



ANZCA
FPM

ANZCA's new graduate and program outcomes

ANZCA's three proposed new graduate outcomes

Graduate outcomes are statements that represent the holistic capabilities of a new fellow at the completion of training.

Expert and scope of practice

Is a recognised expert in anaesthesia, perioperative medicine, acute pain medicine, and the acute care of critically unwell patients. They demonstrate expert proficiency in anaesthesia and sedation for surgical and procedural care, the optimisation of patients with complex comorbidities, and the assessment and management of acute pain. They lead advanced airway management, coordinate rapid responses to life-threatening emergencies, high-stakes scenarios and apply broad, adaptable skills to patient assessment, care, and safety across diverse populations and clinical contexts.

Scientific foundation and scholarship

Integrates advanced scientific and social science with clinical expertise to deliver safe, effective, compassionate, and person-centred care in diverse and complex and emerging contexts. Their practice is grounded in evidence-informed practice decision-making and enriched by a deep commitment to empathy, humanism, and respect for individual dignity. Informed by systems thinking, safety science, human factors, and implementation science, they lead anaesthesia and perioperative care across varied clinical scenarios and patient needs. Committed to lifelong learning and scholarship, they contribute to research, innovation, and the advancement of anaesthesia practice, ensuring the continued advance of professional standards and scientific and clinical innovation.

Meta-skills including critical thinking and clinical reasoning

Consistently demonstrates advanced capability in critical thinking and clinical reasoning by consistently applying sound clinical judgment, ethical reasoning, and adaptive expertise in complex, uncertain, and high-pressure environments. Integrates an understanding of knowledge systems to critically evaluate the nature, sources, and limits of knowledge in clinical practice. Through reflective practice, interdisciplinary collaboration, and cultural capability, ensures the delivery of person-centred, safe, inclusive, and effective care.

ANZCA's eight new proposed program outcomes

The following program outcomes are structured around an expanded CanMEDS framework and describe the capabilities gained from completing the program.

Clinical expert

ANZCA fellows demonstrate expert clinical capability in anaesthesia and perioperative medicine by integrating new and emerging scientific, clinical and psychosocial knowledge, adaptive clinical reasoning, and ethical judgement in complex, uncertain, and evolving contexts. They consistently deliver safe, effective, and person-centred care through the synthesis of information, evaluation of risks, and execution of critical interventions. As practitioners, they respond to diverse and emergent patient needs across settings, shaping care with insight, innovation, and whole-person understanding across anaesthesia, perioperative medicine, pain management, and the acute care of critically unwell patients.

- Manage complex clinical scenarios across diverse populations and settings, demonstrating expert proficiency in general and regional anaesthesia, procedural sedation, airway management, perioperative optimisation, and the assessment and management of acute and chronic pain. and chronic pain.
- Apply advanced and evolving knowledge of physiology, pharmacology, and psychosocial factors to deliver safe, effective, and person-centred care, grounded in scientific evidence and interprofessional collaboration.
- Integrate the latest clinical evidence and best practice standards to uphold the highest levels of safety, quality, and effectiveness in anaesthesia and perioperative medicine.
- Consistently exercise sound clinical judgement and ethical reasoning in dynamic, high-pressure, and uncertain contexts, drawing on critical reflection, adaptive clinical reasoning, teamwork, and a strong scientific foundation.
- Recognise and respond to clinical complexity and uncertainty by integrating emerging knowledge with professional insight and clinical expertise.
- Contribute to and function within high-performing, interprofessional teams, recognising that shared decision-making, coordination, and collaboration are central to safe and effective patient care.
- Take accountability for clinical decisions and actively contribute to continuous quality improvement through evaluation, innovation, and a commitment to clinical excellence.

Leader

ANZCA fellows demonstrate expert leadership capability across clinical, organisational, and professional domains. They guide teams, shape culture, and influence positive change through strategic foresight, ethical decision-making, and reflective practice. By engaging others in co-creating solutions and improving systems, they respond to complexity, steward resources, and drive the safety, sustainability, and quality of healthcare.

- Demonstrate expert clinical leadership by guiding multidisciplinary teams in high-stakes, time-sensitive, and system-dependent perioperative environments. Deliver person-centred care while fostering trust, safety, and resilience for both patients and healthcare teams.
- Lead clinical teams in anaesthesia and critical care by integrating diverse perspectives, shaping a culture of preparedness, high performance, and

collaboration. Adapt leadership strategies to respond effectively to dynamic healthcare settings.

