



**ANZCA**  
FPM

# Annual Report 2023

**AUSTRALIAN AND NEW ZEALAND  
COLLEGE OF ANAESTHETISTS  
& FACULTY OF PAIN MEDICINE**

# Contents

President's message	2
CEO's report	4
Awards, prizes and honours	6
ANZCA Council	9
ANZCA and FPM by numbers	10
ANZCA Strategic Plan 2023-2025	12
Lead	14
Engage	18
Support	22
Sustain	24
Dean's report	28
FPM Board	31
Honorary treasurer's report	32
Discussion and analysis of the financial statements extract	35
Contact information	40

# President's message

The new ANZCA Course in Perioperative Medicine, part of the new Chapter of Perioperative Medicine, has been well received with our first candidates starting in February 2024.

ANZCA spearheaded the introduction of two new clinical qualifications in 2023, further strengthening its standing as a global leader in the training, assessment and setting of standards in the specialties of anaesthesia, pain medicine and perioperative medicine.

Our new ANZCA Course in Perioperative Medicine, part of the new Chapter of Perioperative Medicine, has been well received. The college successfully launched a pilot of the first unit of study in the qualification, the first of its kind, in September 2023 with 14 participants taking part and a full roll-out of all units of study scheduled in 2024. The qualification consists of six online modules, clinical immersions and workshops undertaken over one to two years. Our first candidates started in February this year and the reaction has been overwhelmingly positive.

By preventing and managing postoperative complications, perioperative medicine specialists will play an integral role in the care of patients and help reduce the time patients spend in hospital.

2023 was also the first year of our new Rural Generalist Anaesthesia training program that we developed with the Royal Australian College of GPs

(RACGP) and the Australian College of Rural and Remote Medicine (ACRRM). The one-year program is targeted at ACRRM and RACGP trainees and fellows in rural and regional areas who are seeking formal training and certification in anaesthesia.

The first graduates sat their exams and completed the one-year qualification late in 2023 with their skills providing a much-needed boost for communities outside metropolitan areas.

Our assessment milestones in 2023 also included the delivery of a new e-Portfolio and an online exam system for the Faculty of Pain Medicine.

Workforce was a focus of much of the college's advocacy in 2023 as health authorities grapple with shortages across the medical workforce.

During the year we engaged with and contributed to multiple submissions to governments in Australia and New Zealand. These included two key government led reviews, the Independent Review of Australia's Regulatory Settings Relating to Overseas Health Practitioners and the National Health Practitioner Ombudsman's review of specialist medical training site accreditation in Australia and the National Health Practitioner Ombudsman review of medical training site accreditation.

As we know from our fellowship surveys ANZCA's leadership and oversight of safety and quality across anaesthesia, pain medicine and perioperative medicine is highly regarded by our fellows, trainees and specialist international medical graduates.

The expansion of "CPD (continuing professional development) homes" offering alternatives to those traditionally offered by specialty colleges such as ANZCA reinforced our commitment to excellence in our own CPD program with plans developed in 2023 for 13 new CPD activities for 2024 and the development of an ANZCA CPD app.

ANZCA Council gathered in Wellington for its September Council meeting. Councillors received an update on the New Zealand team's work in

progressing a Tiriti o Waitangi (Treaty of Waitangi) strategy for the college and our commitment to Māori trainees, fellows and patients. In November 2023 we launched the ANZCA karakia, a prayer or incantation which is designed to provide pre-surgery comfort to patients and their whānau.

Our showcase event, the ANZCA Annual Scientific Meeting, was a great success in May with more than 2000 virtual and face-to-face attendees in Sydney, positive social media reach and strong news media coverage across print and online platforms on a range of topics.

The 2023 Emerging Leaders Conference was held the week before in the Hunter Valley and attended by 29 young fellows from Australia, New Zealand, Papua New Guinea, Timor-Leste, Ireland and Samoa. The mentors included ANZCA councillors, Irish, Hong Kong and Malaysian college presidents and the president of the World Federation of the Societies of Anaesthesiologists and FANZCA Dr Wayne Morriss, among others. The college sponsors this unique event for new fellows and it is so successful our international partner colleges are considering adopting the model for their own members.

Our international collaboration and sharing of ideas are flourishing as we have rekindled our relationships with our overseas partners in Hong Kong, the UK, Ireland and Canada and renewed our collaboration with the International Academy of Colleges of Anaesthesiologists. In May I was honoured to be a guest of the Royal College of Anaesthetists national meeting in Birmingham followed by the College of Anaesthesiologists of Ireland Congress in Dublin.

Our Specialist Training Program (STP) funding agreement with the Australian Government goes from strength to strength with funding for new initiatives in 2023 and 2024 worth about \$A1.6 million. A great example of this is the Critical Incident Debriefing Program on how to safely debrief after a critical incident or adverse event.

The Global Development Committee launched a new strategic priorities paper for 2023-2027 and we launched Australasian Anaesthesia 2023 (the "Blue Book") with 18 chapters covering a diverse range of topics and associated audio recordings.

We celebrated another successful National Anaesthesia Day (NAD) on Monday 16 October that focused on perioperative

medicine with the theme: "Anaesthetists: Caring for our sickest patients before, during and after surgery".

Sixty-five ANZCA NAD champions in Australia and New Zealand organised displays and cake bake-offs to celebrate. We launched our latest patient information animated video which has become the centrepiece of a new "About perioperative medicine" section on the college website and ANZCA-designed posters and downloadable information sheets in English and te reo Māori were distributed to hospitals in Australia and New Zealand. We distributed three media releases to celebrate the day and these were followed up by local media in Australia and New Zealand.

It was also another busy year for the ANZCA Foundation which allocated more than \$A2 million to research, Indigenous health and global development activities for 2023. The generosity of our donors, largely from the ANZCA community, makes these projects possible.

As my two-year term as president ends in May I would like to thank the college community for their support and dedication to the specialties of anaesthesia, pain medicine and perioperative medicine.

**Dr Chris Cokis**  
ANZCA President



# CEO's report

The college has been reaccredited by the Australian Medical Council and the Medical Council of New Zealand for at least another six years.

ANZCA began a busy 2023 with the formal acknowledgement by the Australian Medical Council (AMC) and the Medical Council of New Zealand (MCNZ) that the college had been accredited for at least another six years ensuring we can continue to deliver quality training programs for anaesthesia and pain medicine.

Under the AMC/MCNZ re-accreditation process conducted in 2022 our anaesthesia and pain medicine training programs were measured alongside our continuing professional development (CPD) program and our assessment of specialist international medical graduates (SIMGs). The process assured us that all standards against which the college is measured were met.

The reaccreditation coincided with the first year of the ANZCA Strategic Plan 2023-2025 which will help guide the college over the next few years.

The plan was developed in the context of recognising the rapidly changing global environment created by the COVID-19 pandemic. ANZCA Council, the FPM Board, the Executive Leadership team and senior staff collaborated on the development of the strategic plan that was also informed by fellowship and trainee surveys.

The four pillars of our plan are:

- Lead: Anaesthesia, pain medicine and perioperative medicine.
- Engage: Workforce, wellbeing, equity and diversity.
- Support: Fellows, trainees, specialist international medical graduates (SIMGs), graduate experience.
- Sustain: Leading specialist medical college.

The development of the new strategic plan also prompted a reconsideration of the college mission. Following ANZCA Council discussions, the mission ("to serve the community by fostering safety and high-quality patient care in anaesthesia, perioperative medicine and pain medicine") was replaced with a new purpose statement:

*"Our purpose is to serve our communities by leading high quality care in anaesthesia, perioperative and pain medicine, optimising health and reducing the burden of pain."*

The introduction of the college's first Reconciliation Action Plan (RAP) marked another watershed for the college.

While the RAP is Australia-focused, across the Tasman, a plan is being developed to progress a Tiriti o Waitangi (Treaty of Waitangi) strategy for the college. The strategy will consider what actions ANZCA can take under each of the principles set out by the Waitangi Tribunal Health Services and Outcomes Inquiry and endorsed by the Ministry of Health in its Whakamaua: Māori health plan 2020-2025.

The action plan will also set out proposed New Zealand-specific actions that address our commitment statement, such as fostering the college's relationship with Māori, supporting Māori fellows and trainees and striving to improve the health of Māori.

The response is timely as our New Zealand colleagues attended the launch of the Cultural Safety Training Plan for Vocational Medicine in Aotearoa – the first plan of its kind worldwide to be implemented into the curriculum of specialist medical training. The aim of this is to help achieve equity and the aspirations of Māori towards reaching their full health potential.

Meeting the demands from Australian and New Zealand governments for delivery of health services was a focus of the college in 2023.

