



ANZCA
FPM

ANZCA Strategic Plan

2023-2025

**Australian and New Zealand
College of Anaesthetists
& Faculty of Pain Medicine**

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 lead anaesthesia, pain medicine and perioperative patient care through evidence-based safety and quality standards and guidance, training, and continuing education across Australia and New Zealand.

We will do this using adaptive training and education, engaging with key industry and government partners, developing and implementing evidence-based standards, applying our research outcomes, and working with health professionals and communities.

OBJECTIVES

- Establish a national standard for integrated perioperative care, embed a diploma of perioperative medicine and become the authority for perioperative medicine in Australia and New Zealand.
- Establish the Diploma of Rural Generalist Anaesthesia as the Australian standard for general practice anaesthesia providers.
- Work closely with national and regional governments in Australia and New Zealand to inform new models of anaesthesia, pain medicine and perioperative medicine.
- Establish partnerships with other colleges, universities and teaching institutions and hospitals to test new approaches, research outcomes and evidence-based practice models.
- Establish partnerships to trial and learn from new medical training and examination models.
- Align existing training offerings (including mentoring/support mechanisms) with contemporary and emerging educational methodologies, supported by research and new models of care. This includes reviewing assessment methodology.
- Explore extending training offerings to better align with the changing needs of, trainees, fellows, and communities. This also includes establishing new partnerships that can enable the creation and delivery of new programs.
- Utilise data and evidence-based practice to inform priorities for the college.
- Support research for anaesthesia, pain medicine and perioperative medicine.

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.

OBJECTIVES

- Collaborate with key stakeholders in Australia and New Zealand to address workforce sustainability, diversity, equity, and doctor wellbeing, particularly in rural and remote areas.
- Increase the footprint and profile of the Faculty of Pain Medicine and pain management in Australia and New Zealand through proactive advocacy.
- Focus on advocacy that influences clinical workforce sustainability, practice and wellbeing.
- Improve the health outcomes of communities in non-urban areas by implementing ANZCAs regional and rural workforce strategy.
- Support emerging medical leaders, including encouraging women and people from diverse backgrounds into leadership roles.
- Ensure timely and appropriate engagement with political and government leadership and work closely with other colleges, universities, and hospitals to lobby for national responses and new standards.
- Be seen as the trusted source of information for the specialty.
- Continue and explore further international collaborations.

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.

OBJECTIVES

- Explore new avenues of benefit and engagement across the full spectrum of current and potential members, inclusive of extending membership to other specialties. Improve our engagement and connection with members through increased targeted communication with a focus on members.
- Work with fellows, trainees and specialist international medical graduates to expand the range of initiatives available to support their training experiences, career development, practice sustainability and leadership capabilities.
- Build shared networks and communities of practice to enhance collegiate support for fellows, trainees and specialist international medical graduates.
- Support recruitment and retention of Aboriginal and Torres Strait Islander and Māori people within a culturally safe training environment.

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.

OBJECTIVES

- Adapt and strengthen CPD to become the preferred home for professional development.
- Invest in and establish strategies that ensure the college is an employer of choice for all current and potential ANZCA staff.
- Enhance, promote, and focus on sustainability – environmental, social and financial – for the college.
- Enhance our operations, systems and processes to create an organisation that is united, strategically aligned and financially responsible for fellows, trainees, specialist international medical graduates and staff.
- Invest in new capabilities, training offerings and member services that demonstrate sustainable value.
- Implement strategies to ensure volunteers remain engaged, educated and supported across all areas of the college.
- Create pathways and practices that embed diversity, inclusiveness, and equity across all facets of the organisation and our culture – from governance through to operations.