- Influence organisational and professional change through ethical decision-making, reflective practice, and strategic foresight, supporting innovation and sustainability in healthcare delivery.
- Foster inclusive and respectful team cultures that promote psychological safety, workforce wellbeing, and cultural safety, recognising the interdependence of people, systems, and outcomes.
- Provide educational leadership by mentoring emerging clinicians, nurturing a culture of learning, and contributing to the continuous improvement of training systems and program design.
- Drive excellence in patient care by leading the development, dissemination, and implementation of best practice guidelines and anaesthesia-related policy.
- Contribute to governance, safety, and quality improvement across health services and professional programs, championing high standards, accountability, and system responsiveness.
- Influence the design and transformation of healthcare systems by aligning clinical, organisational, and policy perspectives to optimise performance, steward resources, and improve patient outcomes.

Scholar

ANZCA fellows demonstrate scholarly capability through critical inquiry, knowledge creation, and translation of evidence into practice. As lifelong learners and reflective practitioners, they cultivate intellectual curiosity and foster evidence-informed improvement in anaesthesia, perioperative medicine, and health systems. Through research, education, and knowledge-sharing, they contribute to innovation, professional growth, and enhanced patient care in complex and evolving clinical environments.

- Maintain and continually enhance clinical, academic, and professional capabilities through self-directed learning, reflective practice, and a commitment to lifelong development.
- Lead and collaborate in research, quality improvement, and knowledge translation to advance evidence-informed clinical practice and strengthen learning across systems.
- Critically appraise, generate, and apply evidence in complex and evolving contexts, cultivating a culture of inquiry, curiosity, and innovation to improve patient outcomes and health system performance.
- Contribute to the design, delivery, and evaluation of education and assessment, supporting excellence, innovation, and capability development across all stages of professional growth.
- Develop expertise and leadership in education, recognising inclusive, high-quality teaching as a professional and social responsibility.
- Mentor others in scholarship, reflective practice, and professional identity formation, fostering a shared commitment to intellectual and ethical growth.
- Drive system-wide improvement through scholarly leadership by translating evidence into clinical practice, educational design, and policy development.
- Engage in academic collaboration at local, national, and international levels to advance anaesthesia, perioperative medicine, and broader health system innovation.

Communicator

ANZCA fellows demonstrate expert communication capability by engaging with clarity, empathy, and cultural responsiveness to build trust, co-create understanding, and enable shared decision-making. They adapt and evaluate their communication strategies to suit the evolving needs of patients, families, and interprofessional teams across diverse, high-stakes, and emotionally charged situations. Their practice ensures psychological safety, cultural inclusion, and person-centred care within effective team-based collaboration.

- Communicate clearly, respectfully, and with cultural responsiveness to support health understanding, informed consent, and shared decision-making across diverse populations and care settings.
- Engage in patient and community education to promote health literacy and improve health outcomes, adapting communication strategies to meet varying needs.
- Demonstrate expert communication by eliciting patient values, navigating complex or emotionally charged conversations, and conveying critical information with empathy and cultural sensitivity.
- Apply advanced interpersonal skills in dynamic, high-pressure, or crisis situations to support collaborative decision-making and compassionate, coordinated care.
- Engage openly and honestly with patients, families, and colleagues following adverse events, fostering transparency, learning, and trust.
- Communicate effectively across disciplines to build shared understanding, support psychological safety, and promote a just culture and effective team-based care.
- Reflect critically on communication practices and interpersonal interactions to support continuous improvement, professional growth, and enhanced patient outcomes.

Collaborator

ANZCA fellows demonstrate expert capability in collaborative practice by working purposefully and respectfully within interprofessional teams to co-design and deliver integrated, person-centred care. They foster inclusive, psychologically safe environments that support open dialogue, shared leadership, and mutual accountability. Through systems awareness and reflective practice, they adapt team processes to optimise patient outcomes and team performance in dynamic and high-pressure settings.

- Work purposefully and respectfully within interprofessional teams to co-design and deliver integrated, person-centred care, sharing responsibility for clinical decisions, workflow, and patient outcomes.
- Adapt roles and team processes in response to evolving clinical contexts, patient needs, and shared goals, supporting high-performing, responsive care across diverse and dynamic settings.
- Foster inclusive and psychologically safe team environments that enable open dialogue, shared leadership, and mutual accountability.
- Speak up for safety and address interprofessional disagreement or tension constructively to protect patients, support team wellbeing, and maintain effective care.
- Contribute to collaborative education, care models, and service design to strengthen team capacity and improve health system performance.
- Engage in reflective practice to continuously improve collaboration, strengthen systems awareness, and optimise team performance and patient outcomes in high-stakes environments.

