEM's HAT, aiming for its hospitals to admit 80% of ED patients within six hours, while discharging 80% of those who don't require ward admission within four hours. To ensure transparency and accountability for this commitment, a publicly accessible dashboard reporting on progress towards the targets will be released later in 2023.

"To fix a problem, we must first know what success looks like, we must know what to aim for," ACEM's Western Australia Faculty Faculty Chair, Dr Peter Allely said.

"ACEM's Hospital Access Targets can guide us towards achieving the safest wait-times for patients to receive emergency healthcare. These targets won't fix the health system, but they can act as drivers for change, along with innovation and accountability."

A trial of HAT is also currently being conducted in the Australian Capital Territory by Dr Suzanne Smallbane and Professor Drew Richardson, while Aotearoa New Zealand and the Northern Territory are using its measures as part of hospital data reporting. Data on HAT is also now available from the Australasian Institute of Health and Welfare.

The HAT also featured as part of ACEM's Memorandum of Understanding with the Health Roundtable (HRT) and is intended to become a key part of the reporting the HRT provides to hospital executives.

Patient Flow Initiatives

In October 2022, the College released the Sax Institute's *Access block: A review of potential solutions*, a report commissioned by the College that analyses more than a decade of global research to identify four clear solutions for access block.

The report identified several measures to improve patient flow, including improving hospital inpatient bed capacity and other processes to allow hospitals to run at 85-90% capacity; the adoption of system-wide targets for patient flow; as well as the implementation of short stay units and acute medical and surgical units.

The College also provided input into patient flow measures undertaken in jurisdictions such as South Australia and looks forward to seeing progress and planning on the promised initiatives addressing patient flow taken to recent election wins by the Victorian and New South Wales governments.

Meanwhile, as part of ACEM's primary aim of including the HAT measures in the 2025 National Health Reform Agreement, ACEM was a participant in the review of the NHRA Addendum 2020-2025. The College suggested several patient flow solutions, including better hospital department integration and optimisation of the interface between hospital and community-based services.

COE Report

Dr Kate Field, Chair and Censor-in-Chief



The Council of Education (COE) is the educational governing body that oversees ACEM's education and training activities.

In 2022–2023, as the world emerged from the lockdowns and restrictions of the COVID-19 pandemic, it became apparent to COE and its entities how vastly different our workplaces have become post-pandemic.

As our population ages rapidly, coupled with the community's decreased access to primary care, we need our College – and our training programs – to respond to the challenges we face, now and in the future.

We must best support our doctors' training in the Emergency Medicine Certificate, Diploma and Advanced Diploma programs, Pre-Hospital and Retrieval Medicine program, the FACEM Training Program and the SIMG Pathway to Fellowship, whilst ensuring workforce sustainability.

This will require innovation and courage.

ACEM has a reputation as a leader in training amongst our peers. But there remains much work to be done to make sure that we continue to evolve our training programs to meet the needs and expectations of the communities we serve.

My vision as Censor-in-Chief (CIC) is to ensure that we don't just train emergency specialists. Rather, we continue to develop our training programs to guarantee that our trainees are the best emergency medicine doctors and specialists possible.

In 2022–2023, preparations continued for the advent of the revised ACEM CPD Program in 2024, CPD Homes. These changes will allow our members to meet new Medical Board of Australia standards,

and consider IT requirements. COE and ACEM staff have been working to ensure the new CPD platform will be easy to use, intuitive, and accessible from any device. This will support members to easily plan, monitor and document their CPD requirements.

In November 2023, ACEM will begin the process of transitioning trainees from the pre-2022 FACEM Training Program to the 2022 FACEM Training Program – an ongoing process that will continue to May 2024. We are focussed on ensuring that no trainees are disadvantaged in this process.

During 2022–2023, the IT team continued to build and test the 2022 FACEM Training Program portal, to best support these activities.

In the last year, there were several significant leadership changes in ACEM's education and training space. ACEM CEO Emily Wooden was appointed in July 2022. In November 2022, I became the (CIC and Dr Anoushka Perera was appointed Deputy Censor-In-Chief (DCIC). On behalf of COE, I would like to thank previous CIC, Dr Barry Gunn, for over seven years of service in this role.

Executive Directors of Education and Training, Anna Kaider and Damien Reddrop, and the Deputy CEO, Olly Jones, continued their leadership roles in this space.

I would like to thank all of the past and current members of COE and the Regional Deputy Censors for their continued contributions to our College, and their wise counsel, range of opinions and encouragement.

Celebrating the Trainees of ACEM

In 2022 and 2023, ACEM trainees continued to perform outstanding feats within the specialty of emergency medicine, whether they were working on placement, excelling in their examinations, or researching and advocating for change. Here are some of the stories of those trainees.



Working to address frequent attendances in Mparntwe

Dr Sophie Collins has seen first-hand the ongoing effects of colonialism on the health of Aboriginal and Torres Strait

Islander people during her placement at the Alice Springs Hospital Emergency Department (ED).

A self-proclaimed “reformed city kid” from Sydney, Sophie is the first trainee to undertake ACEM’s Specialist Skills Placement (SSP) in Indigenous Health.

Sophie’s placement is with the ED Care Coordination Program and supports a local cohort of frequently attending Aboriginal patients. The program aims to build strong links between the hospital and the Central Australian Aboriginal Congress, the Aboriginal community-controlled health organisation in Mparntwe.

As part of the program, Sophie works closely with the ED Aboriginal Care Coordinator for the Alice Springs Hospital, proud Central Eastern Arrernte woman, Kim Gorey.

“I learn a lot from Kim,” said Sophie. “She provides that crucial cultural safety element for Aboriginal patients, and she’s an incredibly generous and knowledgeable person.”

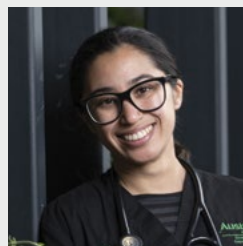
Together, Sophie and Kim work with frequently presenting patients to get a comprehensive understanding of their needs, map the services available in and out of the hospital, then liaise with internal and external care providers to link patients with the care they need.

“Aboriginal and Torres Strait Islander people have resilient and active culture,” Sophie said, “so we need to be thinking of ways to show respect to people, and ways of meeting their needs – and acknowledging that those needs might be different from our own.”

Sophie also values the program’s emphasis on “slow medicine” and holistic care. Due to the small size of the cohort, she is able to spend hours at a time with patients, taking time to get to know their background and stories.

This can be difficult to do in typical emergency medicine spaces, she said, due to demand and constantly shifting priorities, but it is vital when working with Aboriginal and Torres Strait Islander patients.

“We get to build relationships, which is really special.”



Researching the stories behind gender equity and leadership

Advanced trainee Dr Laksmi Govindasamy believes storytelling is an important part of understanding

marginalised people’s experiences of working within emergency medicine.

Laksmi is currently completing an ACEM-supported PhD looking at the relationship between gender and leadership in emergency medicine across Australia and Aotearoa New Zealand. For her, using a qualitative approach to explore gender and leadership is vital when determining the “why” aspects of these situations, not just the numbers.

“Although there’s value in the statistical side of things, I think that there’s a lot more value in sharing the narratives.”

Laksmi has found working with research participants a real privilege, and several of the stories she has collated have resonated personally.

She believes sharing these stories can help validate individual experiences, contribute further evidence to inform strategies for more diverse and inclusive workplaces, and ultimately lead to real change.

“It’s also an opportunity to share the more negative aspects of people’s experiences and show that they’re not alone, and that there are pathways to be supported out of them.”

Although Laksmi is heartened by ACEM’s work on diversity and inclusion, she hopes her project can contribute to broadening the depth and breadth of opportunity for people with diverse backgrounds across the health system.

“It’s not just about those individuals that find success, it’s also about having systems that support success for all, more consistently and more equitably.”

The ACEM-supported PhD is in partnership with Swinburne University’s SUPRA scholarship program,

awarded to students of exceptional research potential undertaking doctoral studies. Laksmi hopes to complete her research in the coming year.

