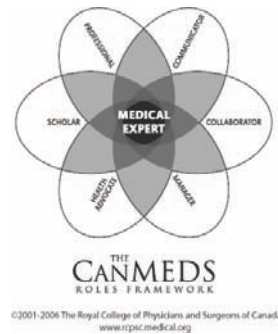


ANZCA Curriculum Framework



Definition

A curriculum framework is an organised set of learning outcomes which define the scope of content to be learned and what needs to be taught and assessed. The ANZCA Curriculum Framework aims to explicitly define, all aspects of contemporary practice of Fellows of the Australian and New Zealand College of Anaesthetists (FANZCAs) and will be used to plan and deliver all aspects of the ANZCA Training Programme (including its content, teaching, learning and assessment tools).

Development Process

To develop this framework, the College adapted an internationally recognised and objectively researched framework used by many different medical specialties worldwide; the CanMEDS Curriculum Framework¹. The ANZCA Curriculum Review Working Group (CRWG) coordinated the adaptation of this framework during the ANZCA Curriculum Review Project. During the review process consultation was sought regarding the ANZCA Curriculum Framework from all stakeholders, via an open submissions process, and from key stakeholders (i.e. ANZCA Fellows and Trainees), via a survey. Further amendments were also included following a review of other relevant curriculum frameworks, as well as input gathered from the ANZCA Trainee Committee and the ANZCA Regional/National Committees. Approval for the adoption of this framework was given by the ANZCA Education and Training Committee in February 2010, followed by ANZCA Council in April 2010.

References

1 Frank, JR. Ed. (2005). *The CanMEDS 2005 physician competency framework. Better standards. Better physicians. Better care* Ottawa: The Royal College of Physicians and Surgeons of Canada.



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MEDICAL EXPERT

Definition:

As Medical Experts, FANZCAs integrate all of the ANZCA Roles, applying medical knowledge, clinical skills, and professional attitudes in their provision of patient-centred care. Medical Expert is the central Role in the ANZCA framework.

Description:

FANZCAs possess a defined body of knowledge, clinical skills, procedural skills and professional attitudes, which are directed to effective patient-centred care. They apply these competencies to collect and interpret information, make appropriate clinical decisions, and carry out diagnostic and therapeutic interventions. They do so within the boundaries of their discipline, individual expertise, the healthcare setting and the patient's preferences and context. Their care is characterised by up-to-date, ethical, and resource-efficient clinical practice, as well as by effective communication in partnership with patients, other health care providers and the community. The Role of Medical Expert is central to the function of FANZCAs and draws on the competencies included in the Roles of Communicator, Collaborator, Manager, Health Advocate, Scholar and Professional.

Key Competencies:

FANZCAs are able to...

1. Function effectively as specialists, integrating all of the ANZCA Roles to provide optimal, ethical and patient-centred medical care;
2. Establish and maintain clinical knowledge, skills and attitudes appropriate to their practice;
3. Perform a complete and appropriate assessment of a patient;
4. Use preventive and therapeutic interventions effectively;
5. Demonstrate proficient and appropriate use of procedural skills, both diagnostic and therapeutic;
6. Seek appropriate consultation from other health professionals, recognising the limits of their expertise.

Enabling Competencies: FANZCAs are able to...

1. Function effectively as specialists, integrating all of the ANZCA Roles to provide optimal, ethical and patient-centred medical care.

- 1.1 Effectively perform a patient consultation, including the presentation of well documented assessment and findings, a plan for anaesthesia¹ and discussion of risks in written and verbal form
- 1.2 Deliver safe care which recognises the impact of differences in the medical, ethical and cultural beliefs of patients and results in optimising medical care
- 1.3 Identify and appropriately respond to relevant ethical issues arising not only in individual and patient care, but also in the context of organisational and wider healthcare resource allocation
- 1.4 Effectively and appropriately prioritise professional duties when faced with multiple patients and conflicting demands
- 1.5 Demonstrate compassionate and patient-centred care
- 1.6 Deliver patient care in a timely fashion in a potentially unstable clinical environment
- 1.7 Participate effectively and appropriately in an interprofessional healthcare team to provide effective leadership, to understand the impact of crises on human behaviour and effectively manage this team in these circumstances, to optimise team performance and patient outcome
- 1.8 Function effectively in a highly technical environment and have advanced knowledge of the design, use and limitations of technology
- 1.9 Demonstrate medical expertise in situations other than patient care, such as providing expert legal testimony or advising organisations or government, as needed
- 1.10 Understand that there is a possibility for conflict between each of the ANZCA Roles
- 1.11 Establish and maintain knowledge, skills and attitudes appropriate to fostering scientific inquiry

