



ANZCA
FPM

ANZCA and FPM 2023 gender metrics report

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

Please note, historical gender data has been collected under the terms "female" and "male" with the college updating its terminology to include non-binary options in 2020. For the purpose of the statistical reporting of this data we have interpreted the terminology collected under "male", "female" and "another gender" to be indicated as "women" "men" and "nonbinary". In some cases, where gender is unknown, or has not been selected, it has been represented as "indeterminate". We acknowledge that this may not provide a true and accurate record of the gender of all members. Until such time the college can obtain updated data to more accurately reflect our member's genders, this terminology will be utilised for the purpose of reporting.

The college is committed to regularly report on gender metrics, as outlined in the [Gender Equity Action Plan \(2023-2025\)](#). The following figures were collated in 2023 and provide an overarching view of gender metrics across the college from 2019 -2023. Routinely reporting on gender data allows the Gender Equity Sub-committee (GESC) to review activities and initiatives in line with the action plan, and within the overarching areas of focus:

1. Creating an inclusive and equitable culture.
2. Building a diverse and representative workforce.
3. Promoting a flexible and empowering workplace.
4. Attention to closing gaps.
5. Promoting strategic and accountable leadership.

These metrics provide a snapshot of 2023 and by comparison to 2019 data.

Fellows

Historical gender imbalances in the specialities of anaesthesia and pain medicine continue to incrementally shift as more women enter the training program annually. However, this evolution remains slow, with data indicating fewer fellows retiring at 65, with fellows working longer. We can report an increase of 689 active ANZCA fellows since 2019. This accounts for both new fellows obtaining fellowship, retiring fellows and those leaving the speciality for other reasons.

ANZCA

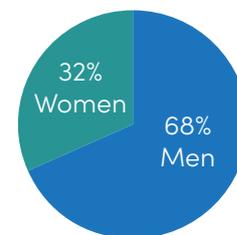
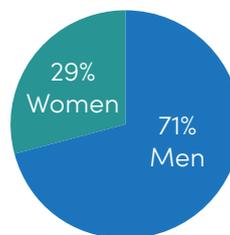
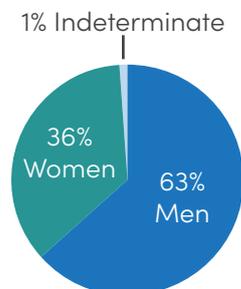
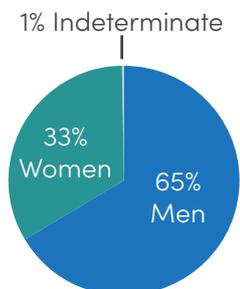
FPM

2019 ANZCA fellows

2023 ANZCA fellows

2019 FPM fellows

2023 FPM fellows



**2019 data only includes Australia and New Zealand, 2023 includes overseas data*

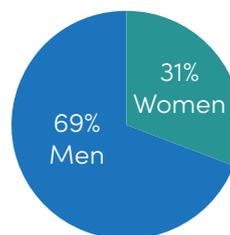
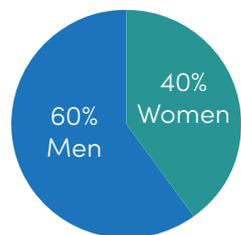
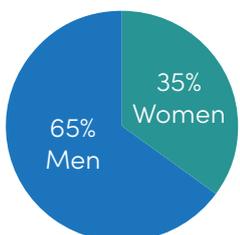
Fellows by location