The 2022.2 and 2023.1 Buchanan Prize Winners

The Buchanan Prize is awarded to the highest scoring candidates in a cohort of the Fellowship Examination (Clinical), the ‘OSCE’, on their first attempt of the examination.

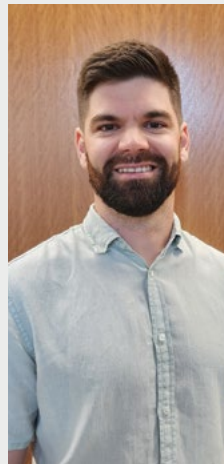
Three trainees were awarded the 2022.2 Buchanan Prize: Dr Adam Douglas, Dr James Lim and Dr Evy Panos.

Four trainees were awarded the 2023.1 Buchanan Prize: Dr Scott Farenden, Dr Jack Marjot, Dr Mike O’Loan and Dr Jack Taylor.



Dr Panos was shocked she won the prize after failing the NSW trial OSCEs a week earlier. Her advice after a difficult trial exam was straightforward.

“Don’t treat it like an exam. Just pretend it’s the most interesting day that you’ll ever have in emergency medicine.”



Dr Douglas was grateful for the mentorship of senior doctors at Port Macquarie throughout his examination preparation.

“They were instrumental in providing opportunities to practice for the OSCEs and gave great feedback to really push us.”



Dr Taylor emphasised the importance of having a good OSCE study group.

“We practised regularly, at all hours, in all settings. One of the stranger places was in a local park, with lots of printed out papers and laptops.”



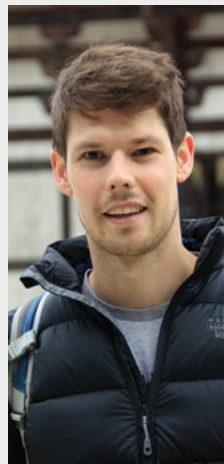
Dr O’Loan said approaching the examination with self-assurance is key.

“So much of the actual performance on the day is being confident. If you can project that confidence, you’ll do much better.”



Dr Marjot believes the most important thing is to be kind to yourself.

“Try to make peace with the fact that you’re not always going to be able to give one hundred per cent to your study, because other things in life will get in the way.”



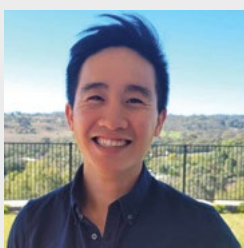
Dr Farenden acknowledged the efforts of people who balanced other life duties alongside their OSCE studies.

“I’m in awe of my colleagues who did this with children and other commitments as well.”

The 2022.2 and 2023.1 Joseph Epstein Prize Winners

The Joseph Epstein Prize is awarded to the highest scoring candidate at the Primary Viva Examination.

In the 2022.2 cohort, Dr Chase Schultz-Swarthfigure (right) was awarded the prize, and in the 2023.1 cohort the prize was awarded to Dr Michael-Antony Nguyen (below).



Dr Nguyen initially trained as a rural GP before pivoting to emergency medicine.

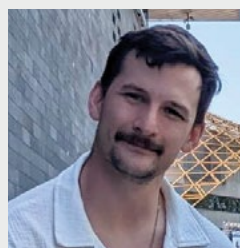
His initial GP experiences exposed him to acute medicine, and informed his choice to start emergency medicine training.

“I’m now very certain that this is definitely for me.”

He loves working in Toowoomba as the catchment area, and the mentorship and support he received at the Toowoomba ED has inspired him to pursue more educational roles in the future.

“I had such strong support, and I would love to pass on that support myself.”

“You’re an amalgamation of the effort people put into you. The skill and time other people put into your training makes a big difference,”



Chase moved to Melbourne from the UK three years ago, but it wasn’t until he started working at Western Health he realised he wanted to be an emergency doctor.

He was especially drawn to the high acuity nature of emergency presentations, working with like-minded people who cared about career progression, and the diverse specialty knowledge required to practise in the field.

He credits his success to the mentorship of the DEMENT team and consultants at Western Health.

“You’re an amalgamation of the effort people put into you. The skill and time other people put into your training makes a big difference,” he said.

“The environment of care and teaching at the Western is largely thanks to Joseph Epstein, so it feels amazing to have

won the prize named after him.”

Faculty Reports



Aotearoa New Zealand

Dr Kate Allan, Aotearoa New Zealand Faculty Chair

In 2022–2023, the Aotearoa New Zealand (NZ) Faculty continued to be involved in several policy and advocacy activities.

It was an active member of the Council of Medical Colleges (CMC) and responded to numerous consultations with the Ministry of Health/Manatū Hauora, the Medical Council of New Zealand/Te Kaunihera Rata o Aotearoa and the Law Commission/Te Aka Matua o te Ture.

Issues worked upon included the Women's Health Strategy, telehealth and decision-making capacity law. The NZ Faculty was pleased to see many of its recommendations incorporated into national plans and policy.

The NZ Faculty also responded to the Royal Commission of Inquiry into *COVID-19 Lessons Learnt*, noting the impact of the pandemic on emergency department attendees and staff.

In April 2023, the NZ Faculty Chair and Deputy Chair met with Dr Ayesha Verrall, the Minister of Health; Fionnagh Dougan, National Director, Hospital and Specialist Services; and Pete Watson, the Medical National Lead, and told Dr Verrall that the Faculty's greatest concerns were emergency department (ED) overcrowding and access block.

In the lead-up to the 2023 Election, the NZ Faculty worked on developing a series of election priorities with which to base its advocacy efforts.

In this year, the Faculty continued to advocate for its priority issues in the media, and to provide expert commentary on matters relating to public health systems, receiving significant coverage following the release of the *Winter 2023 Preparedness Plan and Budget 2023-24*.

The NZ Faculty continued to implement the Manaaki Mana Strategy, with the Manaaki Mana Rōpū (Implementation Steering Group) also continuing to meet regularly throughout the year.

The NZ Faculty thanks Dr John Bonning, Dr Elspeth Frascatore, Dr Stuart Barrington-Onslow and Dr Philip Gartland as they stepped down as Faculty Board members during the year. It also welcomes Dr Tom van Dantzig, Dr Natasha McKay and Dr Darren Khodaverdi following their appointments.

Faculty Board

Dr Kate Allan (Chair)

Dr André Cromhout (Deputy Chair)

Dr Michael Connelly

Dr Tom van Dantzig

Dr Elspeth Frascatore

Dr Harriet Harper

Dr Darren Khodaverdi

Dr Donagh MacMahon

Dr Natasha McKay

Dr Cameron Rosie
Dr Kim Yates



Australian Capital Territory

Dr Aline Archambeau, Australian Capital Territory Faculty Chair

The Australian Capital Territory (ACT) Faculty continued to advocate for ACEM's Hospital Access Targets (HAT), specifically focussing on actions resulting from the ACT HAT trial.

Planning continued for the College's Annual Scientific Meeting (ASM) to be held in Canberra in November 2023, with many ACT Faculty Board members part of its Organising Committee, led by Dr Shakeeb Bani Yaseen. The ACT Faculty continued to meet largely online, with an in-person meeting held at the Canberra Hospital in September 2022.

In 2022–2023, the ACT Faculty enjoyed a positive working relationship with the ACT Health Minister, meeting and corresponding regularly regarding access block solutions, the HAT trial, the *State of Emergency* report and the future of North Canberra Hospital. The ACT Faculty also supported the ACEM submission on the ACT Drug Strategy Action Plan.

The ACT Faculty Board also welcomed Dr Babajide Fawole as the new ACT Deputy Censor, with Dr David Banfield continuing on as a FACEM member.

Faculty Board

Dr Aline Archambeau (Chair)

Dr Selina Watchorn (Deputy Chair)

Dr David Banfield

Dr Babajide Fawole

Dr Amy Ting

Dr Stuart Vernon

Dr Shakeeb Bani Yaseen



New South Wales

Dr Trevor Chan, New South Wales Faculty Chair

The New South Wales (NSW) Faculty had another busy year, with a state election

and much-publicised parliamentary inquiry commanding much of its attention.

