



ANZCA
FPM

ANZCA AND FPM

Academic Integrity Policy

December 2025

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

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Academic Integrity Policy

1. Purpose

This policy articulates the expectations of the Australian and New Zealand College of Anaesthetists (“the College”), including the Faculty of Pain Medicine, and the Chapter of Perioperative Medicine in regard to academic integrity. It provides an overview of the College's procedures for investigating and managing academic misconduct.

2. Scope

This policy pertains to academic activity of trainees, Fellows and employees of ANZCA, individuals undertaking the ANZCA specialist international medical graduate (SIMG) assessment process, those undertaking the Rural Generalist Anaesthetist (RGA) program, and non- Fellows engaged in ANZCA duties and activities. Its scope includes the individuals undertaking ANZCA training programs, courses, and research activity (whether funded by ANZCA or otherwise). It also includes those assessing trainees or other course participants and those reviewing applications for research funding.

3. Background

ANZCA is responsible for the education and training, and continuing professional development of specialist anaesthetists, specialist pain medicine physicians, and those in other ANZCA-approved training programs. ANZCA is also responsible for the standards of clinical practice of anaesthesia and pain medicine in Australia and New Zealand. ANZCA strongly supports research via the Anaesthesia and Pain Medicine Foundation and the ANZCA committees which assess research applications. The ANZCA Code of Professional Conduct identifies honesty and integrity as mandatory in regard to scholarly endeavour.

4. Body of policy

4.1 Definitions

- 4.1.1 **Academic integrity:** assurance of scholarly endeavour, reflecting an honest, fair, truthful, responsible and respectful approach with outcomes that peers and the wider community trust. Academic integrity is essential to a professional approach to teaching, assessment and research.
- 4.1.2 **Academic misconduct:** conduct that compromises academic integrity. Examples include:
 - 4.1.2.1 Falsification of documents, data or results.
 - 4.1.2.2 Misrepresentation or undisclosed use of academic or other material (such as creating or submitting false documentation, impersonation).
 - 4.1.2.3 Undisclosed or incompletely attributed use of generative AI in academic, research, or research governance activities (including committees reviewing or assessing research activities).
 - 4.1.2.4 The use of generative AI in academic activities where it is expressly prohibited.

- 4.1.2.5 Disrespect for intellectual property, including intentional plagiarism (see item 3.1.3).
- 4.1.2.6 Taking prohibited resources or devices into an assessment setting.
- 4.1.2.7 Unauthorised collaboration during an assessment or review.
- 4.1.2.8 Disobeying instructions issued in regard to an assessment
- 4.1.2.9 Failure to obtain or implement relevant ethical approval.
- 4.1.2.10 Unduly coercing or influencing potential research participants.
- 4.1.2.11 Knowingly risking the welfare of research participants.
- 4.1.2.12 Knowingly omitting key details regarding methodology, including when using generative AI, or other dimensions of a study when publishing research findings.
- 4.1.2.13 Failing to make a reasonable endeavour to publish results, whether positive or negative.
- 4.1.2.14 Plagiarism (defined in item 3.1.3).
- 4.1.2.15 Assisting another person in any of the above acts.
- 4.1.2.16 Inciting another person to undertake any of the above acts.
- 4.1.2.17 Failure to report any of the above acts when aware of such acts.
- 4.1.2.18 Attempting to undertake any of the above acts.

4.1.3 Generative Artificial Intelligence: Generative Artificial Intelligence (generative AI) is an application of artificial intelligence designed to create new content, especially text or images, reflective of output normally requiring human intelligence, typically by applying machine learning techniques to large collections of data eg large language models.

4.1.4 Plagiarism: the act of claiming another person's ideas or work as one's own (for example, paraphrasing another author's argument without acknowledgement), or quoting one's own work without acknowledgement (for example, submitting a manuscript for assessment without acknowledging the work has previously been published or submitted elsewhere) and may include the use of generative AI without attribution. As per item 3.1.2.12, plagiarism is one example of academic misconduct.