2. Establish and maintain clinical knowledge, skills and attitudes appropriate to their practice.

- 2.1 Apply knowledge of the clinical, socio-behavioural and biomedical sciences relevant to the scope of practice for a FANZCA:
In particular knowledge of:
 - 2.1.1 Basic Anaesthetic Sciences
 - 2.1.2 General Medicine
 - 2.1.3 Age-related variables (e.g. patient care in neonatal, paediatric, adolescent, adult and geriatric populations)
 - 2.1.4 The principles and practice of anaesthesia as they apply to patient care and support
 - 2.1.5 The management of patients with acute, chronic and palliative pain problems
 - 2.1.6 The management of patients within critical care units
 - 2.1.7 The provision of safe anaesthetic services within both community and teaching facilities
- 2.2 Demonstrate the effective integration and application of all ANZCA roles
- 2.3 Participate in Continuing Professional Development to develop and enhance professional performance
- 2.4 Contribute to the enhancement of quality care and patient safety, including the integration of the available best evidence and best practices

¹ Where anaesthesia encompasses perioperative/periprocedural care, including pre-, intra- and post- operative/procedural management.

Enabling Competencies (continued): *FANZCAs are able to...*

3. Perform a complete and appropriate assessment of a patient.

- 3.1 Effectively identify and explore issues to be addressed in a patient encounter, including the patient's context, preferences and cultural beliefs
- 3.2 For the purpose of diagnosis, management, and prevention of complications, elicit a history that is relevant, concise and accurate to patient preferences and context
- 3.3 For the purposes of diagnosis, management and prevention of complications, perform a focused examination that is relevant and accurate
- 3.4 Select medically appropriate investigative methods in a resource-effective and ethical manner
- 3.5 Demonstrate effective clinical problem solving and judgment to address patient problems, including: interpreting available data; integrating information to generate differential diagnoses and management plans; and maintaining ongoing vigilance as available information changes

4. Use preventative and therapeutic interventions effectively.

- 4.1 Implement an effective management plan in collaboration with patients and their families (including significant others, carers and/or friends)
- 4.2 Demonstrate effective, appropriate and timely application of therapeutic and/ or preventative interventions relevant to anaesthesia
- 4.3 Ensure appropriate informed consent is obtained for therapies and interventions
- 4.4 Ensure that appropriate pre-, peri- and post-anaesthesia care is provided for all patients
- 4.5 Demonstrate effective management of clinical complications
- 4.6 Ensure patients receive appropriate end-of-life care

5. Demonstrate proficient and appropriate use of procedural skills, both diagnostic and therapeutic.

- 5.1 Demonstrate effective provision of anaesthesia for surgical and non-surgical procedures
- 5.2 Demonstrate effective, timely and appropriate performance of diagnostic and therapeutic procedures relevant to anaesthesia
- 5.3 Ensure appropriate informed consent is obtained for procedures
- 5.4 Appropriately document and disseminate information related to procedures performed and their potential outcomes
- 5.5 Ensure adequate follow-up is arranged for procedures performed

6. Seek appropriate consultation from other health professionals, recognising the limits of their experience.

- 6.1 Demonstrate, via self assessment, insight into his/her own limitations of expertise
- 6.2 Demonstrate effective, appropriate and timely consultation with other health professionals, as needed, to optimise patient care
- 6.3 Arrange appropriate follow-up care services for patients and communicate this effectively to the patient and, when appropriate, their families (including significant others, carers, and/or friends)

COMMUNICATOR

Definition:

As Communicators, FANZCAs effectively facilitate the doctor-patient relationship and the dynamic exchanges that occur before, during, and after the medical encounter.