After canvassing the NSW Faculty for input, ACEM provided a written submission to the *Impact of Ambulance Ramping and Access Block on the Operation of Hospital Emergency Departments in New South Wales*, subsequently giving evidence at an in-person hearing. The NSW Government responded to the resulting report in July, giving full or in-principle support to 10 of the 12 recommendations.

The NSW Faculty was publicly active in the leadup to the state election, calling for parties to focus on workforce investment and implementing recommendations contained in the ambulance ramping and access block report. The NSW Faculty Chair and ACEM President met with both the NSW Health Minister and Shadow Health Minister in the leadup to the election and corresponded with the new Health Minister following his appointment.

The NSW Faculty benefited from the opportunity for more face-to-face meetings during the year, meeting in Campbelltown, Orange and Wollongong with a variety of guest speakers presenting on engaging topics and themes.

The NSW Faculty Board thanks Dr Shannon Townsend for her time on the Faculty Board after stepping down as the ACEM Board's Trainee member.

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



Northern Territory

Associate Professor Didier Palmer OAM, Northern Territory Faculty Chair

The Northern Territory (NT) Faculty met regularly

throughout the year, with one highlight being a hybrid meeting and FACEM dinner to coincide with the Developing Emergency Medicine Conference 2022 (jointly hosted by Alfred Health, Monash University and ACEM) in Darwin.

A number of challenges have presented, including ongoing staffing issues caused by the low uptake of applications for vacant roles, combined with the resignation or extended leave taken by experienced staff. ED overcrowding at both Royal Darwin and Palmerston hospitals led to code yellows being declared on multiple occasions.

Much of the NT Faculty's advocacy over the course of the year has focused on drawing the Territory Government's attention to the lapse of the *Stronger Futures in the Northern Territory Act 2012 (Cth)*, which had effectively banned alcohol sales and provided overwhelming benefits to dry communities.

The NT Faculty will continue to monitor the impact of new restrictions on ED presentations, trauma and domestic and family violence, whilst recognising that the underlying socioeconomic disadvantage and generational trauma remains unaddressed.

The NT Faculty Board thanked Dr Stephen Gourley after he stepped down as Faculty Board Chair and began his term as College President-Elect. It welcomed Associate Professor Didier Palmer OAM as Faculty Chair and Dr Warren Adie as Deputy Chair.

Faculty Board

Associate Professor Didier Palmer OAM (Chair)

Dr Warren Adie (Deputy Chair)

Dr Rebecca Day

Dr Stephen Gourley

Dr Shireen Gurjal

Dr Simon Ho

Dr Jules Willocks

Dr Michelle Withers



Queensland

Dr Kim Hansen, Queensland Faculty Chair

The Queensland (QLD) Faculty has continued to advocate on the issues

affecting Queensland EDs, with the QLD Faculty Chair and Deputy Chair taking up a range of media opportunities to bring greater public attention to these issues. In-person meetings were held at Redlands Hospital and the Queensland Autumn Symposium, with online meetings providing for regular engagement statewide.

The QLD Faculty Chair and Deputy Chair have worked on strengthening the QLD Faculty's relationship with the Queensland Health Minister and her office, meeting to discuss access block, ED staffing challenges and occupational violence.

After a cabinet reshuffle, the new Health Minister has continued to regularly seek out the College for advice and information. Queensland Health's *Putting Patients First* plan, coupled with \$764 million in the 2023-2024 state budget to address ambulance ramping and health system pressures that contribute to ED wait times, has also shown some alignment with the College's priorities.

The QLD Deputy Chair attended the Queensland Health Workforce Summit and prepared a submission to provide the emergency medicine perspective on workforce development and sustainability.

The QLD Faculty Board thanks Dr Darren Costello for his time on the Faculty Board as the Regional Deputy Censor and welcomes Dr Yusuke Ueno-Dewhirst.

Faculty Board

Dr Kim Hansen (Chair)

Dr Shantha Raghwan (Deputy Chair)

Dr Ben Butcher
Dr Barrie Field
Dr Tanvi Karnik
Dr Alex Markwell
Dr Elizabeth Mowatt
Dr Darren Powrie
Dr Ajith Thampi
Dr Yusuke Ueno-Dewhirst



South Australia

Dr Michael Edmonds, South Australia Faculty Chair

Over the past year, the South Australia (SA) Faculty

built on the relationship made with the Minister for Health and Wellbeing and continued to closely monitor the new government's commitments to improve the state's health system.

The SA Chair and Deputy Chair met with the Minister on a quarterly basis, with the SA Chair also invited to join the Clinical Expert Committee as part of the Minister's Ambulance Ramping Taskforce.

ACEM was invited to participate in the development of Urgent Care Centres, as per the government's pre-election commitment.

There were more opportunities for face-to-face meetings, with the annual SA Faculty dinner and awards night held in January 2023.

The Emergency South Australia (EMSA) Conference – a joint venture between ACEM, the College of Emergency Nursing Australasia (CENA) and the Australasian College of Paramedicine (ACP) – was held at the Adelaide Convention Centre.

South Australia will also host the College's 2024 Annual Scientific Meeting, with an organising committee being established.

The Faculty Board thanks Dr Alistair Fergusson and Dr Yousouf Peerbaye in their roles as Regional Censor and Regional Deputy Censor, and welcomes Dr Peter Bruce and Dr Amy Wilson to their new roles. The Faculty Board thanks Dr Steven Chiang as its outgoing Trainee Representative and welcomes Dr Steven Brown in this capacity.

Faculty Board

Dr Michael Edmonds (Chair)

Dr Daniel Haustead (Deputy Chair)

Dr Megan Brooks
Dr Steven Brown
Dr Peter Bruce
Dr Tony Eliseo
Dr Kimberley Humphrey
Dr Andrew Perry
Dr Amy Wilson



Tasmania

Dr Juan Carlos Ascencio-Lane, Tasmania Faculty Chair

The Tasmania Faculty (TAS) had a very busy year,

developing key relationships with numerous stakeholders and working on better engagement of members through its meetings.

The TAS Faculty Chair and Deputy Chair continued to raise the issue of severe access block with the Department of Health, with the Deputy Chair appointed as the ACEM representative to the Tasmanian Emergency Department Network (TEDN), a network of specialists that report to the Tasmanian Health Senate.

The TAS Faculty Board organised an in-person meeting of the Faculty in May following an attack on a medical practitioner by a patient at North-West Regional Hospital.

The incident, which left the practitioner critically injured, significantly impacted healthcare workers across the state.

The meeting took the form of a panel discussion on occupational violence in healthcare settings, with guest speakers from the Tasmanian Department of Health, Ambulance Tasmania, the Australian Nursing and Midwifery Federation, and the Australian Medical Association.

The TAS Faculty Board also invested in further developing its positive relationship with Ambulance Tasmania, with its Acting CEO presenting at a Faculty meeting and taking questions from members across the state.

The Faculty Board farewells Dr Anita Avesta, Dr Ray Chan and Dr Lucy Reed, and welcomes Dr Renuvathy Kansan Naider and Dr Lizzy Malcomson.

Faculty Board

Dr Juan Carlos Ascencio-Lane (Chair)

Dr Mel Venn (Deputy Chair)

Dr Fiona Cowan

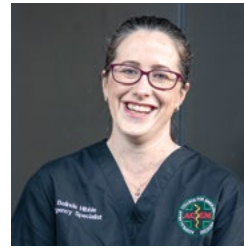
Dr Kate Field

Dr Ashley Loughman

Dr Lizzy Malcomson

Dr Renuvathy Kansan Naider

Dr Laura Pulbrook



Victoria

Dr Belinda Hibble, Victoria Faculty Chair

In 2022–2023, the Victoria (VIC) Faculty continued to maintain its reputation and

work as an active, respected and influential body. During this period, the VIC Faculty maintained a key focus on deepening relationships with government and increasing member engagement.

