



ANZCA
FPM

Annual Report 2025



**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 at a glance 2025	10
ANZCA Strategic Plan 2023-2025	12
Lead	14
Engage	18
Support	22
Sustain	26
Dean's report	30
FPM Board	33
Honorary treasurer's report	34
Discussion and analysis of the financial statements extract	37
Contact information	42

President's message

2025 was marked by significant external challenges with governments and regulators in Australia and New Zealand focusing on the training and supply of medical specialists and the role of specialist medical colleges, notably in rural and regional areas. Nonetheless, we continue to be world leaders in anaesthesia, pain medicine, and now perioperative medicine.

It was a year in which ANZCA hit the ground running. Across training, safety and quality, perioperative medicine, professional advocacy and member wellbeing, the college continued to deliver on its core purpose of serving patients, public, and workforce while navigating an increasingly complex policy and regulatory environment.

An important milestone was the establishment of our new Chapter of Perioperative Medicine (ChPOM). The POM Board met for the first time in January, chaired by ANZCA's immediate past president Dr Chris Cokis. Supported by the chapter's Advocacy and Policy Committee, chaired by Dr Jill Van Acker, and the Education and Assessments Committee, chaired by Associate Professor Joel Symons, the chapter began its work supported by Director of Professional Affairs (POM) Dr Vanessa Beavis, an ANZCA past president.

The chapter complements perioperative medicine elements already embedded in ANZCA training, while also providing opportunities to develop system-level expertise across the patient journey. Demand for our Course in Perioperative Medicine continued to grow, with increasing interest from physicians and intensivists, and our network of clinical immersion hospitals extends across Australia and New Zealand.

Throughout the year, ANZCA continued to champion training and fellowship, which remain the highest priorities identified by fellows in our 2025 fellowship survey. Completion rates for continuing professional development (CPD) requirements in ANZCA's CPD home were 90 per cent by the end of 2025, a strong result given the scale of change involved. The CPD team and committees worked tirelessly to support fellows and I thank them for their professionalism and persistence during a challenging year.

Driven by a need to replace underperforming and then unsupported software, we invested in the future of training through MyPortfolio, our new

cloud-based training portfolio system. Developed with extensive input from trainees and supervisors, MyPortfolio (the college's largest single investment for 2025) will underpin a modern, consistent and high-quality training experience for years to come. The college's training and IT teams worked with fellows and trainees to streamline the system to ensure inevitable problems were logged and addressed promptly.

Alongside these achievements, 2025 has been marked by significant external challenges. Governments and regulators in Australia and New Zealand are increasingly focusing on the training and supply of medical specialists and the role of specialist medical colleges.

In Australia, the government-led expedited pathway for specialist international medical graduates (SIMGs) was introduced for several specialties including anaesthesia. ANZCA has consistently advocated for patient safety, appropriate supervision and transparency, and we will continue to engage with governments, regulators and the Australian Health Practitioner Regulation Agency to minimise risk and ensure standards are upheld.

Workforce pressures have also been a strong theme. ANZCA has engaged directly with heads of department, health ministers and inquiries to highlight shortages, maldistribution and threats to quality of care. In Australia we have continued to work through the Council of Presidents of Medical Colleges (CPMC) to promote evidence-based approaches to improving rural and regional workforce distribution, including recognising rural experience in trainee selection.

In a major step forward in the relationship between government and the colleges the Australian Minister for Health, Mark Butler, visited ANZCA House in Melbourne to speak at a CPMC meeting along with assorted regulators and senior members of the Federal Department of Health, Disability and Ageing.



For procedural specialties such as anaesthesia, training quality and patient safety are inseparable. Our professional documents, guidelines and statements are relied upon by hospitals, regulators, courts and coroners, and they play a vital role in safeguarding patients and supporting clinician wellbeing. Defending this role has been a major focus of our advocacy this year.

Safety and quality remain central to the college's work. This year we updated our guidance on GLP-1 receptor agonists, collaborating with colleagues across diabetes, gastroenterology and obesity medicine, and contributed to dozens of consultations across Australia and New Zealand. These efforts reflect the quiet but constant work that underpins safer care every day.

On 16 October we once again celebrated National Anaesthesia Day with extensive engagement in hospitals across Australia and New Zealand and the launch of our "You're In Safe Hands" campaign page for consumers with information based on research showing what people are searching for online in relation to anaesthesia.

ANZCA's research profile flourished in 2025 with the ANZCA Annual Scientific Meeting and Faculty of Pain Medicine Symposium in Cairns in May and the ANZCA Clinical Trials Network (CTN) strategic research workshop in August which celebrated 30 years of clinical trial recruitment. The Emerging Leaders Conference once again stood out as a program admired by peer colleges internationally.

Doctor wellbeing remains an organisational priority. The past year has been especially difficult for many following the sudden loss of colleagues. While much of the college's support occurs quietly and respectfully ANZCA is committed to supporting members and addressing toxic workplace cultures wherever they arise. Our wellbeing initiatives, critical incident resources and partnerships continue to grow, and I encourage anyone struggling to seek support.

I would like to acknowledge the dedication of ANZCA's volunteers, committees, regional councils and staff, whose commitment makes this work possible. I also congratulate colleagues recognised for their service to anaesthesia and pain medicine, and welcome new leaders elected to ANZCA Council and the Faculty of Pain Medicine Board.

We farewelled our longstanding CEO Nigel Fidgeon who retired late last year and are continuing to evolve as a leading specialist medical college with Dr Lance Emerson as our new CEO.

ANZCA enters 2026 facing further challenges but with confidence, purpose and a strong sense of collective responsibility to our patients, our profession and each other.

Professor David Story
ANZCA President

CEO's report

The college continues to contribute to meaningful health reform and the safety and quality of anaesthesia care, pain medicine and perioperative medicine in Australia and New Zealand.

I joined ANZCA just before the end of 2025, and it is a huge honour to have been appointed CEO of ANZCA, a college of international standing and influence, and one that plays a critical role in shaping the safety, quality and future of anaesthesia, pain medicine and perioperative medicine across Australia and New Zealand.

I step into this role building on the strong foundations laid by my predecessor, Nigel Fidgeon, and the sustained commitment of ANZCA's elected leaders, committees, staff and the extraordinary contribution of its fellows and volunteers, who oversee education, training, assessment and professional standards with rigour, independence and deep professional commitment. Your contribution underpins the safety of the system and enables the delivery of high-quality outcomes for fellows, the health system, governments and the community.

The past year reflects the strength of that collective effort. It has been a period of significant external pressure and complexity for the health system, yet ANZCA has continued to deliver on its core responsibilities while positioning the college to lead confidently into the future.

The results of our latest ANZCA and FPM fellowship survey, released in 2025, provided a clear and consistent message about what matters most to our fellows. More than 90 per cent rated the four top priorities as training and fellowship; safety and quality; professional documents, guidelines and statements; and continuing professional development.

Notably, the fifth most important issue identified by fellows was representations and submissions to government, reflecting the environment in which we

are operating. Governments are pursuing wide-ranging reform agendas to address longstanding system pressures, particularly workforce shortages and maldistribution, and these reforms increasingly intersect directly with the work of specialist medical colleges.

The college continues to collaborate with key stakeholders in Australia and New Zealand to address workforce sustainability, diversity, equity, and doctor wellbeing.

We are engaging constructively but firmly to ensure that safety, quality and training standards are not compromised.

Against this challenging backdrop, the college has continued to make meaningful progress. In September, council unanimously endorsed the 2026–2028 ANZCA Strategic Plan, which will provide a clear and practical framework to guide our work over the next three years. It reflects our commitment to being a trusted, vibrant college that pursues elevated standards and improves patient outcomes.

The plan articulates four clear goals: to be a trusted college, a vibrant professional home, a college that pursues elevated standards, and an organisation focused on improved patient outcomes and system leadership.

The development of the plan was a rigorous process, informed by environmental scanning, workforce realities, regulatory drivers and, critically, the fellowship survey priorities. It reflects a shared understanding across ANZCA Council, the FPM Board, staff leadership and committees, of the challenges ahead and the opportunities to lead.



Workforce advocacy was a major focus of the year. For example, in Australia we engaged directly with NSW heads of department and government following ANZCA Council's February meeting in Sydney, raising concerns about workforce pressure, wellbeing and quality of care. In New Zealand, the national committee has been actively engaging with the health ministry amid ongoing system pressures.

We have also seen positive progress across other jurisdictions. Constructive discussions with Queensland Health resulted in funding for additional advanced trainee positions. In Victoria, the Regional Training Network secured funding increases and additional support for trainees. In South Australia, collaboration with SA Health is under way to better understand workforce gaps. These developments demonstrate the value of sustained, evidence-based engagement with government.