2023 ANZCA Fellows Australia

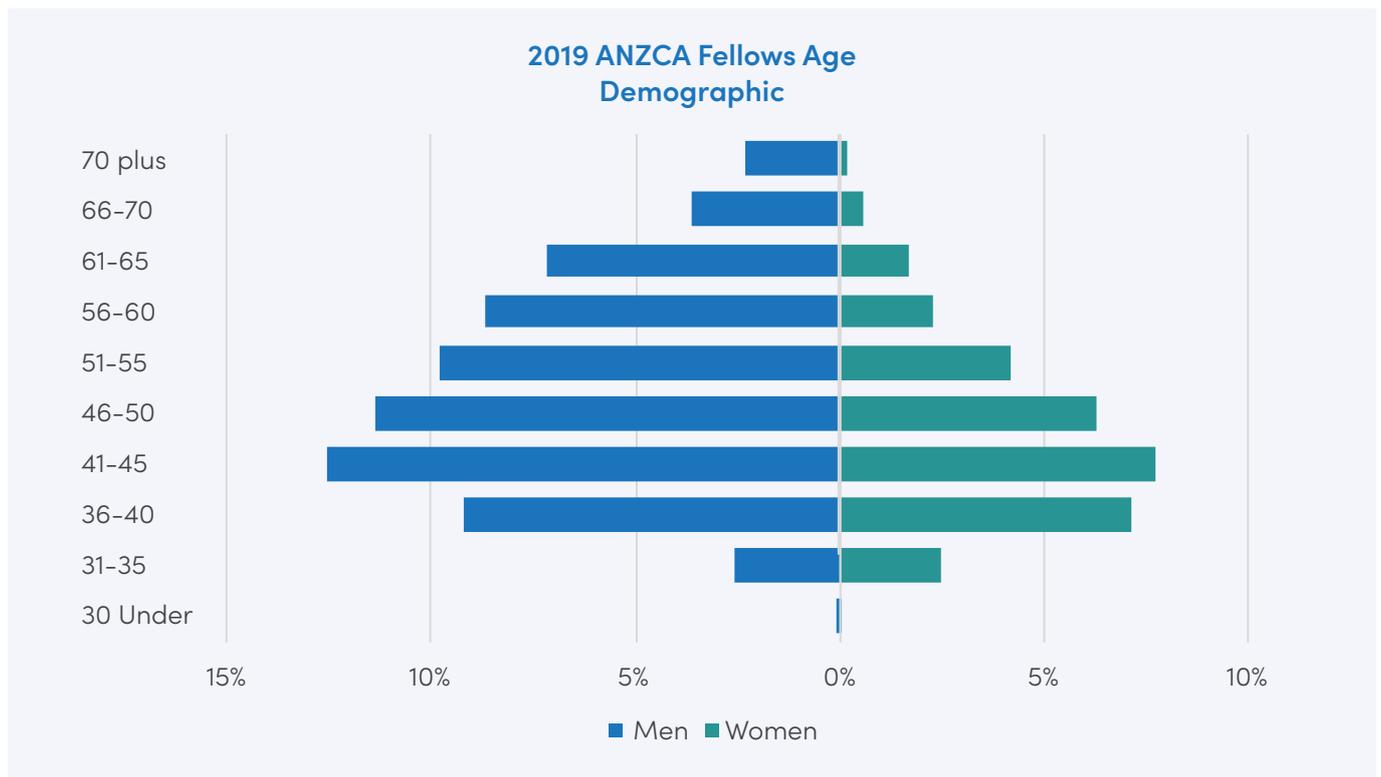
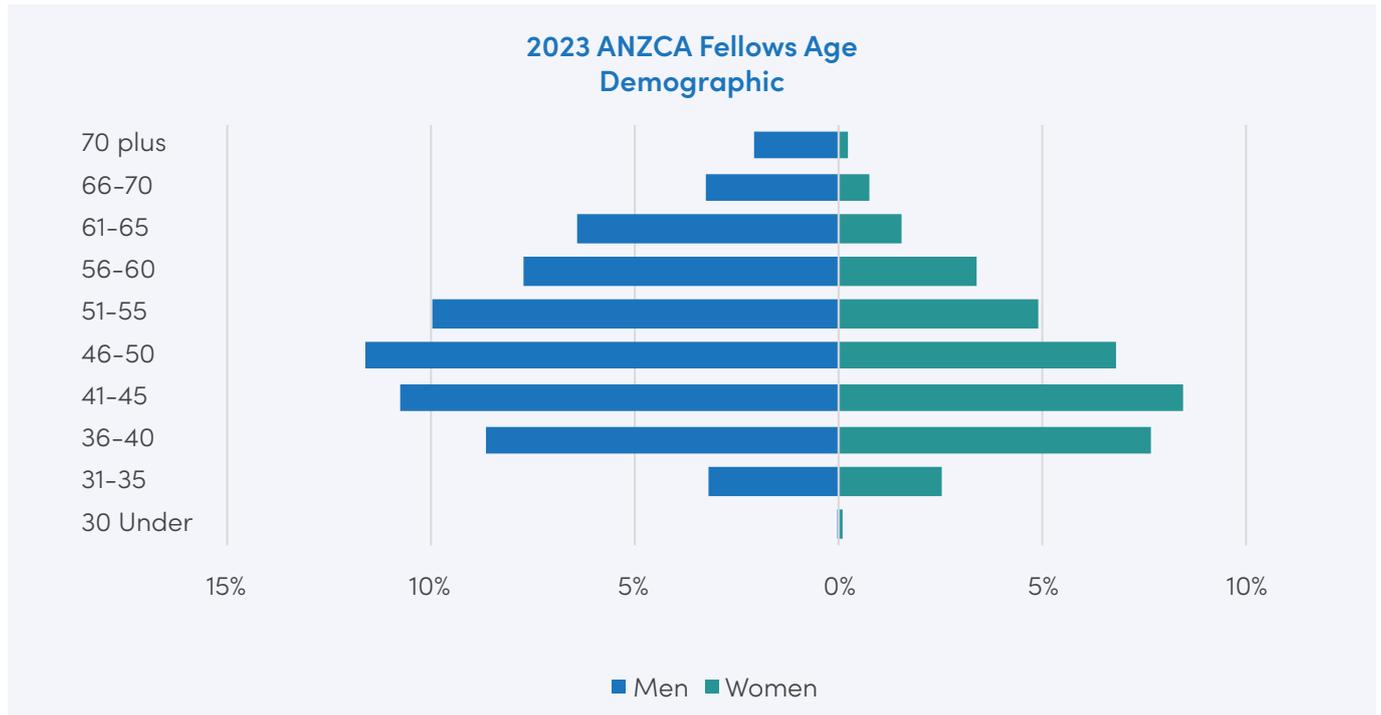
2023 ANZCA Fellows New Zealand