4.2 The importance of academic integrity

4.2.1 Trainees, Fellows and staff members of ANZCA, individuals undertaking the ANZCA IMGS assessment process and non-Fellows engaged in ANZCA duties and activities are collectively engaged in a range of academic pursuits, including:

- 4.2.1.1 Administering and undertaking reviews, assessments and examinations within the ANZCA training programs and SIMG assessments.
- 4.2.1.2 Supervising trainees.
- 4.2.1.3 Conducting, and reporting and disseminating findings via publications and presentations.
- 4.2.1.4 Continuing professional development.
- 4.2.1.5 Undertaking courses and qualifications under the auspices of ANZCA.
- 4.2.1.6 Academic integrity is essential to a professional approach to teaching, assessment and research. If academic integrity is compromised, the achievements of peers may be impeded and/or undermined, and/or there may be an unfair or illegal advantage obtained. In the case of research, the community's trust in researchers and research may be diminished.

4.3 Fostering academic integrity

- 4.3.1 ANZCA is committed to a culture of academic integrity. The individual is responsible for their conduct.
- 4.3.2 ANZCA expects that trainees, Fellows and SIMGs will abide by established ethical standards in relation to medical practice^{1,2} including educational and research activities.³⁻⁵
- 4.3.3 Fellows and non-Fellows engaged in ANZCA duties/activities are expected to fulfil the role or committee detailed in the relevant terms of reference.
- 4.3.4 The ANZCA training agreements require that trainees abide by professional standards and be honest, trustworthy and act with integrity at all times; trainees are required to declare that they are aware that plagiarism and academic misconduct are violations of such professional standards.
- 4.3.5 The scholar role activities of the 2013 curriculum, outlined in the current versions of ANZCA Training Program Curriculum, ANZCA Handbook for Training and Accreditation, and regulation 37, include an emphasis on research and publication ethics. The FPM professional role details the standards expected of FPM trainees in regard to professional behaviours.
- 4.3.6 ANZCA reserves the right to audit and/or request that an audit is undertaken via the relevant institution. ANZCA should be alerted to any investigations commenced. Please refer to the ANZCA research policy for the conditions of ANZCA research grants.
- 4.3.7 ANZCA offers a range of resources to support individuals to meet their obligations regarding academic integrity, for example 'Supporting Professionalism and Performance Guide, 2024'. A trainee with any doubts or questions about what acceptable academic conduct is should, in the first instance, approach their scholar role tutor, or the Supervisor of Training.

- 4.3.7.1 Individuals seeking guidance about how to cite the work of others are encouraged to contact the ANZCA Library (email: library@anzca.edu.au).
- 4.3.7.2 Individuals seeking advice regarding a particular research issue are encouraged to contact the ANZCA Research Committee, or FPM Research committee members of which are available to assist in an advisory capacity (email: research@anzca.edu). All inquiries will be handled sensitively.
- 4.3.7.3 Individuals seeking advice regarding a particular issue relating to the ANZCA training programs are encouraged to contact the Executive Director of Education training and assessments (email: training@anzca.edu.au). All inquiries will be handled sensitively.

4.3.8 ANZCA has a range of mechanisms to discourage and sanction academic misconduct.

4.4 Identification, investigation and management of academic misconduct

4.4.1 ANZCA regards and treats misconduct of any type seriously. Trainees, Fellows, staff members of ANZCA, individuals undertaking the ANZCA IMGS assessment process, non ANZCA Fellows and non-Fellows engaged in ANZCA duties and activities are required to notify ANZCA if they have formed the reasonable belief that an individual within the ANZCA community has engaged in academic misconduct.

4.4.1.1 The chief executive officer must be alerted to all instances of suspected academic misconduct.

4.4.2 Trainees are encouraged to report firstly to their scholar role tutor or alternatively, the supervisor of training or education officer.