Internally, the college has continued to invest in its foundations. The establishment of the Chapter of Perioperative Medicine, the expansion of the Course in Perioperative Medicine, and the development of the Advanced Certificate in Rural Generalist Anaesthesia reflect ANZCA's commitment to evolving practice and meeting system needs. Significant technical upgrades, including the launch of MyPortfolio, have modernised our training infrastructure and will deliver long-term benefits for trainees, supervisors and the organisation.

We have also deepened our commitment to diversity, equity and inclusion. ANZCA was proud to launch its new Innovate Reconciliation Action Plan (RAP) 2025–2027 in September, marking the next stage of the college's reconciliation journey. With the addition of Te Tiriti o Waitangi Roadmap and action plan, we will be able to strengthen our work with Aboriginal, Torres Strait Islander and Māori trainees, fellows and communities.

Four Aboriginal and Torres Strait Islander trainees will commence training with ANZCA in 2026, in what we believe is our biggest intake yet. They join the nine Aboriginal and Torres Strait Islander trainees and 38 Māori trainees currently in the program, testament to the support and commitment of the ANZCA Indigenous Health Committee. The committee now comprises 83 per cent Māori, Aboriginal, Torres Strait Islander members.

None of this work happens without the dedication of ANZCA's staff, who continue to manage a growing volume of

consultations, submissions and advocacy alongside core operations. Their professionalism and resilience in an increasingly demanding environment deserve recognition and thanks.

It is a challenging time for specialty colleges, but it is also a time when our role has never been more important. ANZCA remains committed to supporting our members, advocating for safe, high-quality care, and working constructively with governments to shape a sustainable future for anaesthesia, pain medicine and perioperative medicine.

Lance Emerson
ANZCA Chief Executive Officer

Awards, prizes and honours

ANZCA AND FPM AWARDS IN 2025

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. The following recipients will be presented at the 2026 ANZCA and FPM College Ceremony.

Associate Professor Ross Kennedy (NZ)
Dr Christine Ball AM (Vic)
Dr Vanessa Beavis CNZM (NZ)
Professor Andrew Davidson (Vic)
Associate Professor Stuart Marshall (Vic)

ANZCA Medal

The ANZCA Medal is awarded at the discretion of ANZCA Council in recognition of major contributions to the status of anaesthesia, pain medicine or related specialties. The following recipients will be presented at the 2026 ANZCA and FPM College Ceremony.

Associate Professor Charles Brooker (NSW)
Dr Annette Turley (Qld)
Dr Brendan Ingram (Vic)
Dr Kieran Davis (NZ)
Dr David Jones (NZ)
Dr Jill Van Acker (ACT)

ANZCA Council Citation

The ANZCA Citation is awarded at the discretion of ANZCA Council in recognition of significant contributions to college activities. The following recipients will be presented at the 2026 ANZCA and FPM College Ceremony.

Dr Adam Eslick (ACT)
Dr Anthony Coorey (Qld)
Dr Geoffrey Laney (NZ)
Dr Natalie Marshall (ACT)
Dr Gajinder Oberoi (Tas)

Gilbert Brown Prize

Dr Debra Leung

ANZCA Recognition

The ANZCA Recognition is made at the discretion of ANZCA Council in recognition of significant contributions at a state or regional level to the college in the fields of anaesthesia, perioperative medicine and/or pain medicine. Significant contributions are defined as distinguishing themselves conspicuously at a state or regional level.

Dr Jeremy Cooper (NZ)

ANZCA Trainee Research Prize

Dr Timothy Nolan

ANZCA Trainee Quality Improvement Prize

Dr Nicole Wong

ASM ANZCA Trainee ePoster Prize

Dr Lisa Toh

ASM Open ePoster Prize

Dr Miss Jinyue (Jocelyn) Na

FPM Best Free Paper Award

Dr Henry Man Kin Wong

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 Peter Howe

Steuart Henderson Award

Awarded to practitioners who have demonstrated a significant contribution to medical education (in anaesthesia or pain medicine), including, but not limited to, ANZCA and FPM fellows and academic experts.

Maurice Hennessy

Renton Prize

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

Dr Madeleine Wallis
Dr Roshan John Selvaratnam
Dr Murari Srivas Ramesh

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 Julian William Quigley

Dr Jacob van Tienen

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.

Dr Jacinthe Flore and Dr Paige Donaghy, University of Melbourne

AUSTRALIA DAY HONOURS

Professor Paul Glare AM (NSW)

KING'S BIRTHDAY HONOURS

Professor David A Scott AM (Vic)

Professor Britta Regli-von Ungern-Sternberg AM (WA)

Associate Professor Stephen Nicholas Bolsin OAM (Vic)

Distribution of workforce

ANZCA AND FPM

The geographical distribution of active ANZCA and FPM fellows at December 31, 2025:

	ANZCA	FPM
Australia	5918	438
New Zealand	952	43
Hong Kong	175	23
Singapore	71	14
Malaysia	29	2
Other	162	18

There were 386 new ANZCA fellows and 23 new FPM fellows admitted in 2025.

TRAINING FIGURES

ANZCA admitted a total of 386 new anaesthesia fellows in 2025.

Assessment of 119 new specialist international medical graduate (SIMG) applications in Australia and 10 in New Zealand were undertaken. There were no new area of need applications, and 77 SIMGs gained fellowship.

Of the 23 fellows admitted to FPM, 20 completed the training program and three completed the SIMG process. Forty-one candidates sat the written component in September and 39 candidates were invited to sit the oral component in November. Thirty-two candidates passed the oral component, and the overall exam pass rate was 78 per cent.



ANZCA Council



ANZCA COUNCIL

From left:

Dr Sally Ure
Mr Nigel Fidgeon
Dr Debra Devonshire
Dr Tanya Selak (ANZCA Vice-President)
Professor David Sturgess
Professor David Story (ANZCA President)
Associate Professor Stu Marshall

Dr Chris Cokis (ANZCA Immediate
Past President)
Dr Dilip Kapur (FPM Dean)
Professor Leonie Watterson
Associate Professor Deborah Wilson
Dr Scott Ma
Dr Sarah Nicolson
Dr Adam Levin (New Fellow Councillor)

ANZCA and FPM at a glance 2025



8933

active and retired anaesthesia fellows and 2033 trainees as at 31 December 2025.

2003

anaesthesia trainees

98

FPM trainees



386

new ANZCA fellows

23

fellows admitted to FPM



1144

exams



4667

event registrations (virtual and face-to-face)



49

EMAC courses

8

Effective Management of Anaesthetic Crises (EMAC) accredited clinical skills centres

6

safety alerts

99,893

article downloads from the library's e-journal collections

66

written submissions to government agencies and other relevant stakeholders

2312

articles delivered to fellows and trainees from other libraries with an average turnaround time of less than one day

200

literature searches performed by the library and research consultation service

20

media releases

1515

physical book loans from the library, sent across Australia and New Zealand

156

accreditation site visits across Australia and New Zealand including two new sites

62

meetings with external stakeholders by Policy and Communications Unit

356,653

downloads from the library's e-book collections

SPOTLIGHT ON SPECIALIST INTERNATIONAL MEDICAL GRADUATES (SIMGS)

89

SIMG interviews conducted in Australia, 86 in anaesthesia and three in pain medicine

77

SIMGs were granted fellowships in Australia

6

SIMGs out of 13 successfully passed the final examination

10

SIMG interviews were conducted in New Zealand

82

SIMGs completed their performance assessment

SOCIAL MEDIA



INSTAGRAM

3704
followers

82,563
people reached



LINKEDIN (ANZCA & FPM)

6976
followers

183,854
impressions



YOUTUBE (ANZCA & FPM)

2537
subscribers

59,415
video views



FACEBOOK

8433
followers

828,947
content views



BLUESKY (ANZCA & FPM)

1741
followers

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 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.