These pressures have prompted multiple inquiries, reviews of regulatory settings and scope of practice, the introduction of new roles, funding models and new regulatory settings for specialist international medical graduates seeking to enter Australia and New Zealand.

The college is actively involved with this activity making multiple submissions and consulting widely with governments and relevant departments.

In December, the national cabinet endorsed the Final Report of the Independent Review of Australia's Regulatory Settings Relating to Overseas Health Practitioners, led by Ms Robyn Kruk AO. This report explored the role of medical colleges in the assessments of SIMGs.

The proposed reforms intend to improve the experience for overseas trained practitioners and expedite processes by reducing duplication and inefficiency. Streamlining processes for those entering Australia to work are crucial but it should not be at the expense of high standards of health and medical care in Australia and New Zealand.

Another issue that is front and centre for governments, the health sector and the general community is cybersecurity. ANZCA continues to ensure our systems and information are as secure as possible so I can reassure our college trainees, fellows, SIMGs and staff that data protection is an ongoing priority for us.

The rapidly emerging presence of artificial intelligence (AI) is another challenge for the college and we are now developing a position on how we will ensure safe and ethical use of AI and its potential impact across so many aspects of the college and our core roles. The college has formed a working group to establish a policy with guiding principles for ANZCA.

We had much to celebrate in 2023 with the Faculty of Pain Medicine marking its 25th anniversary at the October Spring Meeting in Adelaide. It was heartening to have many of the faculty's past deans join us for the anniversary dinner and to hear their stories as they reminisced about the faculty's early years. The Spring Meeting also marked the launch of the *National Strategy for Health Practitioner Pain Management Education* for which the faculty received a significant Australian government grant.



We've also now added a fully staffed ANZCA office in Hobart to our Australian regional office family. The office is centrally located in the hospital and university precinct. With Specialist Training Program funding we have been able to employ an additional staff member who will focus on facilitating simulation and training courses under the commonwealth government funded Flexible Approach to Training in Expanded Settings program.

Towards the end of last year we farewelled ANZCA's outgoing directors of professional affairs (DPAs) Dr Peter Roessler, Dr Lindy Roberts and Dr Vaughan Laursen who between them have many combined years of specialty knowledge and experience. They have been replaced by our new DPAs Dr Michelle Mulligan, Professor David A Scott, Professor Jennifer Weller, Associate Professor Kara Allen, Dr Suzanne Bertrand and Dr Vanessa Beavis.

I would like to thank and acknowledge the leadership of ANZCA President Dr Chris Cokis in his second and final year at the helm of the college and all the ANZCA staff, councillors, fellows, SIMGs and trainees in Australia and New Zealand for their dedicated commitment to the college's day-to-day business.

**Nigel Fidgeon**  
ANZCA Chief Executive Officer

# Awards, prizes and honours

## ANZCA AND FPM AWARDS IN 2023

### Robert Orton Medal

ANZCA's most prestigious award is made at the discretion of the ANZCA Council, the sole criterion being distinguished service to anaesthesia.

Dr Lindy Roberts AM (WA)  
Professor David A Scott (Vic)  
Dr Peter Roessler (Vic)

### ANZCA Medal

The ANZCA Medal recognises major contributions by fellows to the status of anaesthesia, intensive care, pain medicine or related specialties.

Professor Andre Van Zundert (Qld)  
Dr Allan Cyna (SA)  
Dr Helen Kolawole (Vic)  
Associate Professor Michael Steyn (Qld)  
Associate Professor Richard Riley (WA)  
Dr Neil MacLennan (NZ)

### ANZCA Council Citation

The ANZCA Council Citation is awarded at the discretion of ANZCA Council in recognition of significant contributions to college activities.

Dr Indu Kapoor (NZ)  
Dr Gregory O'Sullivan OAM (NSW)  
Dr Martin Misur (NZ)  
Dr Lia Freestone (Tas)

### ANZCA Recognition

The ANZCA Recognition recognises significant contributions at a regional level to anaesthesia, perioperative medicine and/or pain medicine.

Associate Professor Irene Ng (Vic)

### Gilbert Brown Prize

Dr Nathan Peters

### ANZCA Trainee Research Prize

Dr Anna Tanios

### ANZCA Trainee Quality Improvement Prize

Dr Daniel Brooks Reid

### FPM Dean's Prize

Dr Karen Joseph

### ASM Open ePoster Prize

Dr Ianthe Boden

### ASM Trainee ePoster Prize

Dr Tobin Steens

### FPM Best Free Paper Award

Dr Jessica Barry

### Dr Ray Hader Award for Pastoral Care

Awarded to an ANZCA fellow or trainee who is recognised to have made a significant contribution to the welfare of one or more ANZCA trainees in the area of pastoral care.

Dr Sally Wharton

### Steuart Henderson Award

Awarded to a fellow who has demonstrated excellence and provided outstanding contribution, scholarship, and mentorship to medical education in the field of anaesthesia and/or pain medicine.

Dr Melissa Ann Viney

### Honorary ANZCA fellowship

Associate Professor Lis Evered

### Renton Prize

The Renton Prize is awarded to the candidate obtaining the highest marks in the primary examination for fellowship of ANZCA.

Dr Annelise Nicole Brown  
Dr Henry Thomas Beaumont-Kelly  
Dr Hannah Mary Bruce  
Dr Olivia Margaret Nicholson

### Cecil Gray Prize

The Cecil Gray Prize is awarded to the candidate obtaining the highest marks in the final examination for fellowship of ANZCA.

Dr Meghan Kate Shaw

### Barbara Walker Prize

The Barbara Walker Prize for Excellence in the FPM Fellowship Examination may be awarded to the top candidate.

No prize was awarded for 2023

### History and Heritage Research Grant

The History and Heritage Research Grant is awarded to a fellow, trainee, or external researcher to advance the knowledge and understanding of the history of anaesthesia and pain medicine in Australia and New Zealand.

Zana Bell, history fellow at University of Auckland

## AUSTRALIA DAY HONOURS

Dr Geoffrey Dobb AM (WA)  
Dr Vernon Moo OAM (Qld)

## KING'S BIRTHDAY HONOURS

Dr James Bradley AM (Qld)  
Dr Matthew Crawford AM (NSW)  
Dr Genevieve Goulding AM (Qld)  
Dr Michele O'Brien AM (NSW)  
Associate Professor Forbes McGain OAM (Vic)  
Dr Noel Roberts OAM (Vic)

## NEW YEAR HONOURS (NZ)

Dr Vanessa Shona Beavis CNZM  
Professor Brian Joseph Anderson CNZM

# Distribution of workforce

## ANZCA AND FPM

The geographical distribution of active ANZCA and FPM fellows at December 31, 2023:

	ANZCA	FPM
Australia	5526	412
New Zealand	899	44
Hong Kong	188	20
Singapore	76	14
Malaysia	32	2
Other	143	21

There were 308 new ANZCA fellows and 28 new FPM fellows admitted in 2023.

## TRAINING FIGURES

ANZCA admitted a total of 308 new anaesthesia fellows in 2023. In the first sitting of the final exam, 168 candidates were successful. In the first sitting of the primary exam, 158 candidates were successful. In the second sitting of the primary exam, 153 candidates were successful, and 131 candidates were successful in the second sitting of the final exam.

Of the 28 fellows admitted to FPM, 20 completed the training program and eight completed the SIMG process. Thirty-six candidates sat the written component in September with those successful invited to sit the oral component in November. Twenty-four candidates passed the oral component and the overall exam pass rate was 83 per cent.

# ANZCA Council



## ANZCA COUNCIL

### Back row from left:

Dr Tanya Selak  
Dr Kieran Davis (FPM Dean)  
Dr Bridget Effenev  
Professor David Story (ANZCA Vice-President)  
Associate Professor Stu Marshall  
Dr Maryann Turner  
Dr Michael Jones  
Dr Sally Ure  
Dr Scott Ma  
Dr Katherine Gough (New Fellow Councillor)  
Mr Nigel Fidgeon (ANZCA CEO)

### Front row from left:

Dr Debra Devonshire  
Dr Chris Cokis (ANZCA President)  
Professor Leonie Watterson  
Associate Professor Deborah Wilson  
Dr Vanessa Beavis

# ANZCA and FPM by numbers

10,864

trainees and fellows (active and retired, anaesthesia and pain medicine)



7377

anaesthesia and pain medicine active fellows

1960

anaesthesia and pain medicine active trainees



4997

event registrations (virtual and face-to-face)



42

anaesthesia trainee courses with 1848 attendees



489

primary and

432

final exam candidates



36

FPM Fellowship Examination exam candidates

406

hours spent by the research librarian conducting expert literature searches



336

new fellows with 257 presented at the College Ceremony

80

meetings with external stakeholders by Policy and Communications Unit

143,641

downloads from the library's e-book collections

147

literature searches performed by the library and research consultation service) including approximately 44% for research purposes.