4.4.3 Suspected academic misconduct will be investigated as follows:

Affiliation with ANZCA	Investigation
Trainee	Trainee performance review
Specialist international medical graduate	Specialist International Medical Graduate Committee
Fellow	Ad hoc committee composed of ANZCA councillors and chief executive officer (as per regulation 26)
Non-Fellow engaged in ANZCA duties/activities	Ad hoc committee composed of ANZCA councillors and chief executive officer

Non ANZCA Fellow engaged in ANZCA duties/activities/courses	Ad hoc committee composed of ANZCA councillors and chief executive officer or delegates
Staff member	Chief executive officer in liaison with Human Resources Unit

- 4.4.4 Such investigations will follow best practice in investigations and be fair and independent. The rules of natural justice will be observed in the investigation which will be conducted without bias, and any person against whom an allegation is made will be given the opportunity to respond.

4.5 Consequences of substantiated academic misconduct

- 4.5.1 The consequences of substantiated academic misconduct may include:

Affiliation with ANZCA	Possible consequences
Trainee	Removal from the training program (as per regulations 37 and by-law 4); withdrawal of research funding
International medical graduate specialist	Withdrawal from the assessment process
Fellow	Suspension/termination of fellowship (as per regulation 26); withdrawal of research funding
Non ANZCA Fellow engaged in ANZCA duties/activities/courses	Sanctions such as withdrawal from a course, activity or duty Notification to the Primary college or related academic institution
Non-Fellow engaged in ANZCA duties/activities	Termination of duties/activities
Staff member	Termination of employment

- 4.5.2 Instances of substantiated academic misconduct may be reported to the relevant regulatory authority.

4.6 Appeal

4.6.1 Any trainee, Fellow, IMGS, non FANZCA Fellow or non-Fellow engaged in ANZCA duties/activities who is dissatisfied with and adversely affected by a decision made under this regulation may apply to have the decision reconsidered. Subsequent applications may be made for review and then appeal. All such applications must be made under regulations 30

4.6.2 Provisions pertaining to employees are detailed in the ANZCA general grievance policy.

5. Concerns or comments

5.1.1 If you have any concerns about the ANZCA academic integrity policy please contact the chief executive officer on +61 3 9510 6299 or via ceo@anzca.edu.au. Requests must be in writing and resolution of concerns will be sought as promptly as possible.

6. Changes to ANZCA Academic Integrity Policy

6.1.1 The College may modify or amend this policy at any time. Formal notice of amendments will not ordinarily be given, but the current academic integrity policy will be available via the College website www.anzca.edu.au. The latest version of the policy can be accessed via the College website www.anzca.edu.au or by contacting the College on +61 3 9510 6299.

7. Related Documents

- Constitution
- [Regulation 23](#)
- [Regulation 30](#)
- [Regulation 37](#)
- FPM Scholar role activity
- ANZCA training agreement
- FPM training agreement
- Code of conduct (*employees*)
- [Intellectual property policy](#)
- [Research policy](#)
- [Whistleblowers policy](#)
- [FPM Bylaw 4](#)

8. References

1. Medical Board of Australia. Good medical practice: A code of conduct for doctors in Australia. Melbourne: Medical Board of Australia, n.d. From: <http://www.medicalboard.gov.au/Codes-Guidelines-Policies.aspx>. Accessed 02 October 2025
2. Medical Council of New Zealand. Good Medical Practice. Wellington: Medical Council of New Zealand, 2013. From: <https://www.mcnz.org.nz/our-standards/current-standards/good-medical-practice-2>. Accessed 02 October 2025.
3. ANZCA Supporting professionalism and performance – a guide for anaesthetists and pain medicine physicians. 2024. https://www.anzca.edu.au/getContentAsset/9017d13b-7288-4cd0-8e34-f5e0476ba574/80feb437-d24d-46b8-a858-4a2a28b9b970/ANZCA-Professionalism-Performance-Guide_2024.pdf?language=en (Accessed 15 September 2025)

9. Change control register

Version	Author	Approved by	Approval Date	Sections Modified
1	Policy Unit	Council	February, 2014	Created
1.1	Policy Unit	CEO	March, 2014	Copyright statement
1.2	Policy Unit			Hyperlinks updated
1.3	Education Unit	Council	December, 2025	Reference to AI included. Inclusion and update of current ANZCA courses, committees and roles.