HIGHLIGHTS

Perioperative medicine

- In 2025 the Chapter of Perioperative Medicine established robust governance and leadership structures to provide comprehensive oversight of education quality, advocacy priorities, and strategic direction.
- More than 110 clinicians enrolled in the ANZCA Course in Perioperative Medicine in 2025, representing diverse specialty backgrounds: ANZCA (62.8%), Royal Australasian College of Physicians (28.3%), the College of Intensive Care Medicine (5.3%), the Royal Australian College of General Practitioners (1.8%), the Royal Australasian College of Surgeons (0.9%). The first 17 clinicians to complete the course were recognised at a graduation ceremony in Wellington in November.
- An additional 14 hospitals across Australia and New Zealand joined as clinical immersion sites for the course, bringing the total to 36 sites — a 67 per cent increase. More than 100 clinicians at these sites who supervise participants were supported through an online training session in March and four sessions of training delivered in Brisbane and Wellington.
- In collaboration with the Alan and Kate Gibson Foundation and the Peter MacCallum Cancer Centre, the chapter awarded its inaugural fellowships to two clinicians who will commence the course in 2026.
- When the recognition pathway process finished in July, 769 medical specialists had been recognised as graduates of the chapter. More than 40 per cent of these graduates have actively contributed to supporting operations of the chapter and delivery of the course.
- Representatives of the chapter participated in key conferences in London, Hong Kong, San Antonio, Lisbon and Wellington. Advocacy initiatives advanced significantly with the development of a patient-focused video and booklet featuring case studies of perioperative medicine service delivery.
- The perioperative medicine training resources guide is being well-used with more than 18,000 views (up 75 per cent from 2024). The Learn@ANZCA platform has shown improved stability, with a gradual reduction in technology-related issues reflecting the maturation of the learning management system.

Faculty of Pain Medicine

The faculty strengthened its leadership in pain medicine through significant advances in education standards, training, assessment and national collaboration. Key achievements include:

- Submitting the Australian Standards for Health Practitioner Pain Management Education to the Australian government in October, representing a national and international world-first in pain education policy and practice.
- Completing a comprehensive review of FPM assessment, resulting in board approval of a new assessment framework and implementation plan. This included the successful transition to computer-based written examinations and the redesign of the fellowship written examination. From 2026, a new three-hour, 150-question Foundations Multiple Choice Examination will replace the short-answer written examination.
- Strong progress on the Flexible Approach to Training in Enhanced Settings (FATES) pilot, with two regional training units accredited during the year and a further two progressing through the accreditation process, supporting workforce development in diverse and regional settings.
- Embedding the Supervised Clinical Experience Pathway within the Procedures Endorsement Program, strengthening consistency and quality in procedural training and assessment.
- Progressed the pain device implant registry through a strategic partnership with the Australian Spine Registry under the Medical Research Future Fund (MRFF)-funded ASPIRE Program. Five pilot sites were identified, and FPM was formally invited to participate in the national program launch.
- Introduced the Beyond the Clinic non-clinical webinar series to support fellows at all stages of their professional journey, alongside the implementation of six scholar role activities to strengthen trainee engagement with research, education and lifelong learning in pain medicine.

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.
- The Advanced Certificate in Rural Generalist Anaesthesia 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.

- ANZCA advanced the Rural Generalist Anaesthesia (RGA) program in partnership with ACRRM and CICM, with work underway to implement a refreshed memorandum of understanding and minor update to the curriculum.
- The program continued to support safe, high-quality anaesthesia care in rural and regional settings through accredited supervision and training pathways by supporting candidates via accreditation visits across eight sites (compared to 10 in 2024) including seven new sites being accredited for training. The RGA training resources guide attracted 3245 views (up 14% from 2024).

Training

- The MyPortfolio platform was launched in December to replace the legacy Training Portfolio System, supporting more than 2000 active trainees and a broad supervisor and education officer network (370 supervisors, 20 education officers and 35 rotational supervisors). The platform will be continuously enhanced over 2026 and beyond.
- The college's trainee selection project continued in 2025 with extensive stakeholder consultation on the feasibility of implementing recommendations from the initial consultation phase. An implementation strategy was developed to develop a more standardised selection system to support improved equity for applicants including supportive pathways for First Nations people and regional and rural applicants.
- The Curriculum Review Sub-committee (CRSC) continued to work on priority activities that aligned with Australian Medical Council (AMC) conditions, including the development of draft graduate and program outcomes. These outcomes are designed to strengthen meaningful learning and assessment and ensure our training program produces clinicians who are not only technically proficient but also prepared to lead and advance anaesthesia care across Australia, New Zealand, and internationally.
- Following consultation, the new outcomes will be finalised and published in 2026.

Research

- There were an increased number of applications to the ANZCA Foundation for research grants across anaesthesia, pain medicine, and perioperative medicine. Fifty-six applications were received for studies to commence in 2026, compared to 50 the previous year.
- The annual application and review process for studies led by ANZCA and FPM fellows seeking funding was completed in September. The Research Committee awarded more than \$A1.6 million in grants for a total of 30 new and ongoing studies: the Academic Enhancement Grant, 18 new project grants, six second year project grants, one novice investigator grant, the Patrons Emerging Investigator Grant, two Professional Practice Research Grants, and the Skantha Vallipuram ANZCA Research Scholarship.
- Twenty-nine teams will be supported in 2026. Their important research will be carried out in leading hospitals and universities in Australia, New Zealand and Hong Kong, as part of ANZCA's support for the advancement of safe, evidence-based patient care in anaesthesia, intensive care, perioperative medicine and pain medicine, through high-quality research and its translation and implementation within clinical practice.
- For the first time, two Professional Practice Research Grants were awarded for studies of how specialists and teams work together to deliver patient outcomes. One study will focus on implementation of evidence-based practices in goal-directed reversal of neuromuscular blockade, and another will investigate stressors affecting anaesthetists and actionable insights for mitigating burnout and psychological distress.
- The W. John Russell ANZCA Research Award, established by the ANZCA Foundation in 2024 for research in anaesthetic equipment, patient safety, and education, was again granted for 2026 after another generous donation from Mrs Jan Russell.
- In November, the Medibank Better Health Research Hub advised the ANZCA Foundation it had been awarded a grant of \$A95,031 to support implementation of the Advanced Recovery Room Care (ARRC) postoperative care model developed by FANZCA Professor Guy Ludbrook at the Royal Adelaide Hospital. The project will support multi-site implementation of ARRC, demonstrated to significantly reduce postoperative complications, days in hospital, unplanned intensive care admissions, hospital readmissions, and costs in perioperative care.

- A comprehensive external audit of the grants program was completed by PKF Australia. The audit affirmed the quality of grant assessment and management processes, the foundation's initiatives to increase the level of reporting on grant outcomes, and the work in progress to develop an online grant application system and new reviewer database application.
- The foundation's proposal to the Peter MacCallum Cancer Centre secured donor funding for the development of the first scholarship for completion of the ANZCA qualification in perioperative medicine, including travel expenses for a rural or regional candidate.
- July 2025 marked 30 years since Australia's first major multicentre anaesthesia trial, the National Health and Medical Research Council-funded MASTER trial, which led to the establishment of the ANZCA Clinical Trials Network (CTN). To the end of 2025, the CTN has recruited more than 66,500 patients at 77 Australian, New Zealand, and international sites, secured over A\$75 million in competitive peer-reviewed funding, and led more than 30 large investigator-led multicentre randomised controlled trials published in leading international journals, strengthening the evidence base for clinical practice and improving patient outcomes.
- The CTN implemented the MRFF's Australian Teletrials Program, established to expand rural and regional patients' access to clinical trials. The program supports mentoring for and participation from rural and regional hospitals and communities.
- The CTN delivered another successful annual strategic workshop in August attended by more than 220 trials research professionals and academics, and a meeting of Australian and New Zealand investigators to explore Māori research principles, ethics, site sustainability, and the promotion of culturally safe, collaborative and sustainable research to improve equity and patient care.
- Patient recruitment was completed for the SNaPP, ROCKeT, TRIGS, and MASTERSTROKE studies. The CLIP-II study, led by FANZCA Professor Michael Reade and published in the Journal of the American Medical Association, confirmed that cryopreserved blood platelets are safe to use in adult cardiac surgery, but less effective than standard liquid-stored platelets for routine bleeding control.
- The college's open access strategy, approved by the research committee and ANZCA Council was published online via the Library's Open Access guide. It communicates to our fellows, trainees, donors, and external research partners, ANZCA's commitment to open access publishing and research, and also demonstrates opportunities and initiatives to support open access. The ANZCA Library commenced its first Read and Publish with a publisher, Springer Medicine Publishing, which allowed ANZCA authors opportunities to publish the articles in Springer journals with open access at no cost.
- Two hundred literature searches were conducted by the Research Consultation Service. Consultations and research queries (28 and 49 respectively) account for a large component of requests, and systematic and scoping reviews now make up an ever-increasing proportion (18%).



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

Government relations and workforce advocacy

The college has continued to collaborate with key stakeholders in Australia and New Zealand to address workforce sustainability, diversity, equity, and doctor wellbeing.