21

media releases

45

anaesthesia accreditation site visits

2309

articles delivered to fellows and trainees from other libraries

12

safety alerts

20

pain medicine accreditation site visits

2282

ANZCA and FPM users of the library's ReadByQxMD app

\$A10+ million

media audience reach

1400

physical book loans from the library

39

written submissions to government agencies and other relevant stakeholders

153

participants attended 11 ANZCA Educators Program courses

6

diving and hyperbaric medicine exam candidates

46

Emergency Management of Airway Crises (EMAC) courses

39

rural generalist anaesthesia exam candidates

44

rural generalist anaesthesia trainees

13

diving and hyperbaric medicine trainees

8

EMAC accredited clinical skills centres

16

Pacific Online Learning and Education interactive sessions held for consultants, trainees and non-physician anaesthesia providers in the Pacific

131

active SIMGs

79

SIMG interviews (Australia)

## SOCIAL MEDIA



2132 followers

55,301 people reached



2132 followers

55,301 people reached



1971 subscribers

89,400 video views



7602 followers

179,427 people reached



10,978 followers

649,400 Impressions

# ANZCA Strategic Plan 2023-2025

## PURPOSE

To serve our communities by leading high quality care in anaesthesia, perioperative and pain medicine, optimising health and reducing the burden of pain.

## STRATEGIC PRIORITIES

Our strategic priorities were formed from an objective view of the strategic opportunities and risks present in the immediate and emerging conditions – and ensure we will be aligned and equipped to generate long term sustainable value.

## STRATEGIC OBJECTIVES

Our objectives reflect our intent and focus as we work to achieve what is expressed in our strategic priorities. In formulating the projects that will deliver against these objectives, we will consider what to take forward from our existing work, what to stop doing and where we can direct energy towards new initiatives.

### 1. Lead

Anaesthesia, pain medicine and perioperative medicine

### 2. Engage

Workforce, wellbeing, equity and diversity

### 3. Support

Fellows, trainees and specialist international medical graduates experience

### 4. Sustain

Leading specialist medical college



# 1. Lead

## Anaesthesia, pain medicine and perioperative medicine

### STRATEGIC PRIORITIES

We will continue to improve health and wellbeing, equity, inclusion and diversity of our fellows, trainees, specialist international medical graduates and staff to enable broad and equitable access to care and delivery of high-quality outcomes for patients and communities across Australia and New Zealand.

We will work with diverse communities, particularly Aboriginal and Torres Strait Islander and Māori peoples.

We will work with key stakeholders including colleges, teaching institutions, hospitals, communities and governments to influence workforce distribution, especially in underserved areas, sustainability, wellbeing and equity in training, practice and care.

### HIGHLIGHTS

#### Perioperative medicine

- ANZCA's qualification in perioperative medicine was formally launched at the Sydney ANZCA Annual Scientific Meeting (ASM) in May 2023.
- A decision was made in late 2023 to form a Chapter of Perioperative Medicine following a ruling by the Tertiary Education Quality Standards Agency (TEQSA) that only organisations registered with it could offer diploma courses. Graduates of the ANZCA Course in Perioperative Medicine will have the post nominals GChPOM.
- More than 800 specialists from ANZCA and the colleges of physicians, surgeons, intensive care and the GP colleges applied for the qualification via the recognition pathway by the 1 December cut-off (GPs have until September 2024). These leaders in perioperative medicine will have roles such as supervisors and curriculum content writers.
- A successful pilot of unit of study 1 was held from September to November where 13 candidates at seven hospitals across Australia and New Zealand completed the 10-week pilot comprising 20 online modules, a workshop and 40 hours' clinical immersion at affiliated hospitals.
- Core documents associated with the qualification were completed in 2023 including a handbook, the curriculum, a new regulation 45 and the *Standards for Perioperative Medicine* (for pilot). Online course content was continually added to in 2023 and uploaded to the ANZCA's online learning platform. A library guide of resources and references for the perioperative medicine course was developed and launched for the September pilot of unit 1.

#### Rural generalist anaesthesia

- Rural generalists with advanced training in anaesthesia play vital roles in providing life-saving services to patients in many regional, rural and remote communities.
- In February 2023 more than 40 candidates commenced the Advanced Certificate in Rural Generalist Anaesthesia, a new 12 month qualification developed by the college in collaboration with the Australian College of Rural and Remote Medicine (ACRRM) and the Royal Australian College of General Practitioners (RACGP).
- The qualification provides training to produce rural generalist anaesthesia graduates who can deliver safe anaesthesia and perioperative care in regional, rural and remote settings for lower-risk patients undergoing elective surgery and patients requiring emergent surgery. This includes obstetric and paediatric patients (within scope of practice) and the resuscitation and stabilisation of patients for transfer when required.

- The program is available to rural generalist registrars who are enrolled in the fellowship of the ACRRM training program and/or the fellowship of the RACGP rural generalist training program. It may also be applicable to those who have gained fellowship with ACRRM or RACGP in the rural pathway and wish to gain an additional qualification in anaesthesia in the rural setting.
- A library guide to support the training program was launched, attracting more than 2100 hits.

#### National Strategy for Health Practitioner Pain Management Education

- The strategy was approved by the Commonwealth in 2023 and launched by the Dean of the Faculty of Pain Medicine Dr Kieran Davis at the FPM Spring Meeting in Adelaide.
- The strategy aims to guide the upskilling of the Australian health workforce in contemporary, evidence-based pain care over the next five to 10 years, with the aim of improving the health outcomes of individuals living with pain.

#### Training

- The college's trainee selection project entered phase 2 in 2023 with significant stakeholder consultation undertaken. The project, continuing in 2024, aims to explore the merits of introducing a more standardised selection system to support improved equity for applicants including supportive pathways for First Nations People and regional and rural applicants.
- A new college-wide Assessment Governance Committee will provide strategic direction and advice on college-wide assessment approaches and promote sharing of best practices across college training programs.
- A trainee survey renewal project was approved for mid-2024 with input from trainees and educators.
- A new curriculum review sub-committee was approved to contribute to the quality improvement and enhancement of the anaesthesia training program curriculum.
- An online centralised exam preparation resource project began with the aim of supporting trainees preparing for ANZCA Primary and Final examinations.
- The FPM centralised trainee tutorials continued to be a success in 2023. The tutorials offer online-based learning with high quality educational content. The mock written and oral exams are proving to be an important element in trainee exam preparation.

- The written component of the FPM fellowship examination was the first college exam to use the new online assessment system in 2023. Staff, candidates and examiners were supported in the development of training materials with orientation sessions and a mock exam. The written examination was successfully conducted in September across Australia, New Zealand and Hong Kong and, while it was offered in both an online mode or written mode in its first year, the majority of candidates chose to sit the exam online.
- The competency based medical education (CBME) project established three new working groups to progress implementation of the council-endorsed recommendations to trial group decision making, workplace-based assessments (WBAs) and the introduction of a multiple-choice question (MCQ) learning resource and assessment.
- The Accreditation Renewal Steering Group was established to implement recommendations from the 2021 Accreditation of the Learning Environment Project Final Report.
- The Patient Clinical Interaction Assessment (PCIA) Implementation group was established to implement ANZCA Council-endorsed recommendations to replace the patient interaction component of e- medical vivas, held as a separate hospital-based exam the day after the Part 2 written examinations.
- An extensive library guide providing support resources for the anaesthesia training program was launched, and received more than 10,000 hits in seven months.
- FPM continued to review and revise its training program with a focus on assessment strategies. An assessment design decisions workshop was held in March with experts from Deakin University.

### Exploring new training options

- FPM commissioned a feasibility study to assess a four- or five-year direct-entry program for pain medicine as an alternative to the existing two-year post-specialist program. The FPM Board has decided not to proceed with the program for now but the faculty will continue to review the model for future consideration.

### Enhancing pain management practice

#### Better Pain Management program

- There were more than 620 enrolments in the Better Pain Management program. Physiotherapists (40 per cent) and general practitioners (31 per cent) made up the majority of the enrolments, followed by nurses (12 per cent) and other specialists (7 per cent).

#### Opioid Stewardship project

- FPM was awarded an unencumbered educational grant of \$A14,000 from CSL Seqirus for a national resource toolkit initiative, in collaboration with St Vincent's Hospital Sydney, to advance opioid stewardship across Australia's public and private healthcare sectors.