2023 FPM Fellows Australia

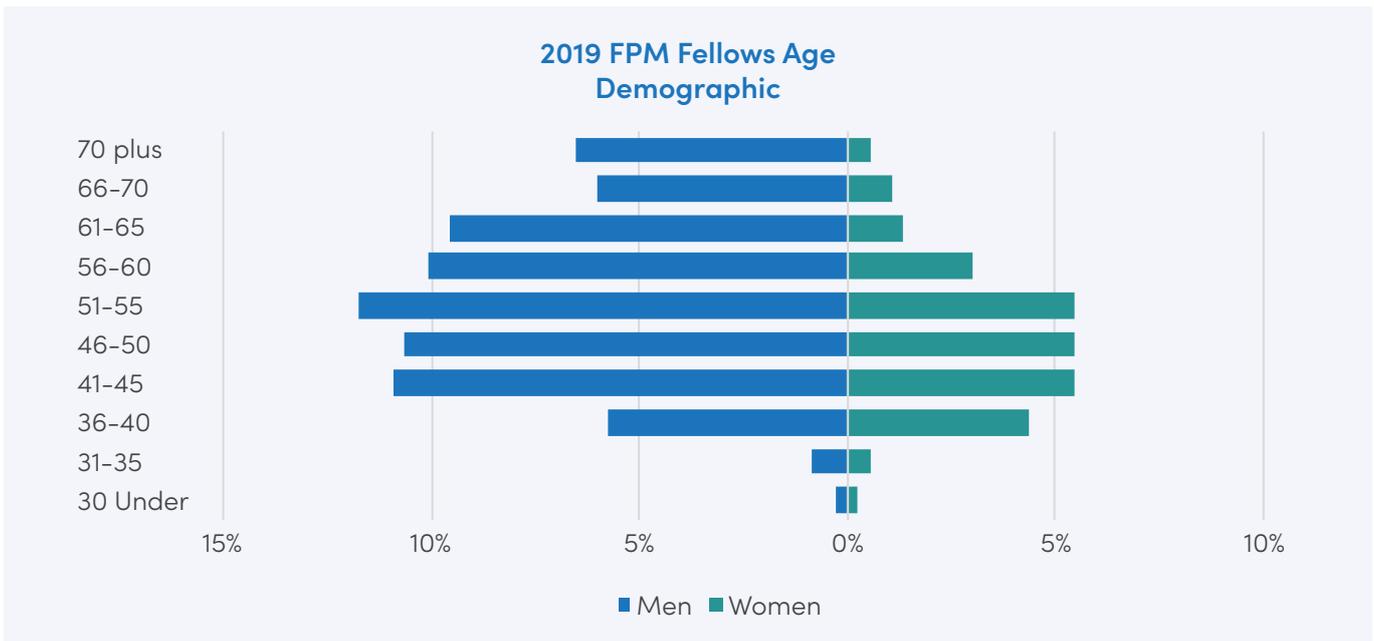
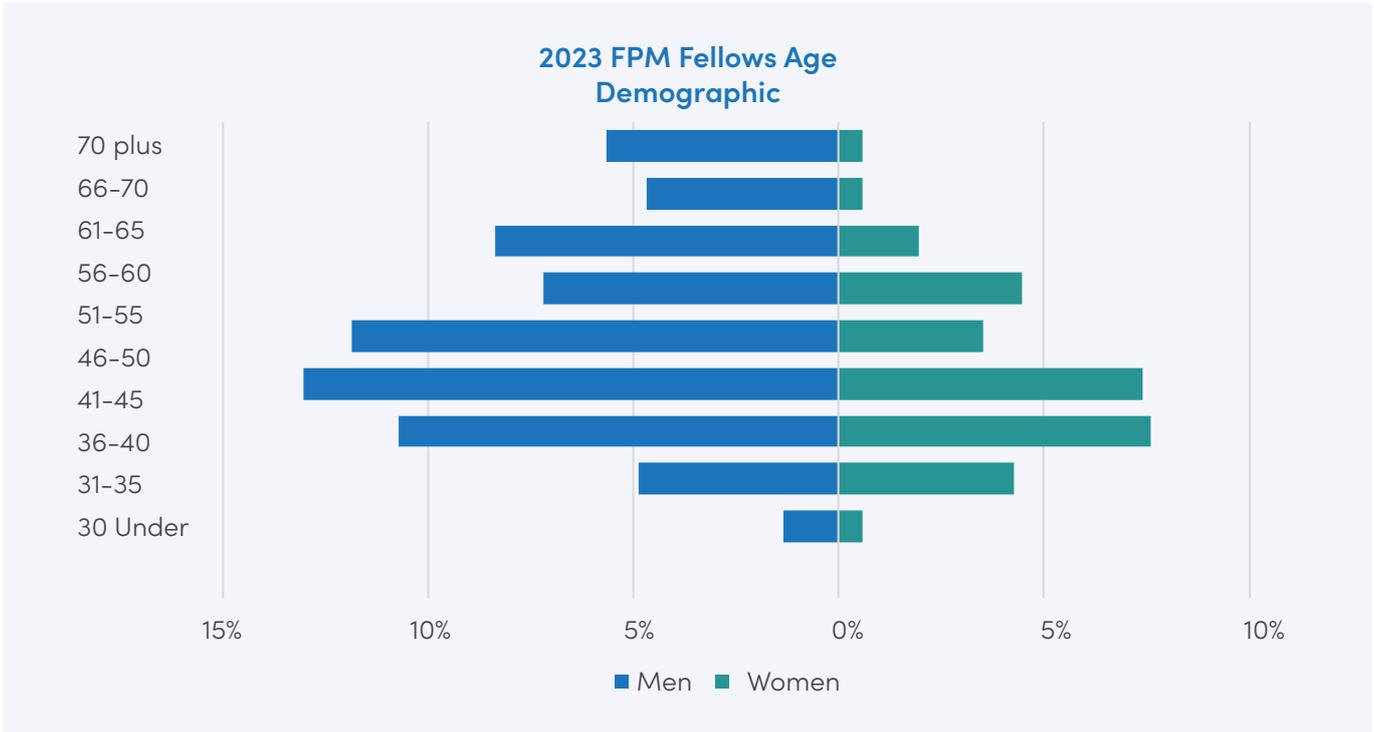
2023 FPM Fellows New Zealand