- During 2025, the college circulated 30 items of correspondence, conducted 62 meetings with governments and health sector bodies, and submitted 66 consultations to advocate for anaesthesia, pain medicine and perioperative medicine workforce issues, gaps and opportunities.
- ANZCA's New Zealand National Committee chair Dr Graham Roper and Dr Vanessa Beavis met with New Zealand's Minister of Health Simeon Brown in April 2025, outlining ANZCA's role in training, providing standards and maintaining competencies to deliver anaesthesia, pain management and perioperative medicine care. The delegation also discussed the broad scope of anaesthesia-related care, shared decision-making with patients, inter-regional sharing of information, and the need to maintain training pathways.
- College representatives met with the South Australian Minister for Health and Wellbeing, Chris Picton in mid-August 2025 to discuss the shortage of anaesthetists and the workforce issues in the state.
- In May 2025 ANZCA wrote to Queensland Health's director general with recommendations on anaesthesia training in Queensland, highlighting bottlenecks that limit the number of trainees and the number of qualified specialist anaesthetists working in the state. As a result of our correspondence, ANZCA, Queensland Anaesthetic Rotational Training Scheme (QARTS) and the Queensland anaesthesia directors' group chair met with Queensland Health twice in July 2025 to discuss and better understand these workforce issues.
- Queensland Health agreed to an additional five advanced training positions in 2026 as a result of our advocacy. The Victorian Regional Training Network (VRTN) was successful in its Victorian Medical Specialist Training (VMST) 2026 funding bids, finalised in August 2025, including:
 - Four expansion registrar positions for the VRTN.
 - Funding for a pain medicine trainee for Ballarat.
 - \$15,000 each year for two years to continue running skills workshops and training meetings.
 - Accommodation support for 16 trainees (\$15,000 each year) – especially helpful for the registrars in their metro year rotation.
- New Zealand National Committee's Dr Graham Roper (immediate past chair), Dr Rachel Dempsey (chair) and Brendan Little (deputy chair) gave oral submissions to select committees on changes to health legislation proposed in the Regulatory Standards Bill, Medicines Amendment Bill and Healthy Futures (Pae Ora) Amendment Bill.
- There was strong advocacy and ANZCA presence on Australia's Council of Presidents of Medical Colleges (CPMC) and New Zealand's Council of Medical Colleges (CMC) during 2025. This included the Australian Minister for Health and Ageing, Mark Butler visiting ANZCA House in August 2025 as a guest of ANZCA and CPMC.
- In 2025, ANZCA joined other medical colleges to express concern, about the readiness of the Medical Board of Australia's (MBA) expedited specialist pathway for specialist international medical graduates (SIMG) recognition. As the MBA expedited pathway will not lead to fellowship of ANZCA, ANZCA has developed a pathway to ANZCA fellowship that can be undertaken by MBA expedited specialist pathway applicants if they choose. This can run concurrently with the expedited pathway, and if successful will lead to specialist medical registration and ANZCA fellowship.
- Government workforce issues continue to intensify in NSW. In mid-February 2025 ANZCA Council and key senior staff met with most NSW anaesthesia heads of department to hear first-hand the key issues facing the anaesthesia community in NSW and the collaborative sharing of experiences and perspectives. The college has provided support for NSW anaesthetists to ensure patient and anaesthetist safety and wellbeing by writing to the NSW health minister and departmental leaders, participating in government discussions and meetings, contributing to inquiries and public awareness in the media.
- The 2025 Australian election was held on 3 May 2025 with the Albanese Labor government elected for a second term. ANZCA developed and distributed a "2025 Australian Federal election asks" promotional document before the election which requested that the federal government and shadow government consider and deliver on six priorities and calls for action.

Regional and rural workforce

- The college made significant progress in the regional and rural workforce environment by implementing initiatives from our regional and rural workforce strategy, with the aim to improve access to specialist care in regional and rural communities.
- The Specialist Training Program (STP) business function in ANZCA continues to grow. The program is an Australian government initiative that aims to extend vocational training for specialist registrars into settings outside traditional metropolitan teaching hospitals. In December 2025, the college received funding for about 60 STP, Integrated Rural Training Pipeline (IRTP), and "Training More Specialist Doctors in Tasmania" anaesthesia and pain training places across Australia. In addition, the college also has three STP/Flexible Approaches to Training in Expanded Settings (FATES) support projects.

- FPM has engaged with rural- and regional-based specialist pain medicine physicians to identify flexible accreditation pathways and models that support pain medicine training in regional and rural Australia. Accreditation teams visited Grampians Health Services in Ballarat, Victoria and Mackay Based Hospital in Queensland highlighting the value of collaboration between local teams and the faculty in building new training opportunities. The college started development of the “Delivering a safe and supportive training environment for rural, remote and regional trainees: Masterclass in effective communication” tool. The masterclass is tailored to upskill isolated rural, regional and remote trainees and supervisors of training, focusing on improving their communication skills to enhance their relationships and skills within the training and work environment.
- The college established regional and rural-based anaesthesia training pathways and rotations in relevant jurisdictions. These training pathways allow trainees to complete most of their training requirements in rural and regional centres, with short rotations into metropolitan centres to complete some of the sub-specialty requirements not available in rural or regional centres. These rurally based programs aim to improve access to specialist health services in rural and regional areas and assist with the development of the future rural workforce.
- In 2025, two NSW training schemes were developed, the Port Macquarie Training Scheme and the Western NSW Regional Training Scheme. Since its inception the college’s “Beyond City Limits” promotional campaign to highlight positive regional and rural training opportunities, careers and lifestyles, has developed 11 feature articles in our quarterly flagship magazine, the *ANZCA Bulletin*. The feature articles showcase rural anaesthesia training and career opportunities and the personal and professional benefits of a regional lifestyle. Produced with the assistance of rural training hubs, hospitals, trainees and fellows, the Beyond City Limits articles have been compiled into a hard copy publication and ebook, and, in recent times, videos with fellow interviews. In 2025, an article on anaesthesia careers in the Australian Capital Territory was featured.
- In December 2025, ANZCA was invited to collaborate with Health NZ | Te Whatu Ora on developing a pathway for rural generalists in anaesthesia.

Faculty of Pain Medicine

In 2025, the faculty strengthened its engagement with health professionals, governments, communities and partners to advance advocacy priorities, improve access to pain care and raise the profile of pain medicine.

Key highlights include:

- Hosting the Pain Management Education Roundtable at ANZCA House, bringing together 24 representatives

from ANZCA, FPM and other specialist medical colleges to discuss the challenges and opportunities in pain management education across Australia.

- Progressed discussions with the Royal Australian College of General Practitioners and the Australian College of Rural and Remote Medicine (ACRRM) on collaborative initiatives to strengthen rural and remote pain management, aligned with the National Medical Workforce Strategy 2021–2031.
- Convened the Regional and National Committee (RANC) forum, bringing together regional and national leaders to align advocacy priorities, strengthen coordination and agree practical actions focused on equitable funding, workforce sustainability, rural and priority populations, and stronger engagement with governments and health services.
- Continued advocacy to improve pain care in New Zealand, where chronic pain affects one in five people but remains under-recognised in health system planning. Key issues highlighted include the absence of a protected title for specialist pain medicine physicians, fragmented service delivery models, unclear referral pathways and perverse contracting incentives by the Accident Compensation Corporation.
- Established the FPM International Education Network, a non-decision-making advisory group reporting to the Training and Assessment Executive Committee, providing a formal platform for internationally based fellows and trainees to connect, share insights and contribute to education and training development.
- Increased the profile of FPM through targeted communications, events, stakeholder outreach and digital engagement, including initiating a meeting of relevant consumer organisations to progress a pathway for collaborative pain advocacy to establish a national pain strategy incorporating the Mamaenga Roa Model of Care within Te Whatu Ora.

Communications

- The college distributed 20 media releases in Australia and in New Zealand on a range of issues including the expedited pathway, anaesthesia research, Annual Scientific Meeting (ASM) presentations, faculty guidelines and National Anaesthesia Day, 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 2025 editions of the *ANZCA Bulletin* (and associated ANZCA-produced videos) featuring a diverse range of anaesthesia and pain medicine articles, many from fellows, trainees and SIMGs across metropolitan, regional and rural Australia and New Zealand.

- Monthly e-newsletters and president's messages, including videos, were also compiled by the communications unit.

Partnerships and engagement

- ANZCA is a key member of the Intercollege Membership and Wellbeing Network and was involved in two meetings over the year, one in February hosted by ACRRM and one in September hosted by the Australian College of Emergency Medicine (ACEM). These meetings are an opportunity for managers and representatives from membership and wellbeing teams of medical colleges to discuss approaches and processes for their members wellbeing, along with engagement strategies.
- ANZCA signed a renewed Memorandum of Understanding with the Hong Kong College of Anaesthesiologists to identify and pursue strategic opportunities that align with the mutual interests of both colleges thus leveraging the combined expertise and resources of both institutions to enhance the quality of education, research, and clinical practice.