#### FPM professional documents

- Two new FPM professional documents *PG13 (PM) Return to practice for specialist pain medicine physicians* (including its background paper *PG13 (PM)BP*) and *PS14 (PM) The responsibility of specialist pain medicine physicians for overall opioid management in patients with chronic non-cancer pain who have an intrathecal drug delivery device in situ* were piloted and approved in 2023. The faculty endorsed the University of Sydney, *Evidence-Based Clinical Practice Guideline for Deprescribing Opioid Analgesics*.

#### Submissions and consultations

- FPM fellows contributed their expertise to several key government submissions and consultations including: *Department of Health and Ageing: Prostheses List Post-listing review of spinal cord stimulators*; *Senate Standing Committee on Community Affairs, Inquiry into Improving Access to Medicinal Cannabis Bill and NSW State Insurance Regulatory Authority: Consultation on the draft Australian Clinical Guidelines for Health Professionals Managing People with Whiplash-Associated Disorders, Fourth Edition*; along with educational expertise into the *RACP Rehabilitation Medicine Advanced Training curriculum* and *RANZCP Diploma of Psychiatry*.

### Research

- The ANZCA Foundation peer-reviewed research grant application process for 2024 was completed with \$A1.74 million awarded through the ANZCA Research Committee, supporting 32 research teams at leading hospitals and universities in Australia, New Zealand and Hong Kong to conduct studies across perioperative and pain medicine. Outcomes from funded studies continued to facilitate applications for funding for multicentre studies through the ANZCA Clinical Trials Network (CTN), delivering evidence required for the implementation of improvements in clinical practice, training and education, better patient outcomes, and more cost-effective healthcare.
- The ANZCA CTN reported that the total competitive peer-reviewed funding secured since its inception surpassed A\$68 million. Including grants from the Australian National Health and Medical Research Council and Medical Research Future Fund, and the Health Research Council of New Zealand, this cumulative funding continues to support feasible and pragmatic multi-centre randomised clinical trials.
- The foundation and the research committee began a review of existing statements from Indigenous health research organisations on priorities for research in Indigenous health, as a foundation for further consultation on and development of ANZCA Indigenous health research priorities for inclusion in the ANZCA Research Strategy in 2024.
- Support for professional practice research through the ANZCA Professional Practice Research Network (PPRN) led to funding for a study into psychological distress among anaesthetists and the prevalence and assessment of strategies and resources for optimising mental health, led by Dr Neil Paterson and his team, who received the ANZCA Harry Daly Award for the most highly ranked ANZCA Project Grant.
- The foundation collaborated with the Medibank Better Health Foundation to secure funding to facilitate a long term follow up study of chronic post-surgical pain, to better inform future risk management and promote investment and innovation in primary prevention and treatment.
- The foundation introduced a new annual Innovation and Technology ANZCA Research Award, facilitated by the philanthropy of Dr Stan Tay, to support discovery in and recognise the importance of technology in advancing outcomes in perioperative medicine.
- The research librarian conducted 147 literature searches on behalf of fellows, trainees, and staff – 65 of which were for research purposes. There were also 14 research consultation sessions provided covering topics such as performing a literature search or review, using EndNote, and assistance with publishing.

### Building a pain research network

- The FPM Research Network Working Group gained momentum in 2023 in building research capability and fostering interest and activity among pain fellows and trainees through workshops and online discussions.
- In collaboration with the ANZCA library, a series of six webinars were planned for 2023-2024 to educate and provide information on how to navigate through stages of research activities conducted. The first webinar was held in December, which was well attended.
- In late 2023 FANZCA and FPMANZCA Dr Gavin Pattullo was appointed by the Faculty of Pain Medicine Board to the role of Lead Editor for the next edition of *Acute Pain Management Scientific Evidence* (APMSE).
- FPM continued its active leadership and stewardship in the establishment of the *Australian Pain Solutions Research Alliance* (APSRA). By the end of 2023 the alliance had developed its foundational constitution and elected an inaugural board of directors.



# 2. Engage

Workforce, wellbeing, equity and diversity

## STRATEGIC PRIORITIES

We will continue to improve health and wellbeing, equity, inclusion and diversity of our fellows, trainees, specialist international medical graduates and staff to enable broad and equitable access to care and delivery of high-quality outcomes for patients and communities across Australia and New Zealand.

We will work with diverse communities, particularly Aboriginal and Torres Strait Islander and Māori peoples.

We will work with key stakeholders including colleges, teaching institutions, hospitals, communities and governments to influence workforce distribution, especially in underserved areas, sustainability, wellbeing and equity in training, practice and care.

## HIGHLIGHTS

### Workforce advocacy

- Workforce was a major advocacy focus for the college in 2023 in both Australia and New Zealand as health authorities grappled with shortages in the medical workforce.
- ANZCA made submissions to several inquiries and reviews in Australia including the *Independent review of overseas health practitioner regulatory settings*, the *National Health Practitioner Ombudsman's roadmap for greater transparency and accountability in special medical training site accreditation*, the *Special Commission of Inquiry into healthcare funding in New South Wales* and the *Victorian Ministerial inquiry into the public sector medical workforce*.
- In New Zealand, the Medical Sciences Council/ Te Kaunihera Putaiao Hauora Aotearoa held consultations into the scope of practice for anaesthetic technicians, and the Ministry of Health/ Manatū Hauora carried out a targeted consultation regarding the credentialing of physician associates. ANZCA highlighted the extensive scholarship and clinical leadership provided by fellows and the college during the pandemic in its submission to the New Zealand Royal Commission of Inquiry into COVID-19.

### Regional and rural workforce

- Implementation of initiatives from the college's regional and rural workforce strategy continued throughout the year. The strategy reflects the college's commitment to improving both health outcomes for rural, regional and remote communities and the health and wellbeing of our fellows, trainees and specialist international medical graduates living and working in these areas.
- Successful advocacy and regular engagement with the Australian Department of Health and Aged Care and other stakeholders including regional and rural health services and regional training hubs led to several new initiatives commencing during the year. These include:
  - New Department of Health and Aged Care Flexible Approaches to Training in Expanded Settings projects – the Tasmanian Anaesthetic Simulation, Education and Training Network and rural training models (in conjunction with four other specialist medical colleges).
  - An additional Department of Health and Aged Care Specialist Training Program core training post and one additional Integrated Rural Training Pipeline post.
  - Roll-out of the college's popular Critical Incident Debriefing Toolkit in more regional and rural locations. In-person train-the-trainer workshops were held during the year in Hobart, Alice Springs, Cairns and Ballarat.
  - The Online Centralised Exam Preparation Program project to support quality anaesthesia education and training by giving rural trainees equitable access to exam preparation resources.

- The college secured second year funding from the Commonwealth through the Specialist Training Program stream to deliver additional training and support to rural, regional and remote fellows, trainees and specialist international medical graduates (SIMGs) in Critical Incident Debriefing (CID).
- ANZCA delivered four in-person critical incident debriefing workshops and eight community of practise webinars. Nearly 300 anaesthetists and trainees have been supported and coached in how to safely debrief after an adverse event. One hundred trainees, supervisors of training and specialist anaesthetists have attended face-to-face workshops and advised more than 20 regional hospitals.
- Access of the online CID toolkit increased by 20 per cent over the year, making it one of the top four library guides. It has now been accessed more than 23,000 times.

### FPM

- The faculty celebrated its 25-year anniversary with the development of a Geoffrey Kaye Museum of Anaesthetic History online exhibition and printed booklet, a themed Spring Meeting and celebratory dinner in Adelaide and commemorative glassware. Following these celebrations, two oral histories from foundation fellows Dr Penelope Briscoe AM and Professor Pamela Macintyre, exploring how the faculty has evolved over 25 years, were released.

### Communications

- The college distributed 21 media releases in Australia and New Zealand on a range of issues including anaesthesia research, ASM presentations and chronic pain funding, reaching nearly 10 million readers and listeners across print, broadcasting and digital platforms aimed at promoting anaesthesia, pain medicine and perioperative medicine.
- ANZCA's communications unit produced four 2023 editions of the *ANZCA Bulletin* with a diverse range of anaesthesia and pain medicine articles, many from fellows, trainees and SIMGs across metropolitan, regional and rural Australia and New Zealand.