In November 2022, the Victorian state election was held, with ACEM developing a campaign narrative related to ED safety and reducing access block.

The VIC Faculty Chair and ACEM President regularly corresponded with major parties, and meetings were held with the Minister for Health and Shadow Minister for Health concerning the College's election priorities. The media engagement on the VIC Faculty's priority issues was significant.

In 2022–2023, the VIC Faculty was active in driving the College's involvement in a range of key Victorian health system reform activities. This included workforce, Priority Primary Care Centres, COVID Positive Pathways, and implementing recommendations from the Royal Commission into Victoria's Mental Health System. The VIC Faculty met in-person in Geelong in May 2023.

The VIC Faculty thanks Dr Mya Cubitt, who stepped down from her role as VIC Faculty Chair and welcomes Dr Belinda Hibble as VIC Faculty Chair and Dr Andy Tagg as Deputy Chair.

The VIC Faculty Board welcomes Dr Phyllis Fu, Dr Jonathan Cheah and Dr Simon Judkins as new members, and thanks outgoing members Dr Jonathan Dowling and Dr Barry Gunn for their service.

Faculty Board

Dr Belinda Hibble (Chair)

Dr Andy Tagg (Deputy Chair)

Dr Jonathan Cheah

Dr Phyllis Fu

Dr Laksmi Govindasamy

Dr Simon Judkins

Dr Robert Mitchell

Dr Anoushka Perera

Dr Dean Pritchard

Associate Professor Melinda Truesdale

Dr Adam West



Western Australia

Dr Peter Allely, Western Australia Faculty Chair

While the Western Australia (WA) Faculty were active on advocating for a number of issues concerning its members, a highlight of the year was the WA Health announcement that it would be adopting ACEM's Hospital Access Targets (HAT).

In 2022–2023, the WA Faculty Chair met and corresponded with senior decision-makers and policy-makers, including the Minister for Health, Minister for Mental Health and the WA Health Director-General.

Advocacy issues included access block, workforce challenges and the use of restrictive practices in EDs.

The WA Faculty Chair presented to a panel of health system experts and leaders as part of the *Ministerial Inquiry into Ambulance Ramping* and members of the WA Faculty attended a series of *Complex Issues Workshops*, hosted by the WA Mental Health Commission.

This year, the WA Faculty Deputy Chair and another WA Faculty member presented at a *Working Towards Eliminating Restrictive Practices* forum and a WA Faculty member presented at the Chief Psychiatrist's *Duty of Care and Restraint in Mental Health and Emergency Community of Practice* forum.

Following media reports, including coverage of a court ruling of unlawful detention of an intoxicated patient in ED, the WA Faculty Deputy Chair held two online sessions with members to discuss and debrief.

WA Faculty meetings were well-attended, including a session with the WA Chief Psychiatrist and General Counsel, which gave members opportunity to share perspectives regarding the use of restrictive practices.

The WA Faculty held its State Conference in October 2022, led by the team from Royal Perth Hospital, with an in-person Faculty meeting and social event held alongside the program.

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

Achievements in Rural, Regional and Remote Medicine

ACEM believes everyone has the right to safe and effective care, wherever they live, and advocates for increased training opportunities, better workforce distribution and equity in resources for rural, regional and remote (RRR) areas.

Here are stories of ACEM members achieving great things in the RRR space.



Dr Karly Field

Dr Karly Field was one of the first FACEMs working at the Macksville Hospital Emergency Department (ED), one of the smallest FACEM-led EDs in Australia.

Four years ago, Karly became the director of the Department and is one of two permanent FACEMs based there.

“It was a super steep learning curve”, she said. “If you’d asked me at the start of 2019 if I’d ever want to go into leadership, or management, I would have just laughed at you. Now I really enjoy the leadership aspect of it, so that was a bit of a surprise.”

Education, she says, is central to her management approach. As Director of Emergency Medicine (DEM), she prioritises providing her staff with compulsory allotted times for education, including weekly simulations and daily education sessions, balancing the rosters to ensure doctor and nurse attendance.

“If you don’t prioritise education,” she said, “then individuals don’t prioritise it.”

Since implementing these sessions, staff communication has improved significantly. Before, regular staff used to operate in shorthand, leaving newer staff feeling disengaged. Now there are clearly defined roles and processes, with assigned team leaders and closed-loop communication strategies in place.

Crucially, certain types of education, like quarterly trauma and stroke mortality and morbidity sessions, have ensured the hospital is better equipped to manage high-acuity trauma and stroke patients.

“One of our staff members had a medical episode in the middle of their shift,” Karly said. Within half an hour they were transported to a larger hospital, which is better-resourced for high-acuity cases, for treatment “because it was picked up on, it was recognised, and everyone involved did everything they should.”

“I think we should be providing the best quality care for our patients, regardless of our size or location.”

“People just fall back into what they’ve been trained to do, and we’ve trained to deal with those situations so many times they just did it – didn’t matter that they knew the person, didn’t matter that everyone was distressed”.

Karly finds this progress heartwarming to see, especially when caring for a community without many resources.

“That’s why education is such a large part of what we do here. I think we should be providing the best quality care for our patients, regardless of our size or location.”



Dr Bronwyn Peirce

For Dr Bronwyn Peirce, receiving the 2023 Western Australia (WA) Rural Health Award for her contribution to education and research was a “lovely surprise”.

Her experience in medical education began 25 years ago in Darwin, where she was one of only a few FACEMs working in the ED. She took on the Director of Emergency Medicine Training (DEMT) role as a new Fellow.

After moving to the Southwest of WA, her director at the Bunbury ED was asked to run a Rural Clinical School of WA (RCSWA) site under development in the area.

“For me, the magic is not actually teaching them the thing but allowing them to teach themselves by realising that they have the knowledge in their head, but just haven’t joined it together.”

He was too busy to take it on, so suggested Bronwyn for the role.

Since then, she has spent the last 17 years developing RCSWA sites and related activities in Bunbury and surrounding areas.

Bronwyn finds educational work incredibly rewarding because she gets to see people grow.

“For me, the magic is not actually teaching them the thing but allowing them to teach themselves by realising that they have the knowledge in their head, but just haven’t joined it together.”

Going forward, Bronwyn intends to continue developing educational programs in Bunbury and the South-West of the state. This will include BuDDS, a mentoring network in Bunbury, and SCARP, a network through which practitioners share their experiences and challenges across rural WA.

She remains a passionate advocate for skilled rural medical practice. “It is truly diverse emergency medicine. You can’t tell, from one moment to the other, whether you’re going to be seeing somebody who’s 103, or three hours old. There’s everything.”

“That’s been the big driver in terms of keeping me in the education sphere,” she said. “I see it as a real route to encouraging people to look at the rural, regional and remote sector as a place where they can live and work.”



Dr Augustus Gakuru Kigotho

Dr Augustus Gakuru Kigotho is passionate about transforming EDs into safe, high-functioning units expertly guided and

efficiently operated under the stewardship of a permanent FACEM workforce.

Originally from Kenya, Augustus relocated to Australia to provide better opportunities for his family. He largely trained in Canberra, completing his FACEM training in Ipswich, Queensland. In 2014, he became the first FACEM director of the Gladstone Hospital ED.

“That shifted my life in emergency medicine and helped shape who I am today, because it was a tough gig.”

When Augustus started working in Gladstone, there was only one doctor working part-time, and 17 locums helping run the department. By the end of his first year as director, Augustus – going so far as advertising positions on YouTube – recruited three additional FACEMs and 11 junior doctors. He also did this at a cost-neutral budget, eliminating the high locum dependence in the workforce and driving safe, high-quality patient care.

His accomplishments in recruiting and cultivating a rural workforce continued as he transitioned from Gladstone to Albury-Wodonga. Here, he successfully transformed the ED from a General Service Unit into an ACEM-Accredited Department for Advanced Training. Once more, he recruited new permanent FACEM staff and a group of registrars, which resulted in improved ED access and flow, patient care and safety.