Wellbeing

- Additional STP funding was provided to support the Masterclass in Effective Communication project, which aims to strengthen the communication skills of rural, regional, and remote anaesthetic trainees and supervisors of training (SOTs). Several in-person workshops were held throughout the year, with the online eModule to be available in 2026.
- A new resource "Guidance on the management of a suicide or unexpected death within an anaesthesia or pain service" was released. The document, written for ANZCA by Dr Liz Crowe was finalised following extensive stakeholder consultation. The resource provides practical guidance for departments and health services in responding to a suicide or sudden death within an anaesthesia or pain service and is now available online via the ANZCA website.
- Fellowship Affairs established an enhanced and dedicated 24/7 Doctors for Doctors support line for all ANZCA members via Converge International. This bespoke service provides tailored psychological support, triaging, and referral pathways specific to the needs of our fellows and trainees.



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

- Supporting the unique needs for our private practice fellows has been a significant initiative for the college, with initiatives in 2025 including the launch of the new [private practice support hub](#) and a private practice support webinar.
- The [DynaMed clinical decision support tool](#) was trialled from April to July 2025 and usage has determined that ANZCA will continue access to this evidence-based solution particularly for private practice practitioners who don't have access to these resources through a hospital library. The new private practice hub was clearly needed with over 1000 views and the new DynaMed database being the most used resource.
- The flexible work project (previously the less than full-time work (LTFTW) project) continues to progress, with final case studies being considered. The project's objective is to provide a toolkit of what flexible work arrangements fellows and/trainees are entitled to and how they can ask for it. Feedback has been provided from the trainee committee and is intended to be published in 2026.
- The college transformed the 2023 Gender Equity Sub-committee's (GES) Unconscious bias toolkit into a new eLearning module for Learn@ANZCA, to be released in early 2026. The eLearning module introduces unconscious bias, outlines its impact on patient care and members' professional experiences, and provides practical strategies and resources to recognise and mitigate bias. Learning objectives align with the ANZCA and FPM continuing professional development (CPD) program's Practice Evaluation – Cultural Safety activity.
- Following the establishment of the ANZCA awards advisory panel and implementing some key objectives, there was a significant increase in engagement and nominations, with 19, the largest number ever submitted, in 2025.
- A trauma-informed care project was established, with college-wide definitions approved and a roadmap for implementation developed. An ongoing working group will now support the embedment of trauma-informed care practices and principles across the various function of ANZCA.
- Committee support officer (CSO) engagement training was delivered and a committee welcome pack launched, providing consistent and improved governance and support across ANZCA's many committees.
- The promoting good practice and managing performance challenges in anaesthesia and pain medicine resource was revised and relaunched to accompany the supporting professionalism and performance guide.

Faculty of Pain Medicine

- The faculty continued to build on the educational support provided to pain medicine trainees through the Centralised Trainee Tutorial Program, Orientation to Pain Medicine Course and Advanced Clinical Skills Course.
- With the introduction of three new deputy education officers, there was increased engagement with FPM supervisors of training (SOT) through frequent SOT workshops held over Zoom and an in-person SOT workshop held during the FPM Spring Meeting that incorporated a module from the ANZCA Educators Program.
- FPM examiners progressed the development of a new Foundations MCQ Examination which will be introduced in 2026. This replaces the written component of the Fellowship Examination.
- Regional pain medicine fellows in Australia were engaged in the Flexible accreditation pathways for rural settings project with two regional pain medicine units undertaking the accreditation process in 2025.
- A new webinar series FPM webinar: Beyond the clinic was launched focusing on topics that enhance traditional clinical training. Webinars included financial planning, and legal insights to practice management, personal insurance, and recruitment strategies in private practice.

Training

- ANZCA continues to support the integration of SIMGs into the Australian and New Zealand healthcare systems through a structured assessment and training pathway. In 2025, we conducted 88 SIMG interviews in Australia (86 in anaesthesia and three in pain medicine). The SIMG team continues to exceed all Australian Health Practitioner Regulation Agency (Ahpra) benchmarks. The SIMG resources guide more than doubled its usage, with more than 6000 views (up 109% from 2024).
- ANZCA delivered the revised Anaesthesia and Pain Medicine Trainee Survey (APT) in July and August, providing actionable insights to inform quality improvements across training programs. The 2025 survey focused on training and assessment requirements, training environment and experiences at training sites/units, and access to teaching and learning resources.
- Training quality and assessment capability were strengthened through further amplification of the new resources and program enhancements, including Planning for Success modules for primary examination preparation and the introduction of the Patient Clinical Interaction Assessment.

- The Anaesthesia training resources (ATR) guide showed consistent high usage across the year with the assessments section (FEx, PEx revision aids and IT assessments) proving especially popular. At 46,449 views, there has been a 65% increase in usage since 2024, showing that the guide is a key resource for anaesthesia trainees.

ANZCA Educators Program (AEP)

The program continued to be a key focus in 2025, aiming to equip clinicians with effective teaching skills. The program's interactive, evidence-based, five-module structure was delivered across online and face to face workshops in Australia and New Zealand, with additional online and tailored sessions.

Aboriginal and Torres Strait Islander and Māori Health

- The college launched Te Tiriti o Waitangi Action Plan and its second Reconciliation Action Plan (RAP).
 - The college's Te Tiriti o Waitangi Action Plan, which builds on the existing Te Tiriti o Waitangi Roadmap sets out deliverable actions for ANZCA over the next three years to progress a culturally safe workforce with improved Māori participation and self-determination, and more equitable health outcomes.
- The college's second Innovate Reconciliation Action Plan 2025-2027 reflects ANZCA's ongoing and renewed commitment to its reconciliation vision, supporting Aboriginal and Torres Strait Islander peoples' training and career opportunities, health and wellbeing.
- First Nations members now make up 83 per cent of the Indigenous Health Committee, ensuring Indigenous voices guide priorities, strategies, and decisions.
- Seven Aboriginal and Torres Strait Islander and Māori medical students and prevocational doctors were supported by the college to attend the Annual Scientific Meeting in Cairns in May.
- An Australia-wide career navigator network was established. The network aims to provide culturally safe career support to Aboriginal and/or Torres Strait Islander medical students and prevocational doctors interested in a career in anaesthesia, pain medicine or perioperative medicine.
- The college's Health Equity Projects Fund 2025 supported two projects aiming to further Māori health: "A Hauora Māori medical education extension resource" and "The narratives belonging to Māori Anaesthetists Network Aotearoa." The 2025 grant round approved two projects to start in 2026

aiming to further Aboriginal and Torres Strait Islander Health: "First Nations ACORN (Anaesthesia Consumer Research Network) – planning study" and "The Anaesthetic Story" – development of patient videos in language.

Global development

- The college supported 14 colleagues from Papua New Guinea to attend and present at several international workshops and conferences, enabling knowledge exchange, skill development and the amplification of voices and expertise of Papua New Guinea clinicians on the international stage.
- Fifteen Pacific Online Learning and Education sessions were facilitated. Attendees include anaesthesia scientific officers, and registrars from Papua New Guinea, Timor-Leste, Fiji and other Pacific nations.
- The college's Health Equity Projects Fund 2025 supported eight global development projects across Solomon Islands, Samoa, Fiji, Papua New Guinea and Bangladesh.
- The college supported the development of the Timor-Leste anaesthesia workforce through support for anaesthesia training at Fiji National University.





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

Continuing Professional Development

- As an accredited CPD home, ANZCA is required to embed CAPE (Cultural Safety, Addressing Health Inequities, Professionalism, and Ethical Practice) requirements across its CPD program. These changes were implemented in preparation for the start of the 2026 CPD cycle to support fellows in remaining compliant with Ahpra.
- There were 7450 participants in the ANZCA and FPM CPD Program 2025 cohort. Ninety per cent of participants demonstrated completion of their annual CPD requirements by the end of 2025.
- The first new cardiovascular perfusion crisis emergency response (ER) activities were delivered across Australia. The introduction of this new ER activity provides structured simulation-based exposure to an expanding area of practice and supports capability building.
- Two new online emergency response activities were released onto Learn@Anzca – Critical Bleeding and Acute Severe Behavioural Disturbance. There are plans to provide more emergency response activities in 2026 to help fellows complete the mandatory requirement.
- The revised and expanded CPD resources guide has been popular, totalling more than 52,000 views for the year (more than double of 2024), including more than 9000 views in December alone.