- The 2023 edition of *Australasian Anaesthesia* (the Blue Book) was released in digital and printed format. Audio versions of edition chapters proved popular with fellows, trainees and SIMGs.
- Monthly editions of the *ANZCA E-Newsletter* produced by the communications unit reached thousands of fellows, trainees and SIMGs during the year.
- For the first time, ANZCA has used digital object identifiers (DOIs) for a publication, which enables it to be more discoverable, easier to cite, and permanently retrievable in the future. Each chapter of *Australasian Anaesthesia 2023* is uniquely identified and authors can now display their research output through the ANZCA Institutional Research Repository (AIRR).
- ANZCA's National Anaesthesia Day (NAD) was celebrated on 16 October with 65 champions in Australia and New Zealand organising displays and cake bake-offs at their hospitals with the theme "Anaesthetists: Caring for our sickest patients before, during and after surgery".
- We launched our latest patient information animated video which has become the centrepiece of a new "About perioperative medicine" section on the college website and ANZCA-designed posters and downloadable information sheets in English and te reo Māori were distributed along with NAD media releases.

### Partnerships and engagement

- ANZCA is a founding member of the International Academy of Colleges of Anaesthesiologists (IACA), a collaboration of five specialist medical colleges with the aim of building a community of anaesthesia practice and creating a forum for the sharing of knowledge and common interests. Three collaborative webinars were held in 2023: "Engaging patients for patient safety", "Opioid Regulation - An International Perspective" and "Environmental Sustainability: The Next Generation".
- ANZCA, through the Tri Nations Alliance, supported the delivery of two in-person workshops with key stakeholders from Australia, New Zealand and Canada and an International Medical Symposium "Providing equitable care to all our communities".
- ANZCA hosted the first in-person inter-college meeting for staff with a focus on mutual shared membership initiatives such as retirement, inclusion and diversity, continuing professional development (CPD) homes, and volunteer recognition and awards.

### Wellbeing

- ANZCA contributed to the development of the *Suicide Prevention Competency Framework for the Health Sector* and engaged on the "A better culture" project led by the Royal Australasian College of Medical Administrators, with a focus on reducing bullying, harassment, racism and discrimination in the workplace.
- ANZCA staff and fellows participated in the "Organisational Response to Workforce Wellbeing Roundtable" to collaboratively develop strategies to better support healthcare workers.
- As part of our ongoing support for our fellows, trainees, and SIMGs, ANZCA engages the professional services of Converge International – a confidential and independent counselling and coaching program. The services continue to be accessed by our members providing support in a variety of mediums including face to face, telephone and virtually.
- ANZCA's CPD program was expanded to include wellbeing elements.



# 3. Support

Fellows, trainees and specialist international medical graduates experience

## STRATEGIC PRIORITIES

We will deliver a world class experience to all fellows, trainees, and specialist international medical graduates as an innovative, responsible, and focused leader for the specialist medical college sector.

We will further embed effective engagement practices, training and education, digital and in-person experiences and resources.

## HIGHLIGHTS

### Membership

- The revised "Supporting Professionalism and Performance: a guide for anaesthetists and pain medicine physicians" underwent extensive review and consultation, with updates to the performance framework to now include clinicians at all stages including cultural competency and cultural safety. The revised framework is aimed at evaluating and promoting safe practice and respectful interactions with colleagues and patients.
- An awards advisory panel was formed to establish a clear and transparent process for the nominations, adjudication and announcements of college and national awards. There are now five ANZCA Council Awards including the Robert Orton Medal, ANZCA Medal, ANZCA Council Citation, ANZCA Recognition (new) and the ANZCA Star (new). In 2023 the improved process led to an increase in the number of award submissions and fellows being recognised by the college.

### Training

- Launch of the new Learn@ANZCA learning management system with enhanced capability and offerings.
- ANZCA Educators Program refreshed and relaunched at the ANZCA ASM.
- Improved alignment of the anaesthetic training program learning outcomes with the Effective Management of Anaesthetic Crises (EMAC) course.
- Review of Anaesthetic Curriculum Appendix 2 to better support trainees preparing for the primary exam.
- Design and development of a new monitoring and evaluation framework due for implementation across anaesthesia and pain medicine educational activities in 2024.
- The pain medicine training ePortfolio was launched for the start of the 2023 hospital employment year. The ePortfolio supports the recording of pain medicine training experiences which were previously paper-based. The faculty hosted several orientation and training sessions via Zoom as part of implementation. Trainees and fellows have embraced the ePortfolio and paper forms have been retired.
- A review of the FPM training unit accreditation process began with changes made to strengthen and articulate processes.
- The SIMG Support Network was launched with the mentoring program designed to support wellbeing and provide one-on-one support to SIMGs to successfully complete their pathway. A library guide collating resources to support SIMGs was launched and received more than 1500 hits in six months.

### Indigenous Health

- The trainee selection project recommendations include co-designing an Aboriginal, Torres Strait Islander, and Māori Pathway. Implementation of this will be explored in 2024 in collaboration with First Nations representatives.
- In 2023 Reconciliation Australia endorsed the college's first Reconciliation Action Plan which outlines our vision to lead safe and high-quality patient care in anaesthesia, perioperative medicine, and pain medicine that's culturally safe and equitable, and to empower Aboriginal and Torres Strait Islander peoples to train and have flourishing professional careers in these fields.
- Work began on a comprehensive strategy to ensure the college meets its responsibilities under Te Tiriti o Waitangi, Aotearoa New Zealand's founding document. The project takes a co-design approach based on the principles of Te Tiriti o Waitangi.
- A new Aboriginal and Torres Strait Islander trainee education grant was launched to support Aboriginal and Torres Strait Islander trainees with their college training fees, college exam fees or college exam preparation courses.
- A preoperative karakia (an incantation prior to surgery) for families to use was developed and launched with support from an ANZCA Health Equity Projects Fund grant. Other First Nations Health Equity Projects Fund projects approved in 2023 were the Indigenous EQUIP Pain Management Group Program and understanding Māori perspectives of anaesthesia preadmission clinic at Te Toka Tumai, Aotearoa New Zealand.
- Online Indigenous health resources were made available to all fellows, trainees and SIMGs.
- All college staff completed comprehensive online cultural awareness training, with face-to-face training being rolled out in 2024. All fellows are now required to complete annual cultural competency as part of their CPD program.
- The Indigenous health library guide usage increased by 373 per cent in 2023, with more than 8900 hits.
- More than 3500 fellows and CPD participants recorded over 6000 hours of cultural safety learning in their CPD portfolio during 2023.

# 4. Sustain

Leading specialist medical college

## STRATEGIC PRIORITIES

We will enhance sustainable value by integrating economic, environmental, and social aspects of leading in anaesthesia, pain medicine and perioperative medicine, maintaining our reputation as a foremost model for specialist medical training, education, and professional standards.

We will do this by enhancing our infrastructure, operations, resources, staff capability and culture.

## HIGHLIGHTS

### CPD

- Thirteen new CPD activities developed, supported by the work of the CPD review project group and reference groups. This significant update makes it easier for fellows and CPD participants to claim CPD hours under the new annual program. Work began on a CPD app due to launch in the first half of 2024 to enhance how fellows and CPD participants record, monitor, and provide evidence on completed CPD activities.
- CPD handbook updated and a new CPD activity guide summarises program requirements, CPD activities and accepted evidence.
- CPD webpages updated with case studies, guidance, and support resources.
- The 2022 verification (audit) of CPD activities was completed with 100 per cent completing successfully and 472 fellows and CPD participants participated in reviewing more than 18,000 pieces of CPD evidence.
- The college's biggest CPD cohort of 3177 fellows and CPD participants transitioned to the new annual program, achieving 99.9 per cent completion for the 2021 – 2023 triennium.
- A library guide aligning resources to the CPD program for those with clinical support roles alongside their work with patients and those who practice without direct patient care was launched. A new CPD emergency response activity on *Opioid Induced Ventilatory Impairment (OIVI)* was developed and approved for implementation in 2024. This increases opportunities for FPM fellows to claim CPD hours under the annual program.

### Annual Scientific Meeting

- The 2023 Sydney ASM 'Be Connected' was the first full face-to-face ASM since Kuala Lumpur in 2019. Over five days we hosted 2489 delegates including 494 virtual delegates (another 60 registered after the ASM) who heard 176 speakers in six plenary and 40 concurrent sessions; attended 137 workshops, masterclasses, and small group discussions; met with 47 healthcare industry exhibitors; and enjoyed social activities from fun runs to the gala dinner.
- On Saturday 6 May we held our 2023 College Ceremony – the biggest on record, with more than 260 new ANZCA and FPM fellows presenting. Nearly 900 people around the world watched the College Ceremony livestream on Facebook.
- In addition to the ASM we held three satellite meetings in and around Sydney. The 2023 FPM Symposium had more than 260 delegates (68 virtual), and the Obstetric Anaesthesia Special Interest Group meeting had 274 delegates on-site and 189 virtual. The Emerging Leaders Conference had 50 delegates, mentors and speakers.