Fellows by age

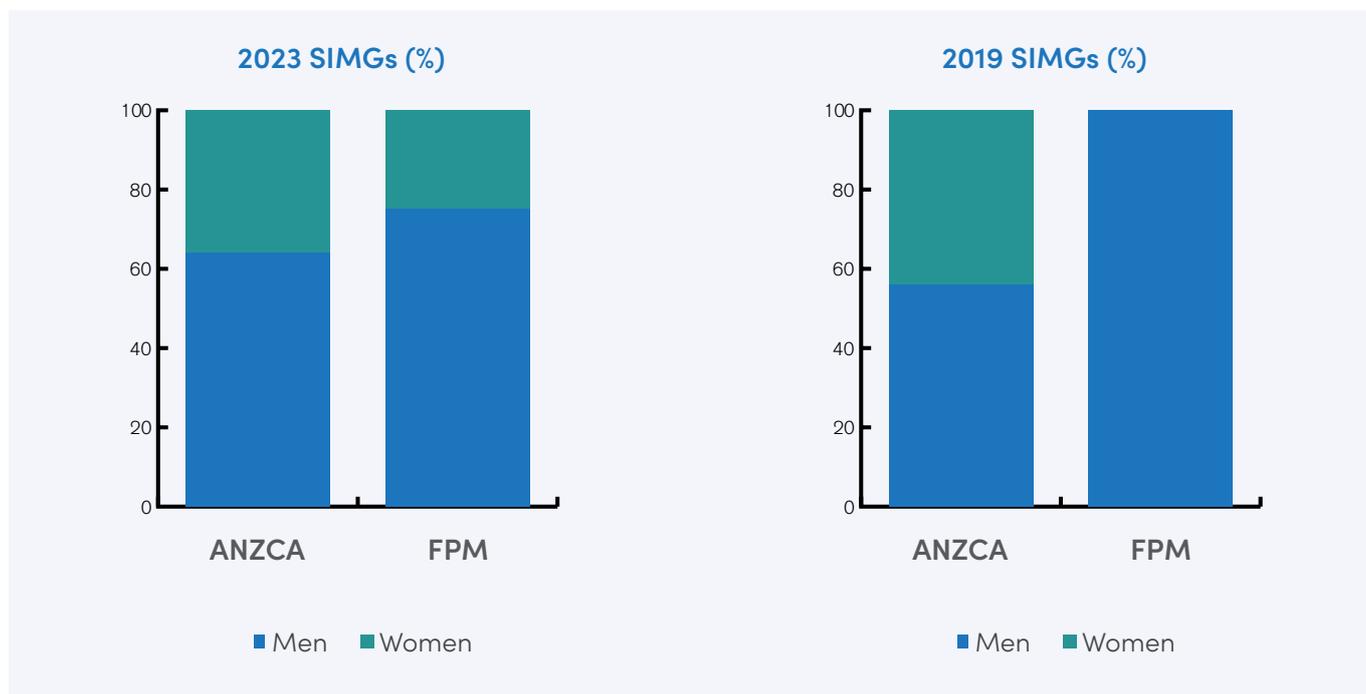


Predictably, the largest age group within the female fellows' population falls within the 36 to 45 age brackets. This can be attributed to the increased participation of women joining the ANZCA training program over the past decade and fewer men working into their sixties and seventies, possibly indicating earlier retirement.



The population data for FPM fellows has shifted considerably since last reported in 2019, with most fellows now within the mid-career age bracket and the largest portion of fellows being over the age of 51.

Specialist international medical graduates (SIMGs)



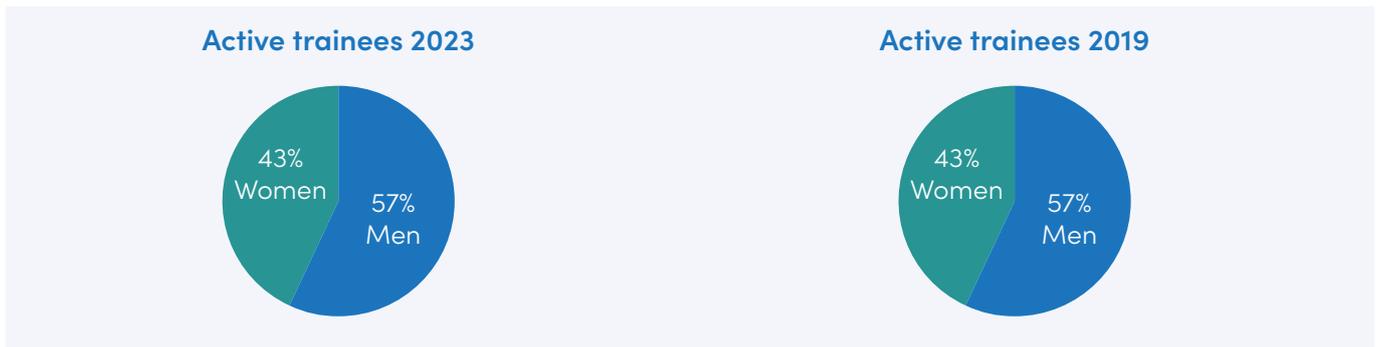
A smaller percentage of women currently undertaking the SIMG process in 2023 than in 2019. In 2023 the [SIMG Library Guide](#) and support network were launched with a focus on providing a more tailored approach to supporting SIMGs.

SIMGs have been identified as a key stakeholder group within the GESC action plan, whereby new initiatives and activities will be tailored specifically for this group.

ANZCA trainees

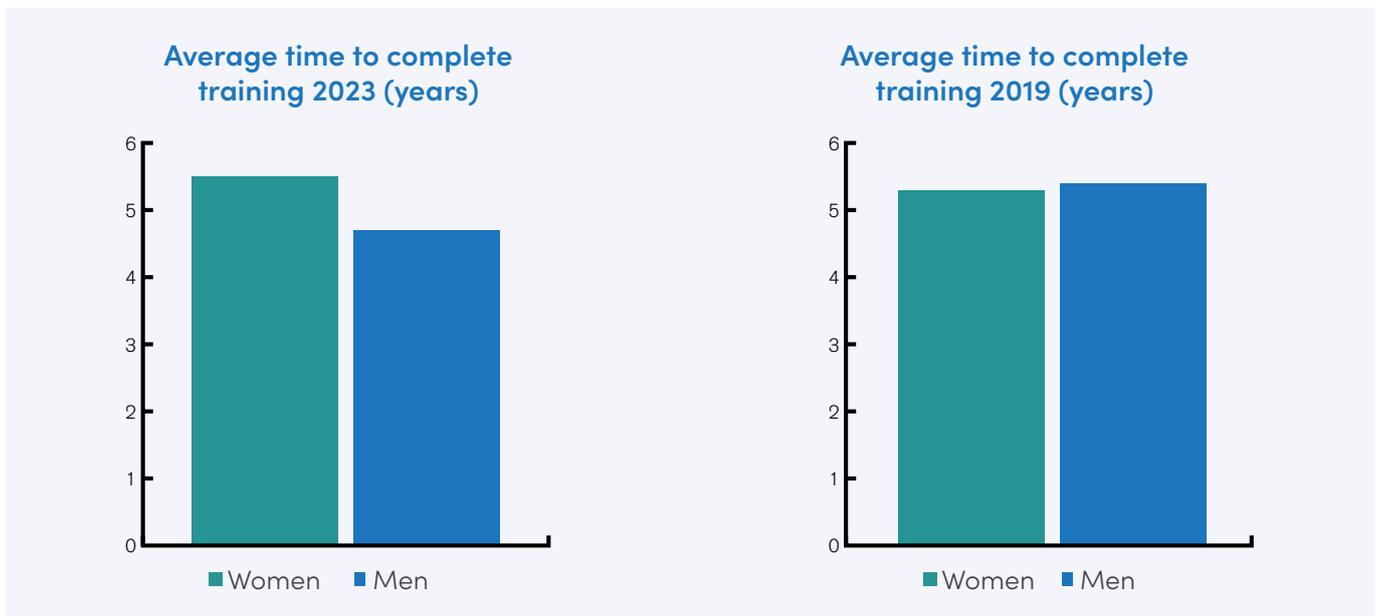
Gender disparities in the fields of anaesthesia and pain medicine are steadily decreasing, as more women are enrolling in the training program. Despite this, it will be many years before parity is reached, with a large volume of mid-career specialists being men (aged between 40 and 60).