NHPO Model Accreditation Standards

- In 2023, the National Health Practitioner Ombudsman (NHPO) released a report outlining recommendations for greater transparency and accountability in specialist medical training site accreditation. Health ministers released a policy direction requiring that the Australian Medical Council (AMC) work with specialist medical colleges to implement the NHPO's recommendations. To support this reform, ANZCA has reestablished the Accreditation Renewal Steering Group who will guide the work to implement the phased requirements to ensure compliance across the coming years.

Faculty of Pain Medicine

In 2025, the faculty strengthened its sustainability by enhancing governance, capability, systems and resources to support high-quality training, education and professional standards.

Key highlights included:

- Achieved several faculty-specific AMC accreditation conditions, with strong progress made against remaining requirements.
- Strengthened governance and leadership capability through enhancements to committee onboarding and orientation processes, supporting effective participation and continuity across faculty committees.
- Developed online training resources for FPM examiners and accreditation reviewers, improving consistency, accessibility and workforce capability across assessment and accreditation activities.
- Enhanced the FPM Opioid Calculator, including the addition of take-home naloxone (THN) functionality and delivery of the 10-year anniversary update in November 2025, supporting safe prescribing, clinical relevance and long-term sustainability.

Annual Scientific Meeting

- The 2025 ASM "Futureproof" was held from 2-6 May at the Cairns Convention Centre. It attracted 1946 participants in-person, proving that regional conferences are important to fellows and trainees. A further 358 registrants opted for the OnDemand package and accessed the presentations via the app post the ASM.
- About 235 new fellows, including 23 FPM fellows, presented at the 2025 ASM College Ceremony.
- The 2025 FPM Symposium "Diving Deep", held on 1 May, welcomed more than 174 participants in-person at the Pullman Cairns International and general feedback from delegates and industry representatives was positive. A further 37 registrants opted for the OnDemand package and accessed the presentations via the app.
- Forty-six people, including delegates, convenors and college leaders, attended the Emerging Leaders Conference held at Thala Beach Nature Reserve, Port Douglas.

Sustainability

- ANZCA released a joint statement with the Australian Society of Anaesthetists (ASA) and New Zealand Society of Anaesthetists (NZSA) on decommissioning nitrous oxide for medical gas pipeline systems. ANZCA's Environmental Sustainability Network (ESN) Executive Sub-committee was instrumental in the development of this joint statement. The joint statement reflects a collaborative bi-national approach to nitrous oxide (N₂O) which is a greenhouse gas that contributes to climate change, and the healthcare contribution to its emissions requires urgent and decisive action.
- At the 2025 ANZCA ASM, carbon offsetting was a major focus. Delegates collectively offset 173.99 tonnes of carbon emissions, and ANZCA contributed up to \$A2500 (from the ASM) to cover any gap, resulting in a total offset of 287.62 tonnes and a financial contribution of \$6324 to Greenfleet. An additional \$A3900 was donated to charity partners supporting climate and sustainability initiatives.
- Other sustainability initiatives at the 2025 ANZCA ASM resulted in more than 21,500 disposable cups being saved from landfill by implementing a no-consumables approach. Glassware, crockery and edible containers were used instead. The meeting generated 0.84 kilograms of waste per attendee per day which is 55 per cent less waste per attendee than the average conference, according to MeetGreen.

Information Technology

- 2025 was a notable year for technology and digital uplift at ANZCA. More than 50 major and minor initiatives delivered strategic objectives by modernising and future-proofing our systems and addressed operational priorities by mitigating technology and security risks.
- ANZCA started the transition of technology infrastructure to the cloud to drive flexibility, scalability and unlock operational efficiencies, exceeding migration targets for 2025. The college also established regional redundancy capability for disaster recovery to mitigate risks associated with critical systems and ensure business continuity.
- The college continued to ensure compliance and mitigate technology and security risks with upgrades to our member management system iMIS, the ANZCA website, refreshing aging PCs and upgrading to Windows 11 operating system, extending multi-factor-authentication to library and VPN services, commencing the consolidation and uplift of our security platforms and tools, implementing regulatory compliance changes to CPD applications, and delivering critical capability and security improvements to our exam management system.

- With continued focus on trainee experience, the college delivered the MyPortfolio system for trainee progression management replacing the legacy Training Portfolio System.
- The college cautiously explored, trialled, and adopted low-risk AI platforms and tools to drive operational efficiencies while ensuring information security and privacy.
- To recognise and honour our valued donors and patrons, ANZCA implemented a contemporary digital signage solution at ANZCA House to prominently showcase and celebrate their contributions. The New Zealand office also received new digital signage as part of this project.
- The significant program of work was delivered on time and within approved budget.

Diversity and equity

- A new Diversity, Equity, and Inclusion (DEI) framework and roadmap was developed to support the DEI operation plan through cross college and committee collaboration, supported through ANZCA Council and the FPM Board.
- Internal DEI training was rolled out to more than 50 staff to better support improvements to systems and processes in alignment to the DEI framework.
- ANZCA hosted a webinar in collaboration with the Royal Australasian College of Physicians and the Royal Australasian College of Surgeons for International Women's Day as a collective initiative to "March forward – together", with more than 70 people joining from cross-specialty organisations.
- On 24 July 2025 the GESC hosted the "Contemporary issues for male doctors" webinar, with 28 participants. The webinar focused on men's health and equity in the workplace which has been a key initiative of inclusion by the GESC, with tips on navigating change, both in life and in medicine.
- The WELI (Women's Advisory Leadership Initiative) Advisory Committee is progressing several initiatives aimed at strengthening leadership development, networking, and support for women across anaesthesia and pain medicine. The group continues to generate valuable opportunities for engagement, collaboration, and visibility across the fellowship. Through a broad range of initiatives, WELI is laying the groundwork for a sustainable program that provides meaningful professional development, fosters leadership capacity, and strengthens connection and support across the fellowship.

History and heritage

- The History & Heritage Research grant recipients are Dr Jacinthe Flore and Dr Paige Donaghy. Their project, "Going Under: Digital Storytelling about Anaesthesia", will be developed with the University of Melbourne's History and Philosophy of Science Podcast, as a six-part podcast mini-series exploring the history, philosophy, and lived experience of anaesthesia.
- Oral histories were recorded for Associate Professor Ross Kerridge and Professor Barry Baker. Forty-one per cent of @gkmuseum followers viewed Associate Professor Kerridge's reel about his involvement in the evolution of perioperative medicine. Professor Baker's Instagram reel attracted 2843 views, with a significant proportion – 85.8% of non-followers of @gkmuseum – viewing the reel.
- Following Professor Barry Baker's resignation from the Honorary Historian role, Dr Michael Cooper was appointed to the position. Dr Cooper has had a long involvement with medical history and brings a broad perspective from Australia as well as the Pacific regions. He is a member of the History and Heritage Advisory panel and assists with archival and historical record queries.
- ANZCA participated in Open House Melbourne over the weekend of 26 - 27 July 2025 by inviting the public to visit ANZCA House, Ulimaroa and the museum. We had the largest number of visitors with more than 300 people attending over the weekend. A session on ANZCA House included a panel discussion with the architect Dr Norman Day and Dr Kirsten Day, senior lecturer in the department of architecture at the University of Melbourne.
- The presidential portrait for ANZCA past president Dr Chris Cokis was completed by WA-based photographer, Jarrad Seng.
- The Geoffrey Kaye Museum of Anaesthetic History participated in the Victorian History Showcase at the Prahran Mechanics Institute Library in September — an opportunity to collaborate with colleagues from the RACS museum by sharing a stand and to promote the museum's unique history and collection.

Regional offices

- Regional events were face-to-face, with additional hybrid and virtual options.
 - Thirty-two continuing medical education and FPM events were run across the regions, and 146 committee meetings were held in 2025.
 - Regional operations supported the Education and FPM units with invigilation for exams across all regions.
 - Fifty-two trainee courses were held across the Australian regions as face-to-face, hybrid or virtual offerings. Online practice vivas were supported. The 2025 final refresher in NSW was the largest ever with 105 in-person attendees, 84 online and 26 presenters.
-

Dean's report

The Faculty of Pain Medicine Dean Dr Dilip Kapur reflects on the changes to governance, and curriculum and advocacy developments over the past 12 months.

The twenty-seventh year of the Faculty of Pain Medicine saw us focusing on our core responsibilities in education, training and professional standards. Additionally, we extended our efforts to strengthen the standing of pain medicine within health systems, government and the broader community.

The workload across all these areas is substantial. It requires intellectual analysis and debate together with an extended capacity for listening and reflection. The commitment of our fellows to the faculty's welfare and advancement is extraordinary. As an international medical college, about half our fellows are involved in activities directly supporting the faculty's work. On behalf of all of us on the faculty board and senior leadership, I offer heartfelt thanks.