Description:

FANZCAs enable patient-centred therapeutic communication through shared decision-making and effective dynamic interactions with patients, families, carers, other professionals and important other individuals. The competencies of this Role are essential for establishing rapport and trust, formulating a diagnosis, delivering information, striving for mutual understanding, and facilitating a shared plan of care. Poor communication can lead to undesired outcomes and effective communication is critical for optimal patient outcomes. The application of these communication competencies and the nature of the doctor-patient relationship vary for different specialties and forms of medical practice.

Key Competencies:

FANZCAs are able to...

1. Develop rapport, trust and ethical therapeutic relationships with patients and families²;
2. Accurately elicit and synthesise relevant information and perspectives of patients and families², colleagues and other professionals;
3. Accurately convey relevant information and explanations to patients and families², colleagues and other professionals;
4. Develop a common understanding on issues, problems and plans with patients and families³, colleagues and other professionals to develop a shared plan of care;
5. Convey effective oral and written information about a medical encounter.

² Where 'families' refers to the patients' families, including significant others, carers and/or friends.

Enabling Competencies: *FANZCAs are able to...*

1. Develop rapport, trust and ethical therapeutic relationships with patients and families.

- 1.1 Recognise that being a good communicator is a core clinical skill for anaesthetists and that effective anaesthetist-patient communication can foster patient satisfaction and adherence to treatment plans, anaesthetist satisfaction and improved clinical outcomes
- 1.2 Establish positive therapeutic relationships with patients and their families (including significant others, carers and friends) that are characterised by understanding, trust, respect, honesty, compassion and empathy
- 1.3 Respect patient confidentiality, privacy and autonomy
- 1.4 Listen effectively
- 1.5 Be aware and responsive to nonverbal cues in self and others
- 1.6 Effectively facilitate a structured clinical encounter
- 1.7 Ensure adequate information has been provided to the patient prior to undertaking an anaesthetic, procedure or intervention

2. Accurately elicit and synthesise relevant information and perspectives of patients and families, colleagues and other professionals.

- 2.1 Gather information about a medical condition, but also about a patient's beliefs, concerns, expectations and experience
- 2.2 Seek out, synthesise and document relevant information/ history from other sources, such as a patient's family (including significant others, carers and/ or friends) and other professionals

3. Accurately convey relevant information and explanations to patients and families, colleagues and other professionals.

- 3.1 Deliver information to patients and their families, (including significant others, carers and/ or friends) in a humane manner and in such a way that is understandable, encourages discussion and participation in decision-making
- 3.2 Adapt communication style to a variety of contexts, including the knowledge level of the recipient (including patients and their significant others, carers, families, and/or friends as well as other healthcare professionals)
- 3.3 Understand when an interpreter will be useful and make requests for such as appropriate
- 3.4 Effectively explain and document the risks associated with anaesthesia and confirm the understanding of these risks with patients and their families (including significant others, carers and/ or friends)
- 3.5 Communicate effectively with colleagues and other healthcare professionals who contribute information relevant to anaesthesia practice and patient safety
- 3.6 Demonstrate the ability to communicate effectively across the spectrum of care, including perioperative/periprocedural (i.e. pre-, intra- and post-operative/procedural) and ongoing care
- 3.7 Recognise where miscommunication has occurred and take steps to address this

Enabling Competencies (continued): FANZCAs are able to...

4. Develop a common understanding on issues, problems and plans with patients and families, colleagues and other professionals to develop a shared plan of care.

- 4.1 Effectively identify and explore problems to be addressed from a patient encounter, including the patient's context, responses, concerns and preferences
- 4.2 Respect diversity and difference and the impact of this difference on decision-making
Including, but not limited to, differences in:
 - 4.2.1 Gender
 - 4.2.2 Religion
 - 4.2.3 Culture (including indigenous cultures)
 - 4.2.4 Mental health status
 - 4.2.5 Intellectual capacity
 - 4.2.6 Ethnicity
- 4.3 Encourage discussion, questions, and interaction in the encounter
- 4.4 Engage patients, families (including significant others, carers and/ or friends) and relevant health professionals in shared decision-making, to develop a plan of care which is in the best interests of the patient and which satisfies the anaesthetist that the patient's safety will be optimised
- 4.5 Effectively address challenging communication issues such as obtaining informed consent (including financial consent), delivering bad news, and addressing anger, confusion and misunderstanding
- 4.6 Apply the principles of open disclosure as appropriate