Advocate

ANZCA fellows demonstrate expert advocacy by promoting health equity for colonised, marginalised, and underserved populations. They identify and address social, cultural, and systemic determinants of health to improve access, quality, and outcomes. They champion patient rights, lead public health and sustainability efforts, and foster safe, inclusive workplaces that support the well-being of patients and healthcare teams. Through ethical commitment and reflective practice, they drive system-level change to reduce inequities and uphold social accountability.

- Demonstrate insight, cultural humility, and clinical awareness of the effects of colonisation to recognise health inequities and systemic barriers to care. They use evidence, reflection, and community engagement to inform actions that improve access, safety, and outcomes in anaesthesia and perioperative care.
- Model advocacy for the rights and best interests of patients, colleagues, and the health system by promoting culturally safe and inclusive care environments.
- Contribute to public trust, health literacy, and informed decision-making through respectful, accessible education at individual and community levels.
- Shape public health messages and policy through consultation, education, and systems-focused advocacy, prioritising the needs of underserved and marginalised populations.
- Lead dissemination of best practice and development of anaesthesia policies that advance patient care excellence while fostering inclusive, respectful workplaces supporting healthcare worker wellbeing and safe, high-performing teams.
- Drive sustainable and equitable healthcare through strategic leadership, data-informed advocacy, workforce reform, health policy development, and active community engagement.

Professional

ANZCA fellows demonstrate professional capability by embodying integrity, ethical practice, and cultural humility across clinical and organisational contexts. They lead by example, navigating complexity with accountability, compassion, and self-awareness. Recognising that personal wellbeing, resilience, and professional sustainability are essential to safe, effective, and compassionate care, they actively develop strategies to manage stress, maintain balance, and support the wellbeing of themselves and others within the anaesthesia community. Through reflective practice and inclusive leadership, they create respectful, culturally safe environments that uphold public trust, strengthen team culture, and preserve the identity and values of the profession.

- Demonstrate integrity, cultural humility, and ethical practice across clinical and organisational contexts, upholding transparency, fairness, and person-centred values.
- Model accountable, compassionate, and self-aware professional behaviour, fostering respectful relationships and trust in complex and dynamic settings.
- Engage in reflective practice and lifelong learning to sustain professional competence, deepen ethical understanding, and adapt to evolving expectations.
- Lead by example to promote inclusive, psychologically safe environments that support wellbeing, collegiality, and cultural safety for patients and teams.
- Address unprofessional behaviour and systemic inequities with courage and integrity, advocating for equity, diversity, inclusion, and accessibility in all professional settings

- Contribute to the stewardship of the profession through mentoring, governance, peer review, and active engagement in accreditation and standards.
- Uphold public trust and strengthen team culture by preserving the identity, values, and social contract of the profession through consistent, principled action.
- Demonstrate commitment to personal wellbeing, resilience, and professional sustainability by applying strategies to manage stress, maintain work-life and study balance, and foster a culture of wellbeing within the anaesthesia community.

Culturally responsive and inclusive clinical practice

ANZCA fellows demonstrate cultural capability by practising with humility, respect, and a sustained commitment to health equity. They critically reflect on their own cultural identities, biases, and adapt their practice to uphold cultural safety in diverse clinical encounters. Through advocacy, inclusive decision-making, and attention to historical and social determinants of health, they embed culturally safe care as a foundation of clinical excellence and professional accountability.

- Practise with cultural humility and respect, adapting care to reflect each patient's cultural identity, values, and lived experiences, including those of First Nations peoples and culturally diverse communities.
- Critically reflect on their own cultural identity, assumptions, and biases, and examine how power, privilege, and institutional structures impact care and equity.
- Demonstrate culturally safe communication by listening with empathy, maintaining dignity, and fostering mutual trust in interactions with patients, families, and colleagues.
- Apply knowledge of health inequities, the impact of colonisation, and the broader social and historical determinants of health to inform culturally responsive clinical practice.
- Build respectful, trust-based relationships through inclusive engagement and shared decision-making that acknowledges diverse worldviews and lived realities.
- Strengthen clinical excellence by embedding cultural safety into all aspects of practice, recognising it as a core component of patient safety, quality care, and professional integrity.
- Advocate for health equity at individual, organisational, and system levels by promoting inclusive policies, challenging discrimination, and supporting culturally safe service reform.
- Contribute to cultural transformation by modelling inclusive leadership, supporting community-led health initiatives, and championing sustainable, culturally responsive care.