An important focus of 2025 was the faculty's role in advocacy. The importance of this area cannot be understated and we have continued to engage with governments, policy makers and key stakeholders to improve the equity of access to specialist pain services. A new faculty advocacy plan was developed following the regional and national committee chairs forum held in October 2025. This includes six priorities: securing sustainable funding for pain services, particularly in regional and rural areas; raising the profile of pain medicine and the role of specialist pain medicine physicians; improving access for underserved populations, including First Nations communities across Australia and New Zealand; strengthening pain education across the broader health workforce; supporting the welfare and sustainability of the pain medicine workforce and; encouraging research and innovation through strategic partnerships.

Highlights of the year include ongoing discussions with the Federal Minister for Health and Ageing in Australia, provision of a formal response to the Grattan Institute's report on specialist care in Australia and submissions to the Australian Medical Benefits Schedule review task force advocating for more equitable access to extended consultation items for specialist pain medicine physicians. In New Zealand, the faculty continues to advocate for greater recognition of chronic pain in health system planning, highlighting

ongoing challenges such as fragmented service models and the absence of a protected specialist title.

Education and training remain central to the faculty's work. In 2025 the faculty progressed Australian Medical Council standards and requirements. This allowed other important work to be undertaken, notably progress in the Flexible Approach to Training in Enhanced Settings (FATES) pilot with two regional units accredited and interest in additional sites.

Redesign of the fellowship written examination has continued and from 2026, the new Foundations multiple choice examination will replace the short answer format.

The faculty also introduced six scholar role activities through the year aimed at strengthening trainee engagement with research, education and scholarship while supporting lifelong learning.

Beyond formal clinical training, the faculty launched its first non-clinical webinar series, "Beyond the Clinic", recognising that professional sustainability increasingly requires skills in leadership, governance, communication and self-care.

The faculty's position as a global leader in pain management education was underlined through completion of the first phase of the Standards for Health Practitioner Pain Management Education to the Australian government and additional support for 2026.

An important ongoing commitment has been our engagement with other medical colleges. Fellows advised on an important Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG) initiative to develop learning outcomes in pain management within RANZCOG's training curriculum. Extensive and continuing work has seen solid engagement with colleges of general practice in Australia and New Zealand together with the Australian College of Rural and Remote Medicine. A round table meeting in mid-July 2025 brought together senior staff from multiple medical colleges to discuss pain management education standards.



The faculty's opioid calculator enjoyed its tenth anniversary in 2025 highlighting our leadership in supporting safe and accountable opioid prescribing.

Progress continued on the development and review of a number of professional documents including approval of definitive guidance on persistent pelvic pain, including pain from endometriosis. Other important statements and guidelines remain under development.

A long-term faculty aim has been to establish a pain device implant registry (PDIR). The faculty has engaged with the ASPIRE project, an extension of the Australian Spine Registry, that secured Medical Research Future Fund support. The first pilot is already under way in this important collaboration.

Strengthened collaboration and connection across the pain sector improved through 2025. Good relationships with consumer organisations in Australia have seen a number of sector wide meetings where important stakeholder priorities have been identified. There has been a stronger focus on engagement and communications including through our new LinkedIn profile audience of more than 1000 followers.

The New Zealand National Committee (NZNC) has worked to bring together consumer voices, aiming to provide a united advocacy forum for individuals living with pain. A meeting in November 2025 was attended by the New Zealand chief medical officer who provided a useful background to the ongoing challenges within the local health system while also providing advice on appropriate advocacy strategies.

Finally, the faculty's governance structure was refreshed in 2025 with new board appointments and committee roles, ensuring continuity, regional representation and a broad range of perspectives to guide our ongoing work. The development of the International Education Network supports our colleagues and fellows outside Australia and New Zealand.

It was a year in which the faculty consolidated its foundations while extending its influence. Much of this work is long term and cumulative. However, the goals are simple: to support fellows, protect the integrity of the specialty and ensure that people living with pain receive the care they deserve no matter their background or their domicile.

I thank all fellows, trainees and committee members who contributed to this work and make special mention of our faculty professional staff team, ably led by FPM Executive Director Martina Otten. The staff play a critical role by enabling the faculty to engage effectively with governments, stakeholders and the broader community.

Dr Dilip Kapur
Faculty of Pain Medicine Dean

FPM Board



FPM BOARD

From left:

Dr Tipu Aamir

Dr Tania Morris

Dr Deb Devonshire (ANZCA Council representative)

Dr Noam Winter

Professor Dave Story (ANZCA President)

Dr Leinani Aiono-Le-Tagaloa (FPM Vice-Dean)

Dr Murray Taverner

Dr Dilip Kapur (FPM Dean)

Professor Michael Veltman

Dr Jonathan Ramachenderan (New Fellow member)

Associate Professor Susie Lord

Dr Irina Hollington

Ms Martina Otten (Executive Director FPM)

Honorary treasurer's report

I am pleased to present the treasurer's report for the year ended 31 December 2025.

The college remains financially strong. We delivered positive operating results, invested deliberately in training, education and systems, and maintained balance sheet resilience in a year of high activity and a more challenging external environment. Most importantly, member and trainee fees were directed to core services that matter – training quality, professional standards, safety and advocacy, funding and supporting research, philanthropic activities, Indigenous health and overseas aid initiatives through the ANZCA Foundation.

I thank ANZCA Council, the Finance, Audit and Risk Management (FARM) Committee, the Investment Sub-Committee, particularly the independent members, and ANZCA staff for their stewardship and discipline throughout the year.

The college's financial statements, including those of the New Zealand office, were independently audited and reviewed by ANZCA Council and the FARM Committee.

Financial performance and intent

For the year ended 31 December 2025, the college recorded an operating surplus before non-operating activities of \$1.006 million (2024: \$1.721 million).

Operating revenue increased to \$48.119 million, up \$3.418 million on the previous year, while operating expenses increased by \$4.133 million.

This result reflects the ANZCA Council-endorsed strategy of maintaining financial discipline while increasing investment in training, assessment, workforce support and digital infrastructure under the 2023-2025 ANZCA Strategic Plan. The lower operating surplus compared with 2024 reflects that decision.

After investment income and other non-operating movements, the college recorded a \$5.631 million consolidated surplus. (2024: \$7.149 million).

What member and trainee fees delivered

Member and trainee fees continue to be the primary source of funding for the college's core work. In 2025, those fees directly supported:

- Training and assessments: including increased primary and final examinations volumes, growth in trainee numbers, and ongoing participation from specialist international medical graduates.

- Education delivery: through courses, conferences and professional development activities, supporting collaboration and skills development.
- Safety, quality and professional standards: through the development and maintenance of professional documents, guidelines and submissions relied on by hospitals, regulators and courts.
- Advocacy and workforce engagement: responding to increasing government and regulatory scrutiny of specialist training and workforce models.
- Major system investments: notably the rebuilding of the Training Portfolio System, which underpins training quality and consistency for years to come.
- Research and equity initiatives: through the ANZCA Foundation which supported 27 research grants in 2025 (including four second-year continuation grants), together with investment in Indigenous health and overseas aid initiatives through the Health Equity Projects Fund and scholarships.

Fees were increased by three per cent, in line with inflation at the time they were set. This approach balanced cost pressures with longer term fee stability, while ensuring the college could continue to deliver core services.



Revenue – engagement and demand

Subscription and entry fee revenue increased by \$1.090 million, reflecting member and trainee numbers and the inflation-linked fee adjustment.

Revenue from training, registration and examinations increased due to higher trainee numbers and examination activity. These activities sit at the heart of the college's purpose and reflect the continued demand for high quality specialist training pathways.

Conference and course revenue increased by \$0.925 million, largely due to delivery of the triennial Tri-Society Cardiac & Thoracic Symposium. While these events occur periodically, they remain an important mechanism for professional learning, peer connection and multi-disciplinary engagement.

Specialist Training Program (STP) income increased as funded projects progressed during the year. As in prior years, the college's financial statements recognised only the revenue and expenditure relating to projects it administers, ensuring transparency and consistency.

Expenditure – supporting delivery and capability

Operating expenditure increased to \$47.113 million (2024: \$42.980 million).

Employment costs increased by \$1.248 million, primarily due to the filling of previously vacant roles, targeted specialist contractor support, routine remuneration adjustments, and the increase in the superannuation guarantee rate. These costs supported education delivery, training administration, IT, security, governance and advocacy functions.

Travel and events expenditure increased as education, assessment, governance and advocacy activities returned more fully to face-to-face delivery. This reflects member and trainee preference for in-person engagement and higher airline and accommodation costs.