5. Convey effective oral and written information about a medical encounter.

- 5.1 Maintain clear, accurate, and appropriate records (i.e. written or electronic) of clinical encounters and plans
- 5.2 Effectively present verbal reports of clinical encounters and plans
- 5.3 When appropriate, effectively present information to the public or media about a medical issue
- 5.4 Effectively communicate the handover of responsibility of patient care to another anaesthetist or other healthcare professional

COLLABORATOR

Definition:

As Collaborators, FANZCAs effectively work within a healthcare team to achieve optimal patient care.

Description:

FANZCAs work in partnership with others who are appropriately involved in the care of individuals or specific groups of patients. This is increasingly important in a modern multiprofessional environment, where the goal of patient-centred care is widely shared. Modern healthcare teams not only include a group of professionals working closely together at one site, such as an operating theatre team, but also extended teams with a variety of perspectives and skills, in multiple locations. It is therefore essential for FANZCAs to be able to collaborate effectively with patients, families³, and an interprofessional team of expert health professionals for the provision of optimal care, education and scholarship.

Key Competencies:

FANZCAs are able to...

1. Participate effectively and appropriately in an interprofessional healthcare team;
2. Effectively work with other health professionals to prevent, negotiate, and resolve interprofessional conflict.

³ Where 'families' refers to the patients' families, including significant others, carers and/or friends.

Enabling Competencies: *FANZCAs are able to...*

1. Participate effectively and appropriately in an interprofessional healthcare team.

- 1.1 Acknowledge that collaboration is at the core of anaesthesia practice and recognise that anaesthetists enter into interdependent relationships with other professionals to provide quality care
- 1.2 Clearly describe the roles and responsibilities of an anaesthetist and the other professionals in the health care team
- 1.3 Recognise and respect the diversity of roles, responsibilities, knowledge and competences of team members
- 1.4 Participate effectively in team decision making
- 1.5 Describe the principles of team dynamics
- 1.6 Work with others to assess, plan, provide and integrate care for individual patients (or groups of patients)
- 1.7 Recognise own limitations and mobilise help appropriately, to optimise patient safety
- 1.8 Participate effectively in interprofessional team meetings, both formal and informal
- 1.9 Adhere to codes of ethical and professional behaviour, including maintenance of confidentiality (for both patient and team members)
- 1.10 Where appropriate, demonstrate leadership qualities in a healthcare team. These include, but are not limited to: demonstrating an approach that is calm, methodical and flexible enough to adapt to the dynamic nature of team functions, in what can be a rapidly changing and unpredictable environment, as well as demonstrating the ability to prioritise and delegate tasks.
- 1.11 Recognise the particular stressors inherent in the anaesthetic context (particularly in the operating-room) for self and other team members
- 1.12 Understand that team membership may include any or all of the following members: patients, other anaesthetists, proceduralist(s), other specialists, orderlies, nurses, technicians, occupational therapists, physiotherapists, College Staff, health administration and government representatives
- 1.13 Demonstrate the ability to function as team member in all relevant settings; including, but not limited to: Operating Theatre (OR); preadmission or pain clinic; intensive care unit; emergency department; education (including teaching sessions); research team; quality assurance/ audit processes; and meetings [including administrative and professional]

2. Effectively work with other health professionals to prevent, negotiate, and resolve interprofessional conflict.

- 2.1 Demonstrate a respectful attitude towards and understanding of other professional perspectives for all members of an interprofessional team (e.g. surgeons, nurses, anaesthetic assistants, administration/management)
- 2.2 Demonstrate respect for patients and ensure that any workplace conflict does not impact on them or the care they receive
- 2.3 Work with other professionals to manage and, where possible, prevent conflicts
- 2.4 Employ collaborative negotiation to resolve conflicts in a manner and timeframe that is appropriate to clinical demands
- 2.5 Respect and acknowledge differences, misunderstandings and limitations in self and other professionals that may contribute to interprofessional tension
- 2.6 Reflect on interprofessional team functioning and take appropriate steps to improve own team skills, where necessary

MANAGER

Definition:

As Managers, FANZCAs are integral participants in healthcare organisations, organising sustainable practices, making decisions about allocating resources, and contributing to the effectiveness of the healthcare system.