Augustus now works in Mount Gambier, South Australia. He has already recruited six emergency specialists and achieved ACEM Accreditation for Advanced Training.

Augustus attributes his success to authentic, transformational, ethical and distributed leadership within the ED. He also credits the support he has received from hospital executive leadership, great mentors, and the creation of psychologically safe work environments.

“I have taken part in community activities,” he said, “which bring you close to the people and gives you some ownership and a sense of belonging. You are not just a doctor – you are a part of something bigger.”

Augustus prioritises valuing person-centred care and loves the profound sense of community engagement he gets from treating smaller population groups.

“I have taken part in community activities,” he said, “which bring you close to the people and gives you some ownership and a sense of belonging. You are not just a doctor – you are a part of something bigger.”

“I would like to invite anyone keen on hands-on ED specialist experience to consider professional quality time in rural Australia,” he said. “And why not Mt Gambier?”



Dr Stephanie Schlueter

Dr Stephanie Schlueter finds the process of delivering high-quality care and education in rural emergency medicine immensely gratifying.

“Being able to deliver emergency medicine care to our rural and remote communities, and combining this with interprofessional, rural and remote education close to home, is extremely rewarding,” Stephanie said.

“Seeing colleagues become comfortable and confident in their skills and abilities, that they then transfer into real-life situations to provide high-level healthcare, makes me really happy. Because it helps the practitioner, it helps the community, and the patient.”

She is extensively involved in rural and remote emergency medicine education on a local and national level.

This engagement includes extensive involvement in the WA ACEM EMET program, the ACEM National Program Steering Committee, the ACEM RRR Committee, and acting as Chair of the EMCD Committee since 2022.

Stephanie is currently exploring a new avenue with VR software developers to expand WA’s well-established technological capabilities in the education space.

Conversations are currently underway in regard to what capacity VR can be used for emergency medicine-specific procedures, and if remote-controlled simulations can be adapted for high-fidelity training scenarios.

“Being able to deliver emergency medicine care to our rural and remote communities, and combining this with interprofessional, rural and remote education close to home, is extremely rewarding,”

If successfully adopted, these advancements could offer huge opportunities for healthcare workers, at any level, to access useful educational resources in remote sites.

However, while technology can help broaden the reach of educational opportunities, Stephanie believes a hybrid approach is needed.

“Nothing beats real time, by the bedside, face-to-face inter-professional education,” she said. “It is not only the education but also the networking that is immensely valuable for isolated practitioners.”

Balancing technological advancement with on-the-ground education is also why the WA EMET program has incorporated a specific educator’s course. This course will train local healthcare staff in the delivery of face-to-face emergency medicine simulation and education.

“Having more train-the-trainer type courses to enhance confidence to deliver education sessions would expand reach and supplement the already well-established virtual education opportunities in WA,” she said.

Honours and Awards

ACEM Awards Ceremony

The ACEM Awards Ceremony was held on 23 March 2023 at the Melbourne Arts Centre. The evening celebrated and recognised those who received ACEM honours from 2019–2022. Recipients were joined by their friends and families as they were able to accept their award in-person – for the first time since pre-COVID.

The **ACEM Diversity and Inclusion Award** is part of the implementation of the College’s Discrimination, Bullying and Sexual Harassment (DBSH) Action Plan. By embracing diversity, the emergency medicine profession will attract and retain a skilled and talented workforce dedicated to excellence, whilst also fostering inclusive communities – both inside and outside emergency departments.

2022 Royal Prince Alfred Emergency Department

The **ACEM Teaching Excellence Award** recognises Fellows who have given distinguished and extensive service in emergency medicine teaching and learning for the College.

2022 Dr Stuart Dilley

The **ACEM Wellbeing Award** celebrates the initiative(s) of an individual member, group of members or an emergency department that have resulted in the enhancement of wellbeing for their emergency department (ED) colleagues. The award recognises those who are proactively putting in place a well-thought through strategy to encourage and promote the physical and mental health of ED staff.

2022 Individual winner Dr Emily (Minnie) Seward

2022 Group ED winner Royal Hobart Hospital Emergency Department

The **Buchanan Prize** is awarded to the highest scoring candidates at each of the Fellowship OSCE examinations. Dr Peter Buchanan was one of the founders of ACEM. He believed in the need for excellence in emergency medicine at a time when this was an embryonic concept in Australia and Aotearoa New Zealand.

2022 Dr Adam Douglas

2022 Dr Zhi Wei Lim

2022 Dr Evyenia Panos

2023 Dr Scott Farenden

2023 Dr Jack Marjot

2023 Dr Michael O’Loan

2023 Dr Jack Taylor

The **Joseph Epstein Prize** is awarded to the highest scoring candidates at each of the Primary Viva examinations. This prize is named after past College President, Associate Professor Joseph Epstein, who oversaw the introduction of the first Primary Examination during the term of his presidency from 1988 to 1992.

2022 Dr Chase Schultz-Swarthfigure

2022 Dr Aileen Phillips

2022 Dr Michael-Antony Nguyen

ACEM Foundation

Dr John Bonning, Committee Chair



The following ACEM Foundation honours were awarded in 2022–2023.

Emergency Medicine Research

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

2022 Dr Peter Jones

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

2022 Dr Christopher Partyka

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.

2022 Dr Michael Zhang

Support for Aboriginal, Torres Strait Islander and Māori Medical Practitioners

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

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.

2022 Bankstown Lidcombe Hospital Emergency Department

2022 Royal Brisbane and Women's Hospital
Emergency and Trauma Centre

2022 St Vincent's Hospital Melbourne

2022 Taranaki Emergency Department

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.

2022 Ignatius Bolokon

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.

2022 Dr Georgina Phillips

The **Global Emergency Care Scholarship** supports doctors or other emergency healthcare 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.

2022 Professor Simon Craig

2022 Dr Hanh Pham

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.

2022 Dr Michael Zhang

2022 Dr Kalpana Kartik Nath

ACEM Foundation Sponsorship

ACEM Foundation was proud to sponsor Indigenous conferences and events in 2022–2023 and was a key partner for the Pacific Region Indigenous Doctors Congress (PRIDoC), held in July 2022, and Lowitja Institute’s 3rd International Indigenous Health and Wellbeing Conference, held in June 2023.

ACEM Foundation’s Joseph Epstein scholars represented the ACEM Foundation at the Lowitja Institute Gala Dinner on 16 June 2023, taking the opportunity to network, connect with peers and co-present the Aboriginal and Torres Strait Islander Student Award.

Completed Projects

Across 2022–2023, several projects that received funding from the ACEM Foundation were completed, including the following:

Emergency care during a global pandemic: Experiences and lessons learnt from frontline clinicians in low- and middle-income countries in the Indo-Pacific region

Led by FACEM and past Chair of Global Emergency Care Committee (GECCo), Dr Megan Cox, an International Development Fund Grant (IDFG) assisted ACEM members and Indo-Pacific emergency healthcare workers to produce research documenting the experience of emergency care delivery in low- and middle- income countries during the initial COVID-19 response.

Webinars conducted during the project reached more than 600 healthcare workers from more than 20 countries, while the final research report was published as a series of articles in *The Lancet Regional Health – Western Pacific Journal*.

Partnerships and mentorships formed during the project have also continued to foster education and research opportunities for the project’s participants.

Workplace wellbeing in emergency departments in Aotearoa New Zealand 2020

Drawing on resources funded by the Morson Taylor Research Grant, this project, led by Dr Mike Nicholls, aimed to better understand the factors and measures influencing workplace wellbeing and burnout EDs across all staff groups and ethnicities in Aotearoa New Zealand..

The produced research featured in two peer-reviewed academic publications, national TV coverage and local hospital conferences. The data collected during the survey will be used to try and improve the culture of well-being and the professional development opportunities available in EDs.

Thanks to the research grant, Dr Nicholls is now using the data collected from this initial research to drive further research on workplace wellbeing in EDs in Aotearoa New Zealand. Dr Nicholls received a New Zealand Health Research Council Career Development Award (worth NZD\$260K) to further his research.