Professional services expenditure increased due to the use of specialist expertise to support major education and technology projects, regulatory and governance requirements, and financial services.

These increases were intentional and targeted. They supported delivery against member priorities at a time of heightened external pressure, particularly from government, on training quality, workforce standards and professional regulation.

Investment in systems that support training quality

A major focus of expenditure and capital investment in 2025 was the rebuilding of the Training Portfolio System. The first phase of this project was completed during 2025, delivered on budget at \$5.028 million. This represents one of the college's most significant recent investments.

For trainees and supervisors, this investment underpins a modern, secure and scalable platform that supports consistent assessment, clearer progression and better oversight. For the college, it reduces risk, improves data integrity and strengthens the foundation of the training program.

This investment aligns directly with priorities identified in the fellowship survey and supports training quality over the long term.

Investment performance and financial resilience

The college's investment portfolios delivered \$4.625 million in investment income in 2025 (2024: \$5.428 million).

Returns were lower than the exceptional outcomes achieved in 2024, reflecting more challenging market conditions marked by tariff shocks, evolving trade settings, persistent regional inflation, higher long-term yields and moderating global growth. However, portfolio performance remained solid and demonstrated resilience in a volatile environment.

Dividends totaled \$2.187 million, an increase on the prior year (2024: \$1.688 million), however this was offset by lower unrealised gains of \$1.780 million (2024: \$2.975 million). Interest income also declined to \$0.658 million (2024: \$0.764 million), reflecting lower interest rates on operating bank accounts following the Reserve Bank of Australia's cash-rate cuts in 2025.

Importantly, the college does not rely on investment income to fund day-to-day operations. Investment portfolios are held to provide financial resilience, support major strategic or capital initiatives, and complement the ANZCA Foundation funding. This approach allows the college to continue delivering training, education, research and advocacy regardless of short-term market movements.

Financial position and cash flow

The college's financial position remains strong.

Net assets increased by \$5.613 million during the year to \$64.411 million, consistent with the consolidated surplus reported for the period.

Investment balances increased by \$3.869 million, reflecting favourable market performance across the portfolio.

Cash balances remained broadly stable, largely reflecting the timing of subscription and training fee receipts.

The college continued to generate positive cash flows from operating activities, with net cash inflows of \$9.314 million in 2025 (2024: \$3.626 million). This reflects the scale of education, training, advocacy and project activity delivered during the year, together with the timing of receipts.

Net cash outflows from investing activities totalled \$3.645 million, including \$3.079 million associated with the completion and capitalisation of phase one of the Training Portfolio System.

2026 budget overview

The college's annual budget is developed within agreed parameters designed to deliver a modest operating surplus before investment gains and major project expenditure.

ANZCA remains in a sound financial position, with a continued focus on balancing income and expenditure to support long-term sustainability. A consolidated deficit is budgeted for 2026, with a similar outlook anticipated for 2027, assuming investment returns remain broadly consistent with the portfolio's long-term strategy.

The planned deficit before non-operating activities in 2026 reflects the college's deliberate decision to invest in critical educational and corporate systems that will support future service delivery and organisational capability.

Conclusion

ANZCA enters 2026 in a sound financial position.

In 2025, the college directed member and trainee fees to the areas that matter most: training quality, professional standards, safety, advocacy, research and systems that support consistent delivery. Prudent financial management has enabled the college to respond to an increasingly complex external environment while continuing to invest in its future.

On behalf of ANZCA Council, I thank the many fellows who contribute their expertise on a pro bono basis, and the college staff for their professionalism and commitment throughout a demanding year.

Associate Professor Deborah Wilson

Honorary Treasurer, ANZCA

Discussion and analysis of the financial statements extract

The financial statements and disclosures in this report have been extracted from the full audited financial report of the Australian and New Zealand College of Anaesthetists (ANZCA) for the year ended December 31 2025, prepared in accordance with Australian Accounting Standards. 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 2025

	2025 \$	2024 \$
Revenue		
Subscriptions and entry fees	18,430,904	17,341,355
Registrations, training and exam fees	18,062,931	16,767,125
Conference and course fees	7,589,613	6,664,279
Specialist training program grant	1,032,210	1,222,017
Government grants - other	287,769	168,406
Other income	2,715,646	2,538,177
Total revenue from operating activities	48,119,073	44,701,359
Expenses		
Employment	22,653,089	21,405,178
Facilities	2,921,850	2,760,129
Travel expenses	3,825,308	3,450,985
Events related expenses	6,018,987	5,757,706
Information technology	3,331,034	2,615,006
Professional services	4,859,816	4,369,436
Research grants	1,696,056	1,762,961
Finance costs	123,361	89,791
Other expenses	1,683,479	768,982
Total expenses from operating activities	47,112,980	42,980,174
Surplus before non-operating activities	1,006,093	1,721,185
Income from non-operating activities		
Investment income	4,625,238	5,427,811
Surplus for the year	5,631,331	7,148,996
Other comprehensive income		
<i>Items that may be reclassified to profit or loss</i>		
Exchange differences on translation of foreign operations	(18,127)	(27,731)
Total comprehensive income for the year	5,613,204	7,121,265

Statement of Financial Position as at 31 December 2025

	2025 \$	2024 \$
ASSETS		
Current assets		
Cash and cash equivalents	20,902,720	20,945,425
Cash and cash equivalents – STP related	15,075,754	10,033,472
Trade and other receivables	5,167,497	4,075,828
Other financial assets	296,968	296,406
Total current assets	41,442,939	35,351,131
Non-current assets		
Property and office equipment and cultural assets	10,731,226	12,017,679
Intangible assets	3,196,926	276,392
Other financial assets	49,023,171	45,153,553
Total non-current assets	62,951,323	57,447,624
Total assets	104,394,262	92,798,755
LIABILITIES		
Current liabilities		
Trade and other payables	17,611,987	10,895,999
Contract liability	13,267,000	13,879,193
Employee benefits	2,665,831	2,513,079
Lease liabilities	532,024	519,326
Total current liabilities	34,076,842	27,807,597
Non-current liabilities		
Contract liability	4,890,593	4,528,259
Employee benefits	142,974	227,105
Lease liabilities	872,502	1,437,647
Total non-current liabilities	5,906,069	6,193,011
Total liabilities	39,982,911	34,000,608
Net assets	64,411,351	58,798,147
EQUITY		
Retained earnings	64,032,153	58,400,822
Foreign currency translation reserve	88,041	106,168
Asset revaluation reserve	291,157	291,157
Total equity	64,411,351	58,798,147

Statement of Changes in Equity for the year ended 31 December 2025

	Retained earnings \$	Foreign currency translation reserve \$	Assets revaluation reserve \$	Total \$
Balance at 1 January 2024	51,251,826	133,899	291,157	51,676,882
Surplus for the year	7,148,996	-	-	7,148,996
Currency translation differences arising during the year	-	(27,731)	-	(27,731)
Total comprehensive income for the year	7,148,996	(27,731)	-	7,121,265
Balance at 31 December 2024	58,400,822	106,168	291,157	58,798,147
Surplus for the year	5,631,331	-	-	5,631,331
Currency translation differences arising during the year	-	(18,127)	-	(18,127)
Total comprehensive income for the year	5,631,331	(18,127)	-	5,613,204
Balance at 31 December 2025	64,032,153	88,041	291,157	64,411,351

Statement of Cash Flows for the year ended 31 December 2025

	2025	2024
	\$	\$
Cash flows from operating activities		
Receipts from members, customers and government bodies	64,218,982	59,888,966
Interest received	657,814	764,451
Donations received	232,820	360,978
Payments to employees, suppliers and other parties	(54,129,080)	(55,655,789)
Research grants paid	(1,666,056)	(1,732,961)
Net cash inflow from operating activities	9,314,480	3,625,645
Cash flows from investing activities		
Proceeds from term deposits	-	879,459
Proceeds from disposal of financial assets	-	1,014,874
Payments for purchases of financial assets	(120,000)	(1,104,436)
Payments for property and office equipment	(446,512)	(794,098)
Payment for intangible assets	(3,079,247)	(292,650)
Net cash outflow from investing activities	(3,645,759)	(296,851)
Cash flows from financing activities		
Lease liabilities payments	(522,792)	(513,089)
Net cash outflow from financing activities	(522,792)	(513,089)
Net increase in cash and cash equivalents	5,145,929	2,815,705
Cash and cash equivalents at the beginning of the financial year	30,978,897	28,248,067
Total effect of exchange rate fluctuation of cash held	(146,352)	(84,875)
Cash and cash equivalents at the end of the financial year	35,978,474	30,978,897

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