By way of example, compared to our surgical counterparts, the Royal Australasian College of Surgeons (RACS) report that the acceptance of women into surgical training increased from 25 per cent in 2016 to 31 per cent in 2022¹. A figure substantially lower than the current figure of 43 per cent of women in the ANZCA training program. RACS introduced gender equity targets in 2017, under the RACS Diversity and Inclusion Plan, to increase the selection of women into surgical training to 40 per cent, which has not yet been met.



Active ANZCA trainee numbers in 2023 are reported at the same level as 2019.

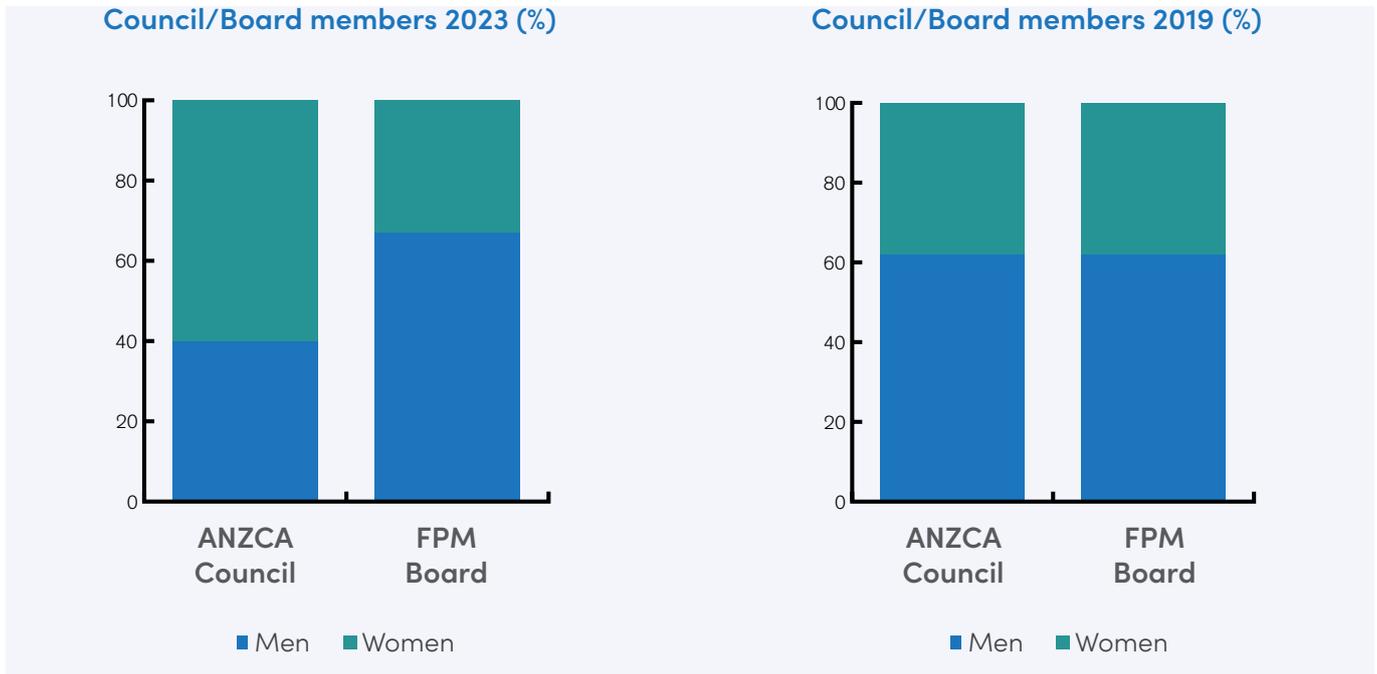
The average time taken for trainees to complete the ANZCA training program has increased since 2019, with a more pronounced rise for female trainees compared to their male counterparts. When looking at the reason for interrupted training, this can largely be attributed to time taken for parental or personal leave. Since 2019, there has been an increase in men applying for parental leave with a slight decrease of women accessing this leave type. Overall, 60 per cent of all leave applications for interrupted training are by women.



The GESC has a firm focus on supporting initiatives which not only close the gap, but also promote flexible and empowering workplaces. The revised [unconscious bias toolkit](#) was released in mid-2023 with a view to support a broad range of activities, including the trainee selection process, and empower interviewers with more knowledge and skills on unconscious bias when selecting trainees for the training program.

The college is committed to supporting women by advocating for both a flexible and empowering workplace. We will continue to support policies and practices that promote equal participation in the workforce at all stages and in all domains of practice and decision making.