The hypothesis underlying this intervention research is that, by engaging and empowering frontline staff to improve their work, workplace wellbeing will improve. The multi-site project commenced in April 2023, and is targeting individual, team, and system-levels interventions.

The Bangladesh Emergency Care System Improvement (BECSI) Project

Led by Associate Professor Gerard O’Reilly, BECSI was made up of four components: A seven-week Zoom workshop series; a series of workshops held at the 2022 ICEM and DevelopingEM conferences; and the semester-long Capacity Building in Global Emergency Care course, run and administered within Monash University.

To assist with the accessibility of these workshops, BECSI used its IDFG to help fund multiple scholarship opportunities for Bangladesh-based scholars of emergency medicine, with a variety of different emergency care capacity development opportunities made available throughout the course of the project.

The program offered multiple engagement opportunities for Bangladeshi doctors interested in developing emergency medicine as a specialty, and going forward BECSI hopes to further the relationship with the Bangladesh Society of Emergency Medicine and support the progression of emergency medicine in the region..

The Monash Children’s Hospital Paediatric Emergency Medication Book: Improving Management of Paediatric Emergencies in Latin America

This project, led by Dr Simon Craig in partnership with the Sociedad Latinoamericana de Emergencia Pediátrica (SLEPE), has helped facilitate the development of a Spanish-language reference book to improve the management of paediatric emergencies in Latin America, in collaboration with clinicians from Costa Rica, Columbia, Paraguay and Argentina.

Funding has been used to support the production of the text, with templates; relevant, weight-based and appropriately referenced medication doses; double-checked Spanish translation; and a registered ISBN all funded by the grant.

The project’s remaining IDFG funds were allocated towards the print and distribution costs of the textbook, which allowed each participating paediatric care centre to receive a final copy of the book. PDF versions of the book have also been distributed on the SLEPE website.

Botswana Difficult Airway Management Course

This project, led by Dr Ngairé Caruso, utilised its IDFG grant funding to help resource a program providing education and training in airway management to interested clinicians from the Princess Marina Hospital in Botswana, with doctors from smaller Botswanan hospitals also welcome to attend.

Funding for the project covered the cost of the mannequins and the airway equipment used in the training.

As a result of the training seminar, which took place in August 2022, clinicians now make use of the resources and training provided during the course when managing and treating airways. Future workshops in the region will aim to involve a greater number of instructors so more targeted and optimised training can take place.

New Fellows

1 July 2022 – 30 June 2023

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

Monica Abadier	Sheri Brown	Michael Dunne
Magid Abdelrahim	Alana Brunner-Parker	Lucy Dunstan
Monir Abusharib	Ryan Burke	Elliot Edwards
Catherine Addis	Sandeep Buttar	Joseph Ehlers
Elizabeth Ahern-Flynn	Rachel Callan	Patrick Er
Rawan Al Sharif	Edward Campion	Ross Farrar
Ali Al-Haboubi	David Canner	Mikaela Fein
Mohammed Alhussein	Jay Cash	Patrick Finn
Mohsin Ali	Jonathan Chee	Matthew Fitzpatrick
Ali Anjum	Arnold Cheng	Laura Fitzpatrick
Katharine Annan	Louise Chesshire	Daniel Gabb
Sergio Arellano	Nicole Cheung	Paul Gales
Jessica Armstrong	David Choi	Wendy Gallimore
Clare Armstrong	Katrina Clark	James Gaston
Anthony Aruljoe Thanasingam	Shane Colliss	Mark George
Omar Askar	Siobhan Corcoran	David Gibson
Valerie Astle	Conor Cosgrave	Dinendra Gill
Sophie Auerbach	Felicia Cox	Druvi Gnaniah
Jason Aw	Stephen Crandall	Rachel Goh
Wijekoon Bandara	Barry Cunningham	Kate Goulding
Mitchell Bath	Prashant Dabee	Hermione Gray
Melanie Bennett	Nicole Delaat	Delle Grimsmo-Powney
Sarah Berger	Thienminh Dinh	Sugandha Gupta
Matthew Birdsey	Alexander Doig	Kiran Guttula
Gabrielle Blanch	Anna Domadius	Sarah Hampton
Alana Bond	Madeleine Donald	Emily Harding
Anna Bowen	Ciara Donnelly	Lucy Harten-Ash
Teresa Bridgart	Ammara Doolabh	David Haunschmidt
Sophie Brock	Adam Douglas	Mark Henderson
Sarah Brockbank	Jaye Dowling	Peter Henderson

New Fellows (cont'd)

Eugene Henry	Lisa Lee-Horn	Claire Medley
Joshua Ho	Mark Lewis	Mitchell Milanovic
Tom Hoad	Dan Li	Claire Mitchell
Jonathan Hooper	Ka Ki Li	Ahmad Hakeem Taufiq Mohamad
Nicole Hotchkiss	Eng Libbis	Dalia Mohamed
Aung Htay	Christopher Lim	Entisar Mohamed
Haddijatou Hughes	Juliana Lim	Nitin Mohan
Shelley Humphreys	Ezra Limm	David Monks
Seira Ikeuchi	Kiarna Lindstrom	Chloe Morgan
Nexhmije Imeri	Shahram Litkouhi	Jonathan Morrow
Vidyangee Indikadahena	Tammy Lo	Robert Morrow
Nicola Jackson	Michelle Luo	Francis Motswenyane
Madeleine Jona	Marty Lynch	Irene Moyer de Miguel
Philip Jones	Jamie MacGillivray	Catriona Moynihan
Shilpa Kama	Dorothy Macleod	Srigala Nagarajan
Tara Kamath	Catherine Macmanus	Mina Nessim
Jen-Yves Kanyamibwa	Roshen Maharaj	Adrian Ng
Natalie Kay	Jacques Malan	Andrew Nicholson
Ian Kennedy	Joshua Marriott	Eleanor Nicholson Thomas
Phillipa Khoo	Srujana Mashetty	Kaushik Nilakant
Maeve Kiely	Jeremy Mason	Nivedha Nirainjanan
Jin Kim	Jon-Paul Mather	Emma Nixon
Jae Hyon Kim	Conor McDermott	Tessa O'Hanlon
Matthew Klan	Paul McGinnity	Yasir Obaida
Sarah Kolb	Dervla McGrann	David O'Connell
Punam Kukadia	Danielle McGufficke	Emezie Odigboh
Su'e Lagaia	Natalie McMillen	Shane O'Donovan
Rhys Lavery	Owen McWilliam	Sarah Oldfield
Emily Law	Jessica Meagher	Michael O'Loan
Wei Jin Lee	Kasie Mearns	

New Fellows (cont'd)

Karen O'Mahony	Shirisha Samudrala	Jessica Tipene
Fer-Lene Ooi	Emily Sansoni	Caroline Traill
Hazizi Othman	Jarel Saw	Ashley Tribull
Ryan Paganelli	Rosemary Sayers	Victoria Trubody
Jessica Page	Amelia Scharkie	Matthew Turp
Callista Pang	Michael Schick	Swaroop Valluri
Evyenia Panos	Lucy Scholfield	Dion van de Schoot
Tom Papior	Wieiming See	Caroline Venner
Aravind Patterson	Kavinda Senasinghe	Alix Vivant
Hanne Irene Pelletier	Parag Sharma	Lara Vogel
Angelina Pera	Talya Sharp	Dayton Walker
Daniel Perdomo Loizaga	Rami Shenouda	Alastair Ward
Kevin Phang	Jing Shi	Carissa Waterworth
Satra Pouya	Nicholas Sidler	Verity Watt
Silkie Price	Gregory Sippel	Nelushini Weeraratne
Daniel Procel	Timothy Smith	Andrew West
Mehrad Ramazany	Andrew Smith	Alexander Whitfield
Ravi Rao	Phillip Smith	Binula Wickramarachchi
Yousif Rassam	Kenneth So	Dilip Wickremasinghe
Taras Ratycz	Sunday Sofola-Orukotan	Helen Willcock
Suzie Rayner	Sarah Somji	Alex Williams
Felicity Rees	Katherine St Louis	Catriona Williamson
Adam Richardson	Patrick Stewart	Tegan Wilson
Robert Richling	Arun Sundaralingam	Kin Wong
Dougal Robertson	Emily Symes	Stephen Wood
Jill Roche	Jonathan Taves	Chu Te Wu
Eva-Christine Ross	Lorcan Taylor	Marcus Yip
Adrian Rozario	Nicholas Teng	
Justin Ryel	Kira Thiele	
Laura Saint	Justin Thompson	