### Sustainability

- The Environmental Sustainability Network (ESN) conducted three discussion forums for members: "Clean & green: balancing sustainability & infection control", "Climate change and sustainability: leadership and action" and "Sustainability Matters".
- A comprehensive submission for the National Health and Climate Strategy was made to the Australian government.
- Council has approved the endorsement of the Doctors for the Environment and the Australian Medical Association Green College guidelines. The guidelines advocate for medical colleges to incorporate environmentally sustainable principles into their governance, education, research and operations in an effort to move the health care sector closer to net zero.
- In partnership with the International Convention Centre, Sydney, an action plan was created to sustainably offset the carbon footprint of the ASM, including a baseline assessment of the meeting's carbon footprint.

## Information Technology

- FPM successfully monetised its opioid calculator apps for Apple and Android platforms on a trial basis. From the trial period through to December 2023, the apps achieved over 2500 downloads on Apple devices and 470 on Android. The revenue generated from the \$A1.99 apps are allocated exclusively for ongoing app maintenance.
- ANZCA reinforced its focus on positioning the college for the future and improving the online learning experience for fellows, trainees, SIMGs and staff through ongoing investment in technology and the Lifelong Learning initiative. Activities are underway to mitigate risk and to enable modernisation and innovation priorities to drive ANZCA's corporate objectives of leadership in specialist medical education.
- The expansion of ANZCA's suite of digital solutions continues with the delivery of the FPM online exams, the Diving and Hyperbaric Medicine ePortfolio system and perioperative medicine educational resources. The college's training portfolio will continue to be modernised to ensure a connected, responsive, and secure digital experience for all users.
- Successful delivery of CPD portfolio enhancements to ensure compliance with new Australian Medical Council standards
- The college has revamped ANZCANet (the college intranet) and has introduced digitised forms and automated workflows for staff onboarding, incident reporting and facilities requests.
- Successfully transitioned to a cloud telephony solution, began improving the legacy wireless network and fitted-out the new ANZCA office in Hobart.
- Advances in artificial intelligence present both opportunities and risks for the college. In recognition of this the college established a working group of senior staff across all ANZCA units to develop guidelines for its use. Recommendations and actions have been identified across four themes – Governance and Risk Management, Innovation and Productivity, Education and Research, and Clinical Applications.
- Cyber security protocols are regularly reviewed with ongoing testing, the release of new policies, guidelines and training materials.

## Diversity and equity

- The Gender Equity Sub-committee (GESC) presented a webinar themed "Words matter: inclusive language in gender diverse care" focusing on the use of inclusive language to create safer interactions with gender diverse communities in the healthcare setting.
- The revised unconscious bias toolkit was released which details how unconscious bias influences the care patients receive and the professional endeavours of our members. It also provides strategies and resources to identify and mitigate the effects of unconscious bias in the anaesthesia community.
- The college published the 2023 ANZCA Gender metrics report, providing an overarching view of gender metrics across the college from 2019 -2023. The report allows the GESC to review activities and initiatives to create an inclusive and equitable culture, build a diverse and representative workforce' promote a flexible and empowering workplace' and promote strategic and accountable leadership.
- The sub-committee released the Gender Equity Action Plan 2023-2025 in July. Key themes of the plan include workplace inequity, focusing on key stakeholder groups (FPM, SIMG, trainees, First Nations, and rural practitioners), and diversity and inclusion. A working group was convened to develop for an equity, diversity and inclusion (EDI) program for the college, with the first step being the development of a college-wide position statement and snapshot of all current EDI work being undertaken by the college. The position statement will be formalised in 2024.
- ANZCA was one of 14 medical colleges that participated in World Pride at the 2023 Sydney Mardi Gras and joined the Pride in Medicine float.
- ANZCA continued its support of AUS / NZ WELI (Women's Empowerment Leadership Initiative) with the Australian Society of Anaesthetists and the Society for Paediatric Anaesthesia in New Zealand and Australia through workshops and presentations.

## History and heritage

- A significance assessment of the Geoffrey Kaye Museum of Anaesthetic History concluded that "The GKM Collection is the largest collection worldwide with a focus on anaesthesia and related fields of pain medicine, intensive care and resuscitation. It is also one of the most comprehensive with an international scope but a strong focus on the field's Australasian history. There are items of national and international significance in the collection but the collection is also extremely significant as a whole."
- More than 30 oral histories were recorded in 'Matilda', the podcast caravan, during the ASM in Sydney. Many participants spoke of their experiences during the COVID pandemic and its effects on healthcare and the profession.

## Regional offices

- ANZCA's Australian regions team comprises 18 physical staff working across seven offices, four time zones, and in various full and part-time capacities.
- Almost all regional events in 2023 were face-to-face, with additional hybrid and virtual options.
- Twenty-two regional continuing medical education (CME) and FPM events and 142 committee meetings were held in 2023.
- Regional operations supported the Education and FPM units with invigilating for exams across all regions.
- Thirty-nine trainee courses were held across the Australian regions as face-to-face, hybrid or virtual offerings. Online practice vivas were supported, with several regions hosting breakout sessions.



# Dean's report

The Faculty of Pain Medicine celebrated its 25 year anniversary in 2023, a significant milestone that highlights the evolution of the specialty.

In 2023 we celebrated the 25-year anniversary of the formation of the faculty. The Spring Meeting held in Adelaide was themed to mark the occasion and other key activities included the launch of a Geoffrey Kaye Museum online exhibition exploring the themes 'Beginnings', 'Defining the speciality', 'Impact and influence' and 'The future'. Oral histories from two foundation fellows Dr Penelope Briscoe AM and Professor Pamela Macintyre were released in which they discussed their careers in pain medicine and how FPM has evolved over the past 25 years.

The faculty continues to work with key stakeholders within the pain sector and across government to improve access to quality pain services. With a change in government in Australia a review of all action plans within the chronic diseases portfolio was triggered, including the *National Strategic Action Plan for Pain Management*. The faculty contributed to collective feedback on the Action Plan throughout the year with the strong recommendation to set up a national leadership group.

In the latter part of the year the Department of Health and Aging engaged consultancy firm Ernst and Young to review the achievements and lessons learnt against the *National Strategic Framework of Chronic Conditions*. The FPM team provided feedback on the Framework and provided recommendations to inform a refresh of the document.

The faculty has also strengthened its relationship with the Medicare Benefits Schedule (MBS) team, meeting regularly to provide advice regarding the implementation of the MBS pain taskforce review including cost structures for pain-related item numbers.

The work of the FPM New Zealand National Committee on the national model of care has stalled unfortunately due to the 2023 national election and a change of government. However, the faculty remains ready to support the government with its implementation.

In 2023 the federal government approved the faculty's *National Strategy for Health Practitioner Pain Management Education* and it was formally launched at our October Spring Meeting. In recognition of the quality of this piece of work, and in an effort to maintain momentum and facilitate its roll-out, the government is providing a grant of \$A440,000 in 2024 to the faculty to develop Australian pain management education standards. This will be the first vital step in improving pain management education across the health professions.

It was another busy year for the faculty as we continued to evolve our assessment processes for 2023 and beyond.

In a first for FPM and ANZCA the FPM fellowship written exam, led by Associate Professor Charles Brooker was held using a new online exam platform. While some candidates still opted to sit a paper-based exam most used the online system and their feedback was positive.

The FPM Learning and Development Committee continued reviewing our assessment strategies in 2023 to ensure that they reflect contemporary educational practice, reduce unnecessary burden and appropriately measure knowledge and performance against the training program's graduate outcomes. The review is being led by committee chair Dr Tipu Aamir with support from our Director of Professional Affairs (FPM Education) Dr Melissa Viney. It is expected that some of the outcomes of the review will be ready for implementation in the 2025 training year.

The faculty's new ePortfolio system was fully implemented in 2023. The introduction was a success and will enable us to effectively roll out the outcomes from the assessment review.

The FPM training unit accreditations processes came under scrutiny in 2023 with the Australian government's National Health Practitioner Ombudsman's review of specialist medical training site accreditation. The faculty has initiated a full review

of its standards to ensure that they are clear, concise and fair. We are using this opportunity to implement some of the recommendations from the 2021 ANZCA/FPM Accreditation of the Learning Environment project.

FPM continued to lead the establishment of the Australian Pain Solutions Research Alliance (APSRA). The entity has been recently registered and FPM Director of Professional Affairs Associate Professor Michael Vagg is member of the inaugural board. The alliance provides a platform for connection and collaboration, breaking down silos, leveraging strengths and growing translational pain research. It will also inform pain research priorities at a national level.