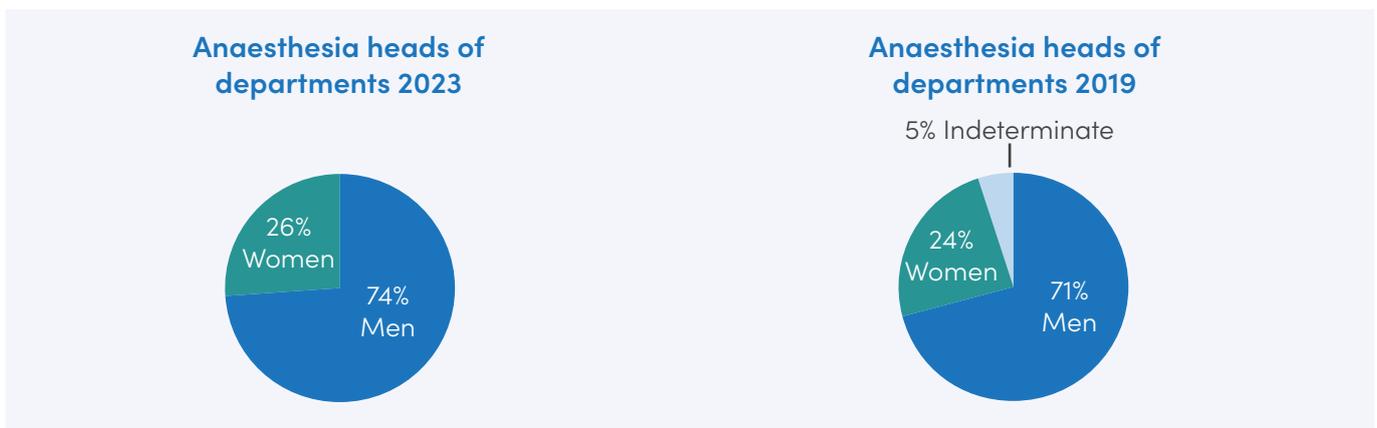
Women in leadership



With leadership as a central focus of the Gender Equity Action Plan, we're delighted to report another substantial increase in the representation of women in leadership roles in recent years. This progress not only contributes to closing the gender gap but also empowers women to wield a more influential voice in the field of anaesthesia. Currently, five of the eight directors of professional affairs in the college are women, along with the executive director of professional affairs.

Representation of women on ANZCA Council showed a favourable improvement from 2019 with a percentage-point increase on council of 22 per cent (from 38 per cent to 60 per cent). There is strong evidence on the benefits of women participating on councils and boards, which can lead to greater diversity of thought, improved governance, and enhanced innovation. This accordingly brings a diversity of skills, experiences and opinions that is not achievable without significant representation by all genders.

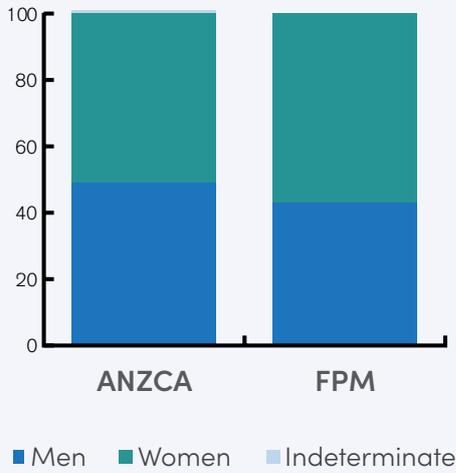
The FPM Board has seen only a slight decrease in women participating, one fewer representative than in 2019.



Women are occupying 26 per cent of the heads of department positions for anaesthesia and 24 per cent as Faculty of Pain Medicine (FPM) unit directors. This figure has remained relatively consistent over the past few years.

The GESC recognises that inequity in the workplace is often a systemic issue which sits outside the remit of the college. The 2022 GESC gender survey gave testament to the challenges that still exist in Australia and New Zealand, including wide pay gaps. Fifty per cent of women respondents reported they feel gender is a barrier to the pursuit of an anaesthesia career versus only 17 per cent of men. Women in leadership roles within hospitals remains lower than the general fellowship population.

Supervisors of training 2023 (%)



Supervisors of training 2019 (%)



Participation by women as ANZCA supervisors of training (SOT) remains steady at around 51 per cent although this has significantly increased since 2017, with only 40 per cent recorded when data was originally collected. An interesting statistic given women comprise only 36 per cent of all active fellows.

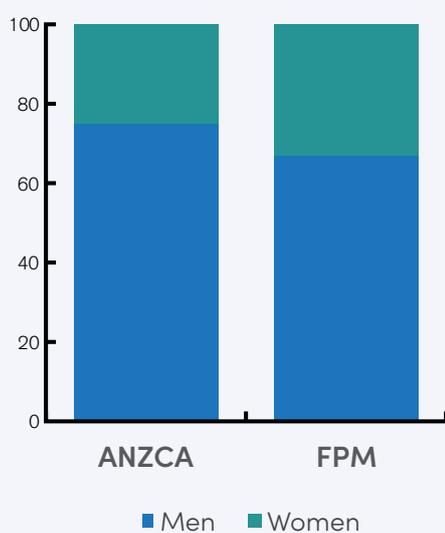
Committee representation

ANZCA continues to make substantial inroads with increased representation of women on committees. Women now hold 58 per cent of all committee chair roles by comparison to 25 per cent in 2019. A favourable percentage point increase of 33 per cent. When looking at regional and national committees alone, this is also considerable in representation with women holding 57 per cent of these roles. This is an outstanding achievement, and cause for celebration.

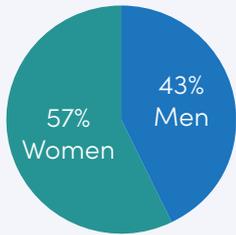
Committee chairs across the college 2023 (%)



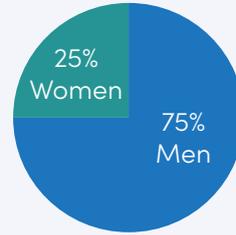
Committee chairs across the college 2019 (%)



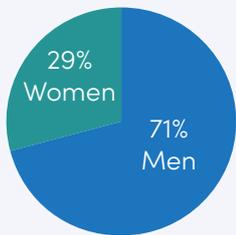
ANZCA regional/national committee chairs 2023 (%)



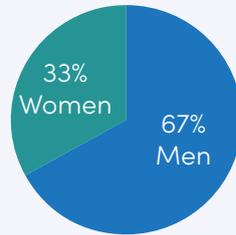
ANZCA regional/national committee chairs 2019 (%)



FPM regional/national committee chairs 2023



FPM regional/national committee chairs 2019



Work within the inclusion and diversity space will be a key focus for the college in 2024, as it aligns with both the GESC action plan and the ANZCA 2023-2025 Strategic Plan.