EMC Graduates

1 July 2022 – 30 June 2023

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

Joshua Ahearn	Perera Colombathanthri	James Gulati
Richie Ala	Renata Comino	Fayez Hanna
Muthanna Al-Kaabbi	Kieran Cooper	Elly Harris
Zainab Al-Kabbawi	Henrique Cruz	Alice Hayman
Shamayel Allaf	Elizabeth Cuff	Carmen Hayward
Lucy Allen	Alexander Cuthill	Samuel Heckathorn
Loku Alwis	Chathuri Dahanayake Yapa	Kirsty Hill
Joanne Amos	Orwa Dandash	Jon Kee Ho
Alastair Anderson	Bijan Darabi	Phyllis Boon Hua Ho
Madara Arachchige	Matthew Desmond	Cameron Hoare
Timothy Archer	Manvinder Dhillon	Emma Hoffmann
Juliet Ariel	Siobhan Dillon	Zoe Ilivitzky
Abirami Asokan	Rebecca Duffield	Romman Iqbal
Maisa Azevedo	Judith Ellis	Rachel Jackson
Nurliza Azzam	Kelly Eu	Amanda James
Fraser Barratt	Angus Ewing	Thomas Jeffries Jr
Naomi Bath	Joshua Faint	Chloe Jess
Victoria Bellinger	Terry Fesaitu	Nyssa Jualim
Courtney-Anne Blackhall	Melissa Franks	Anupa Karunagoda
Marianna Boscariol	Scott Freeman	Vega Kauh
Bowalgaha Bowala	Akurugoda Gamage	Sarah Khan
Michael Burrows	Dominic Gavin	Roshan Kosgodage
Luke Campbell	Sian George	Thora Kristjansdottir
Jane Caple	Katherine Godde	Shyam Kumar
Emanuel Cassimatis	Rebecca Gough	Joshua Lambert
Sriya Chakrabarty	Jessica Gough	Jonathan Larach
Chloe Cheng	Angela Graan	Stephanie Lee
Mae Yi Chong	Kathryn Graham	Jennifer Lewsey
Simon Clough		

EMC Graduates (cont'd)

Xiaoni Li	Toby O'Brien	William Smith
Jean Littlewood	Janet Odani	Jonathan Smith
Madeleine Long	Aghogho Omeh	Jessica Smyth
Nicholas Lord	Sophie Ootes	Elinor Spacie
Ciana Lui	Nicholas Oxenburgh	Priscilla Stephen
Victoria Lye	Chandanita Pathak	Shivawn Stevens
Daniel Lynch	Jose Penate Dardon	Daniel Straw
Elizabeth MacNeill	Hannah Penn	MD Shahjalal Limon Talukder
Dilan Madugoda	Sathira Perera	Jia Jing Dione Tan
Mostafa Mahboba	Jessica Plank	Cameron Toogood
Patrick Mannion	Rebecca Price	Samuel Turner
Peter Manns	Parvathy Radhakrishnan	Rashmi Vijaykumar
Jessica McCaughey	Thomas Ramshaw	Jaimee Warren
Stephen McMahon	Isurika Ranasinghe	Hannah Watts
Mariana Militz	Ontiretse Rankae	Yong Qin Wee
Anne Molony	Michael Ratcliffe	Katharine Welsh
Tyson Moore	Julia Rawlinson	James White
Farah Mukhtar	Haseeb Rayhan	Juszie Whittaker
Maeve Murphy	Rhodora Reyes	Anthony Whittle
Hina Murtaza	Mikah Reynolds	Annemarie Winters
Vivek Narotam	Karina Roberts	Maria Wishart
Srisuvira Nathan	Amy Robinson	Tony Yan
Josephine Newbery	Shona Schadel	Jayden Zilm
See Theng Ng	Jonathan Sebunya	
William Ng	Sujeethan Selvendiran	
Michael-Antony Nguyen	Nabina Shah	
Deirdre Ni Rinn	Gusmary Isabel Silva Lozada	
Davina Norris	Chou Sim	

EMD Graduates

1 July 2022 – 30 June 2023

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

Geeta A Sivarajah	Marita Kruger	Ahmed Shetia
Alison Barnett	Jashnil Kumar	Jia-Woei Shyong
Douglas Beattie	Emma Lake	Ann Smith
Dushyant Chauhan	Nicholas McIntosh	Georgina Stevenson
Shona Curtin	Mohamed Inthisham Mohamed	Paul Tan
Genevieve Fair	Nassar	Louisa Tatton
Ethan Fitzclarence	Albert Ng	Donna Thomas
Graeme Fitzclarence	Isabel Pemble	Yulia Tychinskaya
Allan Grogan	Rebecca Pogson	Yu Wang
Ashraf Hasan	Timothy Rogers	Clare Willix
Bassem Iskander	Daniel Schlosberg	Boyi Zhang
Janelle Jurgenson	Ahmed Sharif	

EMAD Graduates

1 July 2022 – 30 June 2023

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

Mohamed Abdul Azeez	Kiri Manning	Jolmer Smit
Christopher Dellalian	Christina McLaughlan	Kalaivani Suppiah
Paul Everett	Ciara O'Carroll	Ming Yen Tong
Laura Hamill	Awantha Opatha Vithana	Lai Yan Jennifer Wong-Go
Chungath Juni Jobson	Deepak Shivashankarappa	

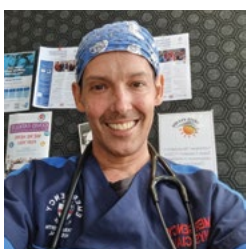
DipPHRM Graduates

1 July 2022 – 30 June 2023

The College congratulates the following ACEM Diploma of Pre-Hospital and Retrieval Medicine (DipPHRM) graduates.

Steven Alderson	Callum Frazer	Julian Laurence
Tim Amos	Tom Fursdon	Olivia Lewis
Ben Aston	Jacqueline Goudkamp	Cameron Maxwell
Chris Baker	Sebastien Haiart	Rowan McCarthy
Fay Balian	Christopher Harrington	Paul McGinnity
Holly Bannon-Murphy	Daniel Harris	Christopher McLenachan
Victoria Bond	Justin Hensley	Matthew Overton
Nathan Brown	Catherine Howland	Myfanwy Painter
Roger Burrell	Chris Ironside	Gert Johannes Pienaar
Chuan Chee	Shaska Khosa-Hulait	Ben Powell
Emma Davey	Raed Khuffash	
Faraaz de Belder	Bi Hua Kua	

ACEM would like to acknowledge the passing of several members and trainees throughout the July 2022 to June 2023 period, extend its condolences to the family members, colleagues and friends of those members and trainees, and pay tribute to their lives and achievements.



Dr Ben Carruthers
(December 1980 – August 2022)

The family of emergency medicine lost one of their best. Ben Carruthers – loved by so many – succumbed to cancer in the cold hours of

Thursday, 25 August 2022.

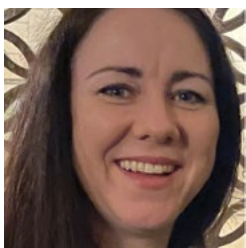
Ben may have only been a newly minted FACEM, but he was a rare element, one of the brightest stars in our firmament. Few have been so relentlessly joyful, so excited by the wonders of emergency medicine, so keen to teach and inspire and infuse those around him with the ecstasy of the wild knowledge that is our specialty.

We called him B1, the first of the Bens who make up our colony, and B1 he will remain. Anyone who came into Ben's orbit will nod knowingly – he embodied the wonder of what we do and he made us all the better for it. He will be missed until the stars drop from the sky and the sun burns out.