Description:

FANZCAs interact with their work environment as individuals, as members of teams or groups, and as participants in the health system locally, regionally or nationally. FANZCAs function as Managers in their everyday practice activities involving co-workers, resources and organisational tasks, such as care processes and policies as well as balancing their personal lives. Thus, FANZCAs require the ability to prioritise, effectively execute tasks collaboratively with colleagues, and make systematic choices when allocating finite healthcare resources. The ANZCA Manager Role describes the active engagement of all FANZCAs as integral participants in decision-making in the operation of the healthcare system.

Key Competencies:

FANZCAs are able to...

1. Participate in activities that contribute to the effectiveness of their healthcare organisations and systems;
2. Manage their practice and career effectively;
3. Allocate finite healthcare resources appropriately;
4. Serve in administration and leadership roles, as appropriate.

Enabling Competencies: *FANZCAs are able to...*

1. Participate in activities that contribute to the effectiveness of their healthcare organisations and systems.

- 1.1 Work collaboratively with others in their organisations
- 1.2 Participate in systemic quality process evaluation and improvement, such as patient safety initiatives
- 1.3 Describe the structure and function of the healthcare system as it relates to anaesthesia
- 1.4 Demonstrate an understanding that an anaesthetist is part of a wider multiprofessional team and carries responsibilities within the hospital/medical centre and the specialty as a whole
- 1.5 Demonstrate an awareness that anaesthetists work both autonomously and as part of a multiprofessional team

2. Manage their practice and career effectively.

- 2.1 Set priorities and manage time to balance patient care, practice requirements, outside activities and personal life
- 2.2 Implement processes to ensure professional performance improvement
- 2.3 Demonstrate appropriate use of information technology for patient care
- 2.4 Demonstrate effective management and leadership in the theatre environment
- 2.5 Understand the management requirements of a practice or hospital department, including finances, administration and human resources.
Including, but not limited to:
 - 2.5.1 Demonstrating knowledge of the management of operating rooms, including staff rosters/rotas/schedules
 - 2.5.2 Demonstrating knowledge of the contributors to anaesthesia expenditures
 - 2.5.3 Demonstrating knowledge of the local guidelines concerning anaesthesia practice and equipment
 - 2.5.4 Conducting clinical audits and/ or morbidity and mortality reporting and reviews

3. Allocate finite healthcare resources appropriately.

- 3.1 Understand general principles and sources of organisational and healthcare funding
- 3.2 Recognise the importance of just allocation of health care resources, balancing effectiveness, efficiency and access with optimal patient care
- 3.3 Apply Evidence-Based and management processes to optimise cost-appropriate care

4. Serve in administration and leadership roles, as appropriate.

- 4.1 Chair or participate effectively in committees and meetings
- 4.2 Lead or implement necessary changes in health care
- 4.3 Plan relevant elements of health care delivery (e.g. rosters/rotas/schedules)

HEALTH ADVOCATE

Definition:

As Health Advocates, FANZCAs responsibly use their expertise and influence to advance the health and well-being of individual patients, communities, and populations.

Description:

FANZCAs recognise their duty and ability to improve the overall health of their patients and the society they serve. They identify advocacy activities as important for the individual patient, for populations of patients and for communities. Individual patients need FANZCAs to assist them in navigating the healthcare system and accessing the appropriate health resources in a timely manner. Communities and societies need FANZCAs' special expertise to identify and collaboratively address broad health issues and the determinants of health. At this level, health advocacy involves efforts to change specific practices or policies on behalf of those served. Framed in this multi-level way, health advocacy is an essential and fundamental component of health promotion. Health advocacy is appropriately expressed both by individual and collective actions of FANZCAs in influencing public health and policy.

Key Competencies:

FANZCAs are able to...

1. Respond to individual patient health needs and issues as part of patient care;
2. Respond to the health needs of the communities that they serve;
3. Identify the determinants of health of the populations that they serve;
4. Promote the health of individual patients, communities and populations.