All committee positions 2023 (%)

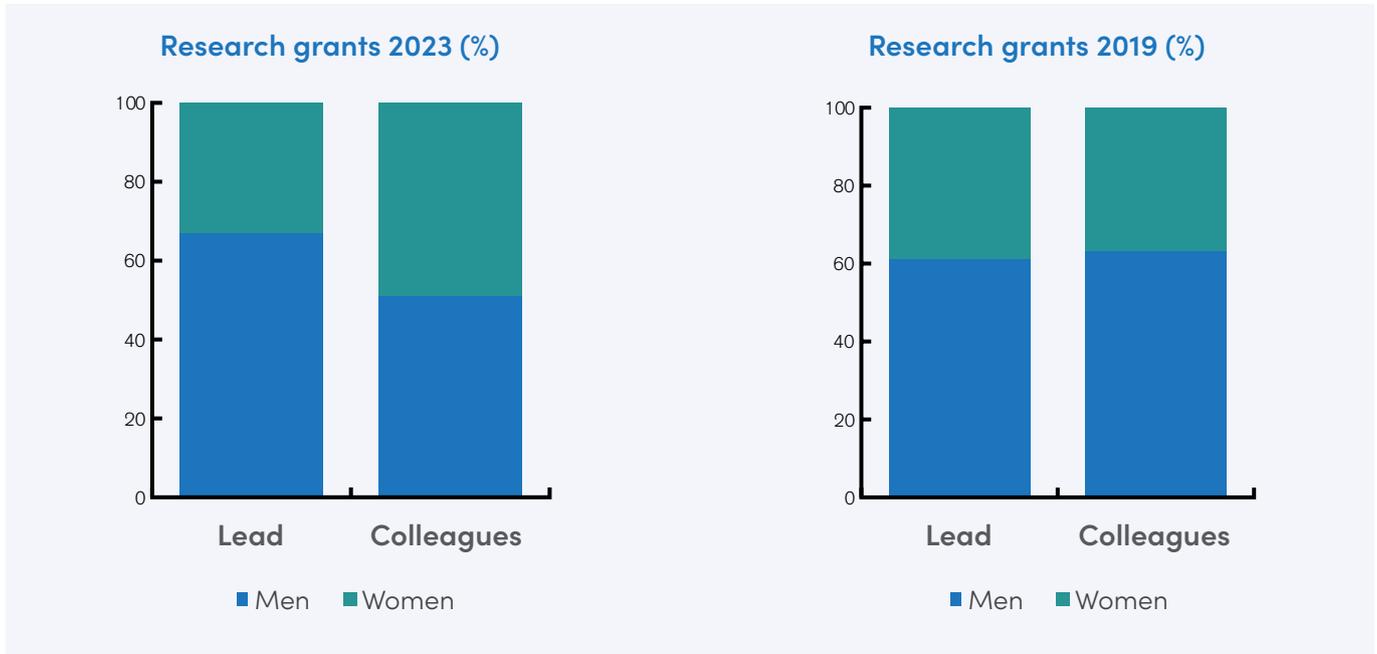


All committee positions 2019 (%)



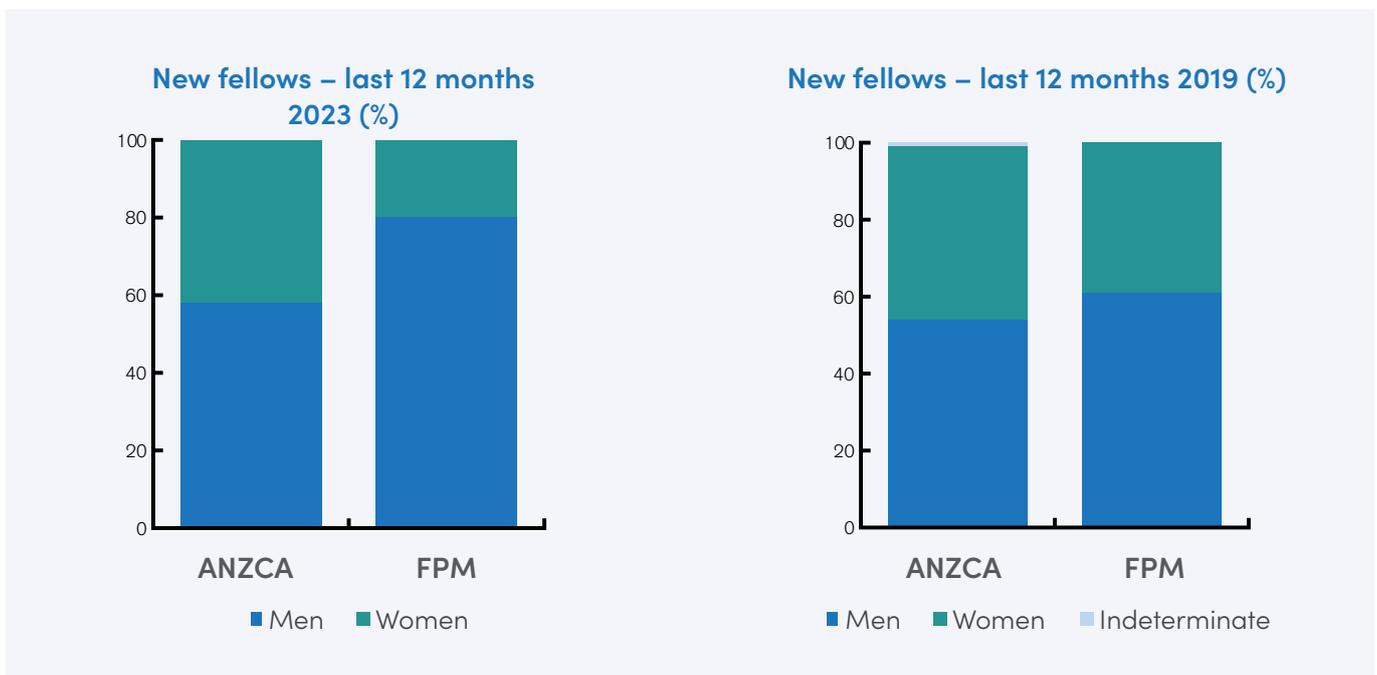
Research

Despite a rise in the number of women leading research grant projects in 2019 (a rise of 9% from 2017 to 2019) in 2023 we are reporting fewer as the lead investigator. This is contrasted against the considerable increase in women participating in research overall. There has been a percentage point increase of 12 per cent (from 37 per cent to 49 per cent) since 2019 in reported women participating as an investigator.