He leaves behind a courageous and beautiful family – his wife, Leonie, and his three magnificent children, those hopes for the future: Beth, Josh and Harriet.

May the cosmos smile to welcome him back.

Author: Dr Michelle Johnston



Dr Christine "Chris" Anne Dyer
(November 1976 – June 2023)

Dr Chris Dyer will always be an irreplaceable part of the Mater Hospital Brisbane and the local emergency

medicine community, as well as innumerable sporting and social clubs across town.

After arriving on our shores from the UK over 20 years ago, she quickly made her mark. She balanced kindness and compassion with a dark and quick wit. Her intelligence was matched only by her loyalty to her family, friends and her tribe in the ED.

Her path to ACEM Fellowship was winding at times, but only exemplified her resilience and inner strength. Her insight into her own challenges proved invaluable in her role as DEMENT, and her humility will forever be remembered by all those who knew her.

Chris leaves behind an extraordinary legacy. Our department has seen tremendous change since her return as a Staff Specialist, through both her dedication to clinician wellbeing and the sense of community she fostered.

Our department is undoubtedly poorer with her loss, and there are no words to truly explain our heartbreak.

She is dearly missed by her loving husband Pete, their children and her extended family and friends across the world. It is hard to look past the injustice we feel in losing one of our favourite people far too soon, but we are also grateful to have known someone so exceptional.

Vale Chris Dyer.

Authors: Dr Katherine Gridley, Dr Kevin Humphries and Dr Alex Prins



Dr Jack Hodge
(November 1937 – March 2023)

Jack Hodge died peacefully on 31 March, at the age of 85. Having retired more than a decade ago, he is not well known to many of the present emergency medicine community. Those who know him appreciate that this marks the end of an era in Perth.

Vale (cont'd)

Together with the other two “H”s (Tom Hamilton of Sir Charles Gairdner Hospital and Ron Hirsch of Royal Perth Hospital) who pre-deceased Jack, he was of significant importance in establishing Australasian emergency medicine as we know it today.

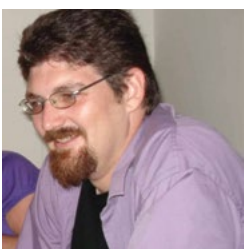
As Director of Emergency Medicine at Fremantle Hospital for 25 years (1986-2010), he was the right person in the right place at the right time to nurture a nascent specialty, now fully developed and an indispensable component of healthcare.

His achievements included the establishment of what is now the *Emergency Medicine Australasia (EMA)* journal, the beginnings of research and academic activity that led to two of the first few doctorates awarded in Emergency Medicine, and a high examination success rate that attracted many trainees from all over to come out West. Two of those were subsequently appointed as Censors-in-Chief for ACEM. The strong support of his department was essential to the opening of the State Hyperbaric Medicine Unit at Fremantle Hospital.

Jack’s underlying kindness and interest in teaching, combined with the generosity of his time and energy to ensure the career progression of those he led, has resulted in him leaving a personal footprint across Australia and Aotearoa New Zealand amongst many currently practising emergency physicians.

He was a modest man – we nonetheless acknowledge and celebrate Jack Hodge for playing a large part in setting the scene for emergency medicine, now and into the future.

Author: Dr Ashok Arasu



Dr Cameron Knock
(August 1979 – June 2023)

With great sadness we announce the passing of Dr Cameron Knock. Cameron has been part of the Ipswich Hospital Family since commencing his Intern year in 2017. Cameron had commenced advanced training in emergency

medicine and we were looking forward to welcoming Cameron back to the ED following his ICU term and to continue to be successful as an advanced trainee and emergency physician. Unfortunately, Cameron has left us too soon.

Cameron had found a home in Ipswich ED and thoroughly enjoyed his work. He faced every challenge with a positive attitude and would never complain. He found pride in his work and doing everything to the best of his ability, even the little things. He was well respected by his colleagues and always willing to help.

Cameron had a great sense of humour and he always had time for a chat. Cameron was loved and respected by all who worked with him. He treated everyone the same – with kindness, compassion, and respect.

Cameron will be greatly missed by his family, friends and his Ipswich Hospital family. He will be remembered for being an aspiring emergency physician seeking out a career helping others, and his kindness, compassion and sense of humour.

Author: Dr Shane Martin (DEMT)



Dr Candice Toh
(November 1993 –
November 2022)

Candice had many passions. Her Christian faith, family, and love for baking and the outdoors were some of them. But it was her passion for people that drove her to pursue emergency medicine. She viewed it as a gift – this opportunity to make a lasting impact on the individuals she saw, however brief that encounter may be, and believed strongly in advocating for the disadvantaged.

Candice spent the majority of her training at Frankston Hospital and Rosebud Hospital in Victoria, before moving to the Austin Hospital in 2021. She enjoyed the workplace camaraderie that came with working in a chaotic emergency department and loved the unpredictable nature of her work. She saw the power of words and never

Vale (cont'd)

shied away from encouraging others, whether a patient or colleague, regardless of how busy or stressful the work environment may be.

She had a passion for medical missions and served in Papua New Guinea on several occasions, the last in 2019 at the Nazarene Hospital in Kudjip. These trips supercharged her life-long ambitions of wanting to live out her faith through her work.

Candice never allowed her long-standing health condition to hinder her zeal for life, and continued working despite becoming progressively symptomatic from what was later diagnosed as acute myeloid leukaemia. Despite being in the depths of her illness, she continued to exhibit humility, love and care for those around her, be it to fellow patients or to the doctors and nurses who cared for her until her final days.

She is survived by her husband (Ray), sisters (Grace and Beatrice) and parents (Susan and Toh) – all who miss her dearly and are yearning to see her once again on the other side of eternity.

Author: Dr Ray Mun Koo (husband)



Dr John Richards
(March 1971 – January 2023)

It is with great sadness that we inform you of the passing of Dr John Richards on 28 January 2023.

John, known as JR to many, showed immense courage and maintained a profound sense of hope and dignity until the very end of his battle with metastatic tongue SCC.

He died at home on the Sunshine Coast, Queensland, with his partner Janelle by his side. Janelle, herself an emergency nurse, advocated and cared for JR throughout his illness.

JR was an aeronautical engineer, emergency physician, traumatologist, and dedicated educationalist who worked not only in the Sunshine Coast Hospital and Health Service District but also at the Royal Brisbane and Women's Hospital and in London, including with the London

Helicopter Emergency Medical Service. He also provided education and peer support to colleagues in Fiji and the Solomon Islands. Professionally, JR was known for his passion, intelligence, breadth of knowledge, attention to detail, work ethic and sense of duty. He would stay late at work to help colleagues struggling with a difficult case and give up his own time to mentor junior doctors.

During his life, JR had an unquenchable thirst for knowledge and curiosity in the world. He had a passion for experiencing new things and travelled extensively. He cycled solo through Nepal, India, Pakistan and Afghanistan, in a time when there was no internet or smart navigational devices. He also made multiple trips to Pacific Island nations, one of which was for a medical elective in Papua New Guinea.

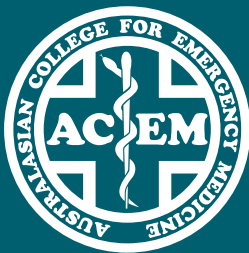
JR's encyclopaedic knowledge and gift of the gab combined to make him an incredible storyteller. He could have you in stitches recalling the time he fell into a drop toilet in India, and leave you bewildered with how he could segue between how dolphins use echolocation and the subject of renaissance art.

However, underneath this exuberant exterior, was a true gentleman who had an enormous heart and who will be sorely missed by his family, friends and colleagues.

Thank you, JR, for inspiring us to have passion in what we do. We are so grateful for the time we got to share with you and hope that we can channel some of your energy into our everyday life and medical practice.

Rest easy JR.

Author: Dr Donna Mills



Australasian College for Emergency Medicine
ABN 76 009 090 715

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