Enabling Competencies: *FANZCAs are able to...*

1. Respond to individual patient health needs and issues as part of patient care.

- 1.1 Identify the health needs of individual patients
- 1.2 Identify opportunities for advocacy, health promotion and disease prevention
- 1.3 Recognise the role of the anaesthetist to act as an advocate for patients in their dealings with other anaesthetists and other health professionals
- 1.4 Advocate for patients who require multiprofessional care, acknowledging individual differences in the beliefs and wishes of patients
- 1.5 Recognise and respond to the language needs of the patient
- 1.6 Advocate for the unconscious patient
- 1.7 Advocate for the patient requiring palliative and/ or end of life care
- 1.8 Understand the ethical and professional issues which enable appropriate decision-making in the context of advocacy

2. Respond to the health needs of the communities that they serve.

- 2.1 Describe the professional, interprofessional and societal contexts in which anaesthetists work
- 2.2 Identify the opportunities for advocacy, health promotion and disease prevention in the communities they serve and respond appropriately
- 2.3 Demonstrate awareness of the factors affecting community health including, but not limited to: political issues, availability and allocation of resources, workforce, environmental, financial and access issues
- 2.4 Actively promote patient safety and risk reduction

3. Identify the determinants of health of the population they serve.

- 3.1 Be aware of, and responsive to, the determinants of health and specific health issues for the population they serve
- 3.2 Participate in Morbidity and Mortality meetings and Quality Assurance processes, which help to identify and quantify population risk factors

4. Promote the health of individual patients, communities and populations.

- 4.1 Implement evidence-based approaches to promoting good health in the population they serve
- 4.2 Describe the ethical and professional issues inherent in health advocacy, including altruism, social justice, autonomy, integrity and idealism
- 4.3 Provide direction to hospital administrators regarding compliance with local practice guidelines; including but not limited to equipment, anaesthesia standards and staffing levels
- 4.4 Describe the role of the medical profession in advocating collectively for health and patient safety
- 4.5 Interact in a range of professional fora to develop an understanding of the role of the anaesthetist in health care delivery and policy development
- 4.6 Advocate for the health and well-being of colleagues

SCHOLAR

Definition:

As Scholars, FANZCAs demonstrate a lifelong commitment to reflective learning, as well as the creation, dissemination, application and translation of medical knowledge into practice.

Description:

FANZCAs engage in a lifelong pursuit of excellence in the practice of anaesthesia. As learners, they recognise the need to be continually learning and modelling this for others. Through their scholarly activities, they contribute to the creation, dissemination, application and translation of medical knowledge. As teachers, they facilitate the education of their students, patients, colleagues, and others.

Key Competencies:

FANZCAs are able to...

1. Maintain and enhance professional activities through ongoing learning;
2. Critically evaluate information and its sources and apply this appropriately to practice decisions;
3. Facilitate the learning of patients, families, students, trainees, other health professionals, the public, and others, as appropriate;
4. Contribute to the creation, dissemination, application, and translation of new medical knowledge and practices.

Enabling Competencies: *FANZCAs are able to...*

1. Maintain and enhance professional activities through ongoing learning.

- 1.1 Describe and apply the principles of maintenance of competence
- 1.2 Describe and apply the principles and strategies for keeping knowledge and practice up-to-date
- 1.3 Recognise and reflect upon learning issues in practice
- 1.4 Understand and implement the principles and practice of continuous quality improvement
- 1.5 Keeps abreast of relevant developments in other specialties
- 1.6 Develop, implement and monitor their own continuing professional development and apply this to their daily practice

2. Critically evaluate information and its sources, and apply this appropriately to practice decisions.

- 2.1 Describe the principles of critical appraisal of information
- 2.2 Critically appraise retrieved evidence in order to address a clinical question
- 2.3 Integrate conclusions reached through critical appraisal into clinical care

3. Facilitate the learning of patients, families, students, trainees, other health professionals, the public, and others, as appropriate.