New fellows

A similar percentage of women commencing the ANZCA training program are completing the program, indicating that there is very little attrition throughout the training period.



Examiners

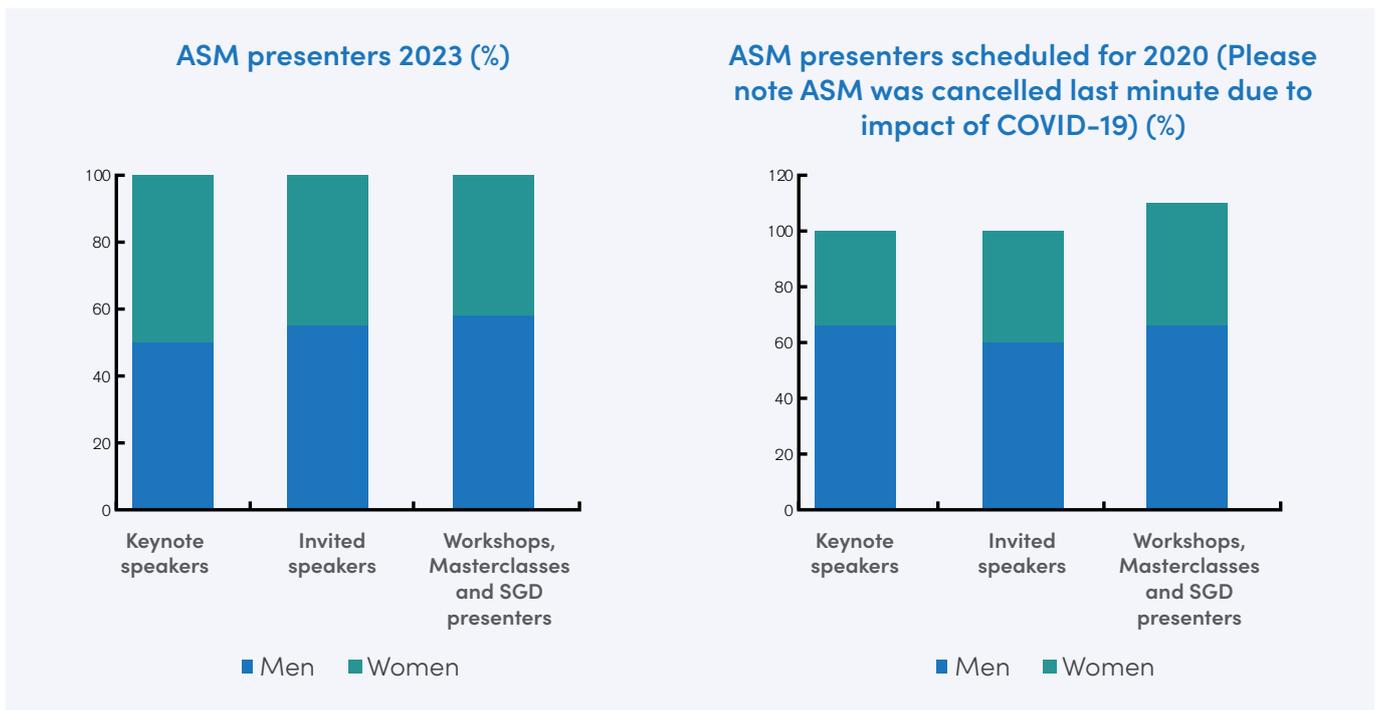
From 2023 we will report on metrics of key roles within the college such as examiners.

2023 ANZCA examiners	Women	Men
Final exam	35 (40%)	53 (60%)
Primary exam	22 (35%)	40 (65%)
Total	57 (35%)	93 (65%)

Events

Women are often underrepresented at conferences and meetings. Particularly as invited speakers, panellists, and convenors but also, in some cases, as delegates. The Annual Scientific Meeting (ASM) and Events Planning Committee have been dedicated in their advocacy around this issue, by being proactive in promoting, mentoring and actively advocating for gender balance at conferences and in leadership opportunities. We're pleased to report, that since 2019 there has been a considerable increase in women invited to, and participating in, speaking roles at ASMs and other events.

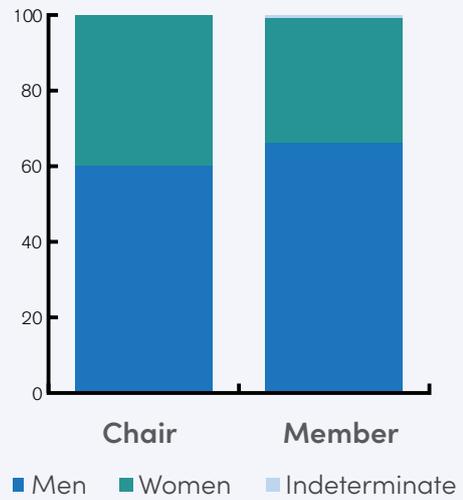
In 2023, both the ANZCA ASM convenors were women.



Special Interest Groups 2023 (%)



Special Interest Groups 2019 (%)



We will continue to routinely collect statistics to create an understanding of where inequities lie. Please utilise the resources available such as the [Gender Equity Resource Kit](#) and [Gender Equity Self-Assessment Quiz](#) to support your work in better advocating for equity locally. The college and members of the GESC are constantly working on projects to help this cause such as promoting awareness of unconscious bias and inclusion and diversity, undertaking a gender related survey and the promotion of International Womens’ Day.

We will continue to challenge inequity as we identify it and advocate for an environment which fosters inclusivity, diversity, equity and excellence.

For further information on this report please contact the [Membership Services Team](#).

References

1. www.surgeons.org/en/News/News/New-RACS-gender-equity-goals