Within the faculty the FPM Research Committee has been working through the FPM Research Network Working Group to grow research capability and interest within the faculty.

The FPM Symposium and the ANZCA Annual Scientific Meeting (ASM) held their first full face-to-face events since 2019. Both the Sydney events were hailed as a success with the 2023 ASM a great opportunity for us to all meet and network again.

The FPM 2023 Spring Meeting with its all-local content was held in Adelaide to the delight of many delegates who concluded it was the best Spring meeting they had attended.

We also held a successful regional forum and gender equity forum and these will be part of future offerings at the FPM Spring meetings.

In 2023 the faculty commissioned a report to look at the feasibility of offering a direct entry (primary) program for pain medicine training. The feasibility study, conducted by the Curio Group, involved interviews with fellows, trainees and medical students. The final report indicated that, while the faculty is not ready to pursue the pathway just yet, there were several useful conclusions around how the faculty can position itself to reconsider the direct entry model in the future.

The practice assessment pathway of the Procedures Endorsement Program (PEP) was reviewed in late 2023 with the recommendation that it be simplified to encourage all procedurally based clinicians to participate. The pathway will be a major focus for the faculty in 2024 as the success of the PEP is a priority for FPM.

There were some membership changes to the FPM Board in 2023. The board welcomed Dr Amanda Wisely as an elected member. Dr Gretel Davidson departed the board as the new fellow representative and was replaced by Dr Amrita Prasad.

Dr Dilip Kapur has been elected as the new FPM Dean and will take up his role after the FPM Symposium in Brisbane in May 2024.

Thank you again to our dedicated team of FPM fellows, trainees, committee members and staff for their commitment to the faculty in 2023.

**Dr Kieran Davis**  
Faculty of Pain Medicine Dean



# FPM Board



## FPM BOARD

### From left:

Dr Leinani Salamasina Aiono-Le-Tagaloa  
Dr Amrita Prasad  
Dr Tipu Aamir  
Dr Dilip Kapur (FPM Vice-Dean)  
Dr Noam Winter  
Dr Kieran Davis (FPM Dean)  
Professor Michael Veltman  
Dr Chris Cokis (ANZCA President)  
Dr Murray Taverner  
Dr Susie Lord  
Dr Scott Ma (ANZCA councillor)  
Dr Amanda Wisely  
Leone English (Executive Director FPM)

# Honorary treasurer's report

I am pleased to present the treasurer's report for the year ended 31 December 2023 which highlights the financial performance of ANZCA. In doing so, I would like to thank my fellow ANZCA councillors, the Finance, Audit and Risk Management (FARM) Committee and Investment Sub-Committee members and for the expertise our independent members bring to these committees. I'd also like to thank ANZCA staff for their work and commitment to ensuring the ongoing success of the college, particularly in the turbulent global financial environment.

The annual financial statements of the college (including the New Zealand office) have been independently reviewed by the college's external auditors, ANZCA Council and the FARM Committee.

## 2023 overview

The college achieved a surplus before non-operating activities of \$1.796m for the year ending 31 December 2023, compared to a surplus of \$1.407m in 2022. The year 2023 marked a return to normal operations following Covid-19 related restrictions. A key highlight was the successful hosting of the first in-person Annual Scientific Meeting (ASM), which contributed to the non-operating surplus.

After accounting for dividends, interest income and gain in the value of the college investments, the total comprehensive surplus amounted to \$5.497m, a substantial improvement from the \$1.381m deficit reported in 2022. The significant turnaround is primarily attributed to the strong performance of investments, as detailed below. It is important to note that the college does not rely on investment income to fund normal college operations due to the unpredictable nature of investment returns.

## Statement of profit or loss and comprehensive income

### Revenue

Total revenue from operating activities in 2023 amounted to \$41.053m, a notable increase from \$34.048m in 2022. This \$7.006m increase in income was accompanied by a corresponding \$6.617m rise in total operating expenses, leading to a slightly higher operating surplus compared to 2022.

Subscriptions and entry fees increased by \$1.519m, driven by higher volumes and the reintroduction of a CPI fee increase following years of absorbing increases to operating costs over Covid-19 in 2021 and 2022 without an increase in fees.

Registration, training and exam fees also rose compared to 2022, largely due to higher volumes for primary and final exams and Specialist International Medical Graduate applications.

The successful launch of the rural generalist anaesthesia (RGA) and perioperative medicine (POM) programs in 2023 led to higher-than-anticipated volumes, with an accompanying increase in both income and costs for both programs.

Conference and course fees increased by \$2.858m in 2023. This significant increase was primarily due to the ASM being held as an in-person event for the first time since the easing of Covid-19 restrictions and strong financial support from the NSW government and sponsors.

Specialist Training Program (STP) income increased due to funding for various projects carried out in 2023. These projects included the Advanced Certificate in Paediatric Anaesthesia; Critical Incidents; Victoria Regional Anaesthetic Training Network; Education Support Project; FATES with RACS and FATES in Tasmania. In 2023, the accounting treatment of STP funding has been reviewed resulting in changes to how certain components of the program are recognised, as outlined below.

## Expenses

Employment costs increased by \$2.154 million in 2023. This increase was primarily due to filling multiple vacancies that were budgeted in 2022 but remained unfilled due to the tight labour market through Covid-19. Additionally, there was a greater reliance on contractors and recruitment agencies to fill vacancies in the competitive employment market.

Travel and event related costs increased by \$2.833m in 2023. With COVID-19 restrictions lifted, the college hosted face-to-face events and meetings, including the ASM, leading to increases in associated expenses. Increased travel by staff and fellows rose towards pre-Covid-19 levels. Additionally, higher rates from airlines, hotels, and venues contributed to the overall increase in costs. To manage these rising expenses, the college increased the use of video/Zoom conferencing, where appropriate.

Facilities costs have increased by \$328k in 2023. This increase was primarily due to the replacement of the heating, ventilation, and air conditioning (HVAC) system in 2022 in the Melbourne office, which resulted in higher depreciation expenses in 2023. Additionally, core facility operating expenses, such as heating, cooling, and cleaning, increased with the return of staff to the office post-COVID-19 restrictions.

Professional services increased by \$542k. This increase is due to use of consultants across a number of projects, as well as legal expenses and bank charges.

Research grant expenditure increased by \$643k in 2023. This increase occurred as the ANZCA Foundation utilised unallocated funding from prior years that had not been allocated through Covid-19 to provide total research grants in 2023 totalling \$2.221m.

## Specialist Training Program (STP)

During the year, ANZCA, in conjunction with independent accounting advice, reviewed the accounting treatment for government funding for the STP in accordance with AASB 15 Revenue from Contracts with Customers, specifically focusing on the principal versus agent section of the accounting standard.

Under the standard, when ANZCA is the principal, the college controls the goods or services before they are transferred to the customer and would recognise the revenue and any corresponding expenditure in full(gross). Conversely, when acting as the agent, the college is arranging for goods or services to be provided by another party, without taking any control over those goods or services and would only recognise the funding it receives for the administration in arranging for these goods or services.

As a result of the review, it was determined that ANZCA acts as the agent in regards to STP placements and support; Integrated Rural Training Pipeline and; Training More Specialist Doctors. For these components, ANZCA will not recognise the revenue and corresponding expenditure. However, ANZCA does act as the principal in regards to the administration and the projects component of the STP and will continue to recognise the income and expenditure in the financial accounts.

To provide appropriate comparison between the 2023 and 2022 financial reports, the 2022 financial accounts have been restated to reflect the change in accounting treatment of the STP.

## Non-operating activities (investments)

Volatile global equity markets, driven by tightening of monetary policy by central banks and the high inflationary environment, has resulted in strong performance by the college investment portfolios. The college recorded investment income of \$3.715m, a significant improvement on the \$2.760m deficit in 2022. Dividends and realised gains remained stable at \$966k. However, strong performance of the portfolios in the last quarter resulted in the annual unrealised gains of \$2.219m compared to a \$3.908m loss in 2022. Additionally, high interest rates on normal operating bank accounts resulted in interest income of \$530k compared to \$169k in 2022. Given the unpredictability of gains and losses in the value of investments, the college does not rely on gains in the value of investments to fund day to day operations.

During the year, the college appointed a new investment manager, JANA, and reviewed its investment strategy and treasury policies. As a result, the investment portfolios were split into three funds, each with distinct purposes:



1. ANZCA Reserve Fund – To underwrite college activities in the case of a catastrophic event and ensure that the college has appropriate cash reserves.
2. ANZCA Development Fund – To fund major strategic or capital projects which cannot be funded via normal operating activities.
3. ANZCA Foundation Fund – To provide a regular income stream to the ANZCA Foundation to supplement available funds for grants.