- 3.1 Describe the principles of learning relevant to medical education
- 3.2 Collaboratively identify the learning needs and desired learning outcomes of others
- 3.3 Select effective teaching strategies and content to facilitate others' learning
- 3.4 Facilitate effective teaching sessions in a variety of styles including, but not limited to, in-theatre, bedside, small group, presentation, online and lecture
- 3.5 Assess and reflect on a teaching encounter
- 3.6 Provide effective feedback
- 3.7 Describe and apply the principles of ethics with respect to teaching

4. Contribute to the creation, dissemination, application, and translation of new medical knowledge and practices.

- 4.1 Describe and apply the principles of research and scholarly enquiry, including Evidence-Based Medicine
- 4.2 Describe and apply the principles of research ethics
- 4.3 Pose a scholarly question
- 4.4 Conduct a systematic search for evidence
- 4.5 Select and apply appropriate methods to address an hypothesis or research question
- 4.6 Appropriately disseminate the findings of a study

PROFESSIONAL

Definition:

As Professionals, FANZCAs are committed to the health and well-being of individuals and society through ethical practice, profession-led regulation, and high personal standards of behaviour.

Description:

FANZCAs have a unique societal role as professionals who are dedicated to the health and caring of others. Their work requires the mastery of a complex body of knowledge and skills, as well as the art of medicine. As such, the Professional Role is guided by codes of ethics and a commitment to clinical competence, the embracing of appropriate attitudes and behaviours, integrity, altruism, personal well-being, and to the promotion of the public good within their domain. These commitments form the basis of a social contract between a FANZCA and society. Society, in return, grants FANZCAs the privilege of profession-led regulation with the understanding that they are accountable to those served.

Key Competencies:

FANZCAs are able to...

1. Demonstrate a commitment to their patients, profession, and society through ethical practice;
2. Demonstrate a commitment to their patients, profession, and society through participation in profession-led regulation;
3. Demonstrate a commitment to their own health and sustainable practice.

Enabling Competencies: *FANZCAs are able to...*

1. Demonstrate a commitment to their patients, profession, and society through ethical practice.

- 1.1 Exhibit appropriate professional behaviours in practice, including, but not limited to: honesty, integrity, commitment, compassion, respect and altruism
- 1.2 Demonstrate the ability to work in a calm and considered manner, even in stressful situations
- 1.3 Demonstrate a commitment to delivering the highest quality care to all patients regardless of socio-economic, or other standing/difference
- 1.4 Demonstrate a commitment to maintenance of competence
- 1.5 Respond appropriately to ethical issues encountered in practice and recognise the unique vulnerability of anaesthetised or sedated patients
- 1.6 Demonstrate sound judgement and ethical behaviour in the allocation of resources
- 1.7 Appropriately manage conflicts of interest
- 1.8 Recognise the principles and limits of patient confidentiality and privacy as defined by professional practice standards and the law
- 1.9 Maintain appropriate relations with patients and their families (including significant others, carers and/ or friends)
- 1.10 Contribute effectively to a culture of continuous quality improvement by participating actively in reporting of adverse events and the processes for their management

2. Demonstrate a commitment to their patients, profession and society through participation in profession-led regulation.

- 2.1 Appreciate the professional, legal and ethical codes of practice including respect for patient autonomy and the need for informed consent (including financial consent)
- 2.2 Fulfil the regulatory and legal obligations required of current practice
- 2.3 Demonstrate accountability to professional regulatory bodies
- 2.4 Recognise and respond in an appropriate and timely manner to others' unprofessional behaviour in the workplace
- 2.5 Participate in peer review and maintenance of competence/Continuing Professional Development

3. Demonstrate a commitment to their own health and sustainable practice.

- 3.1 Balance personal and professional priorities to ensure personal well-being and fitness to practice
- 3.2 Strive to augment awareness of occasions where fitness to practice is, or may become an issue, and also of avenues for assistance in these situations
- 3.3 Recognise other professionals in need and respond appropriately to help colleagues and protect patients
- 3.4 Apply the principles of open disclosure in relation to error and potential error in one's own behaviour and that of other team members
- 3.5 Demonstrate the confidence, courage and skills to alert and discuss with colleagues when a clinical problem arises or a potential problem is identified
- 3.6 Recognise that anaesthetic practice can be stressful
- 3.7 Recognise that the impact of dealing with stressful situations on a regular basis, along with the access to drugs could lead to dependency and increased suicide risk