The restructuring of these portfolios helps to ensure the ongoing financial viability of the college.

#### Statement of financial position

The college's financial position remains strong with net assets increasing by \$5.497m, in line with the reported comprehensive income.

Notably, in line with the college's treasury policy, in 2023 the college transferred \$10m from operating cash to the investment portfolios – \$9m of the transfer contributed to the establishment of the ANZCA Reserve Fund, and \$1m was invested in the ANZCA Foundation Fund to further support the colleges commitment to research and global health initiatives and Indigenous health

There has been a \$1.427m increase in trade and other receivables. This is primarily related to increases in prepayments and deposits related to the increase in meetings and events following the ease of Covid-19 restrictions.

#### Statement of changes in equity

Total equity for the year increased by \$5.497 million to \$51.677 million. This arose from the net effect of the total comprehensive surplus.

#### Statement of cash flows

The college traditionally generates positive cash flows from operating activities. In 2023, the college generated \$4.294m from operating activities, compared to \$6.175m in 2022. The lower amount in 2023 can be attributed to higher operating expenditures as the college has carried out more projects and resumed more activities post Covid-19 restrictions since the end of 2022.

#### 2024 budget overview

Each year the forthcoming annual budget is guided by agreed budget parameters with the objective of delivering a small operating surplus, before investment gains/losses or planned major projects funded by prior year surpluses.

The college is in a healthy financial position, driven by a strong focus on balancing the operating income and expenses to achieve a sustainable financial position. The college has budgeted for a deficit in 2024 and expects a subsequent deficit in 2025. These deficits reflect a significant investment in strategic activities and ongoing uplifts of core educational and corporate systems. It is intended that these strategic activities will be funded by existing cash reserves.

#### Conclusion

The financial wellbeing of the college underpins its position in the current health environment. Prudent financial management and sound business planning has allowed the college to maintain the everyday activities of the college and focus on our strategic plan.

In closing, on behalf of ANZCA Council, I would like to acknowledge the significant pro bono contributions of fellows and to also thank the staff of the college under the leadership of our Chief Executive Officer, Mr Nigel Fidgeon. It has been another busy and successful year for the college, which continues to maintain a sound financial basis for service to the trainees, fellows and the community.

**Associate Professor Deborah Wilson**  
Honorary Treasurer, ANZCA

# Discussion and analysis of the financial statements extract

In 2023 the college reevaluated how STP is accounted for. As such we have restated the 2022 financials. Please refer to the full financial statements on the ANZCA website for more information.

## FINANCIAL STATEMENTS EXTRACT

### Statement of profit or loss and other comprehensive income for the year ended 31 December 2023

	2023 \$	2022 Restated \$
<b>Revenue</b>		
Subscriptions and entry fees	15,867,266	14,347,900
Registrations, training and exam fees	14,741,021	12,493,811
Conference and course fees	7,237,689	4,380,173
Specialist training program grant	806,891	488,474
Government grants - other	13,370	80,501
Other income	2,387,272	2,257,146
<b>Total revenue from operating activities</b>	<b>41,053,509</b>	<b>34,048,005</b>
<b>Expenses</b>		
Employment	19,177,760	17,023,747
Facilities	2,724,722	2,396,485
Travel and events	8,427,736	5,594,711
Information technology	2,681,804	2,625,382
Professional services	2,979,573	2,437,601
Research grants	2,221,378	1,578,007
Finance costs	70,665	71,810
Other expenses	974,264	912,928
<b>Total expenses from operating activities</b>	<b>39,257,902</b>	<b>32,640,671</b>
<b>Surplus before non-operating activities</b>	<b>1,795,607</b>	<b>1,407,334</b>
<b>Income from non-operating activities</b>		
Investment income	3,715,001	(2,759,754)
<b>(Deficit)/Surplus for the year</b>	<b>5,510,608</b>	<b>(1,352,420)</b>
<b>Other comprehensive income</b> <i>Items that may be reclassified to profit or loss</i>		
Exchange differences on translation of foreign operations	(13,620)	(28,487)
<b>Total comprehensive income for the year</b>	<b>5,496,988</b>	<b>(1,380,907)</b>

### Statement of financial position as at 31 December 2023

	2023 \$	2022 Restated \$
<b>ASSETS</b>		
<b>Current assets</b>		
Cash and cash equivalents	19,153,815	14,534,564
Cash and cash equivalents – STP related	9,094,252	10,088,888
Trade and other receivables	4,093,971	2,666,868
Other financial assets	1,188,372	11,544,459
<b>Total current assets</b>	<b>33,530,410</b>	<b>38,834,779</b>
<b>Non-current assets</b>		
Property and office equipment and cultural assets	11,645,309	12,546,010
Intangible assets	-	53,215
Other financial assets	40,590,444	27,639,601
<b>Total non-current assets</b>	<b>52,235,753</b>	<b>40,238,826</b>
<b>Total assets</b>	<b>85,766,163</b>	<b>79,073,605</b>
<b>LIABILITIES</b>		
<b>Current liabilities</b>		
Trade and other payables	12,486,627	13,067,792
Contract liability	14,898,184	13,311,878
Provisions	1,070,690	1,169,339
Lease liabilities	486,123	434,029
<b>Total current liabilities</b>	<b>28,941,624</b>	<b>27,983,038</b>
<b>Non-current liabilities</b>		
Contract liability	4,172,985	3,878,878
Provisions	306,304	326,341
Lease liabilities	668,368	705,454
<b>Total non-current liabilities</b>	<b>5,147,657</b>	<b>4,910,673</b>
<b>Total liabilities</b>	<b>34,089,281</b>	<b>32,893,711</b>
<b>Net assets</b>	<b>51,676,882</b>	<b>46,179,894</b>
<b>EQUITY</b>		
Retained earnings	51,251,826	45,741,218
Foreign currency translation reserve	133,899	147,519
Asset revaluation reserve	291,157	291,157
<b>Total equity</b>	<b>51,676,882</b>	<b>46,179,894</b>

Statement of changes in equity for the year ended 31 December 2023

	Retained earnings	Foreign currency translation reserve	Assets revaluation reserve	Total
	\$	\$	\$	\$
<b>Balance at 1 January 2022</b>	<b>47,093,638</b>	<b>176,006</b>	<b>291,157</b>	<b>47,560,801</b>
Deficit for the year	(1,352,420)	-	-	(1,352,420)
Currency translation differences arising during the year	-	(28,487)	-	(28,487)
Total comprehensive income for the year	(1,352,420)	(28,487)	-	(1,380,907)
<b>Balance at 31 December 2022</b>	<b>45,741,218</b>	<b>147,519</b>	<b>291,157</b>	<b>46,179,894</b>
Surplus for the year	5,510,608	-	-	5,510,608
Currency translation differences arising during the year	-	(13,620)	-	(13,620)
Total comprehensive income for the year	5,510,608	(13,620)	-	5,496,988
<b>Balance at 31 December 2023</b>	<b>51,251,826</b>	<b>133,899</b>	<b>291,157</b>	<b>51,676,882</b>

Statement of cash flows for the year ended 31 December 2023

	2023	2022
	\$	\$
<b>Cash flows from operating activities</b>		
Receipts from members, customers and Government bodies	49,670,590	49,605,124
Interest received	530,028	169,405
Donations received	191,958	341,357
Payments to employees, suppliers and other parties	(43,877,086)	(42,363,195)
Research grants paid	(2,221,378)	(1,578,007)
<b>Net cash inflow from operating activities</b>	<b>4,294,112</b>	<b>6,174,684</b>
<b>Cash flows from investing activities</b>		
(Transfer in)/transfer out of term deposits	10,327,176	(9,453,260)
Payments from disposal of financial assets	27,887,000	-
Payments for purchases of financial assets	(37,887,000)	(256,322)
Payments for property and office equipment	(539,397)	(1,779,069)
<b>Net cash outflow from investing activities</b>	<b>(212,221)</b>	<b>(11,488,651)</b>
<b>Cash flows from financing activities</b>		
Lease liabilities payments	(460,576)	(400,894)
<b>Net cash outflow from financing activities</b>	<b>(460,576)</b>	<b>(400,894)</b>
<b>Net (decrease)/increase in cash and cash equivalents</b>	<b>3,621,315</b>	<b>(5,714,861)</b>
<b>Cash and cash equivalents at the beginning of the financial year</b>	<b>24,623,452</b>	<b>30,400,655</b>
Total effect of exchange rate fluctuation of cash held	3,300	(62,342)
<b>Cash and cash equivalents at the end of the financial year</b>	<b>28,248,067</b>	<b>24,623,452</b>

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