



ANZCA
FPM

Australian and New Zealand College of Anaesthetists

2024 ANZCA and FPM Fellowship Survey

The Fellowship Survey is designed to provide insights that will inform ANZCA's 2026-2028 strategic plan

Background

Since 2010, the Australian and New Zealand College of Anaesthetists (ANZCA) has commissioned a regular quantitative research study among Fellows to provide the college with an independent assessment of Fellows' attitudes and perceptions. The primary purpose of this research is to help the College in meeting the changing needs of the Fellowship and to assist with its strategic planning.

ANZCA aims to ensure that its strategic plan aligns with the perspectives of its Fellows. Therefore, this research is essential to capture the opinions of both ANZCA Fellows and Fellows of the Faculty of Pain Medicine (FPM) on the college's future direction.

In 2021, a strategic decision was made to create a forward-looking study, leading to a redesign of the survey tool. The 2024 wave will build upon this by comparing current findings with the 2021 dataset.

Research Objectives

- Conduct robust analysis, including that specifically required by the Council, as outlined in the brief.
- Provide clear insights that inform the development of the 2026-2028 strategic plan.
- Conduct longevity analysis, comparing current findings to 2021 data.



ANZCA Purpose and Vision

Our purpose

Our mission is **"to serve our communities by leading high quality care in anaesthesia, perioperative and pain medicine, optimising health and reducing the burden of pain"**.

From this purpose flow three major objectives:

1. To promote professional standards and patient safety in anaesthesia, perioperative medicine and pain medicine.
2. To promote education in anaesthesia, perioperative medicine and pain medicine.
3. To advance the science and practice of anaesthesia, perioperative medicine and pain medicine.

Our vision

Our vision as a college is **"to be a recognised world leader in training, education, research, and in setting standards for anaesthesia and pain medicine"**.

The Faculty of Pain Medicine (FPM) has also developed its own vision, **"to reduce the burden of pain on society through education, advocacy, training and research"**.

Methodology overview

- The 2024 Fellowship survey has been focused on scope and topic coverage but remains of a significant size. All current ANZCA Fellows (Australian, New Zealand and overseas based) were eligible to participate. Each was assigned a unique link through which they were able to access and complete the 2024 ANZCA Fellowship Survey online.
- The 2024 survey data remains compatible with 2021 allowing for a reliable statistical comparison with previous results. For 2024, one additional topic was added on *digital innovation* in response to emerging technologies such as AI and machine learning.
- A total of 8,541 survey links were delivered to Fellows through email invitation. The survey was open between 3 September 2024 and 22 October 2024 during which a total of 2,470 fellows responded, resulting in a good completion rate of 29%.



Fellowship survey

Technical methodology notes

1. Introductory notification email was sent to all Fellows from ANZCA.
2. Invitation to participate in online survey by email from research agency using ANZCA & FPM lists. Each invitation included a unique identifier survey link.
3. 8,541 fellows were invited: ANZCA 7,952 fellows, FPM 589 fellows.
4. Survey schedule:
 - 3 September: survey launched
 - 11 September: first reminder email
 - 23 September: second reminder email
 - 1 October : third reminder email
 - 11 October : fourth reminder email
 - 21 October : final reminder email
 - 22 October: survey closed
5. Survey length: ~3 minutes in length (median time to completion)
6. Completions of 2,470 surveys received (ANZCA 2,391, FPM 198), with a 29% completion rate achieved for the survey.
7. Completion of an open-ended question by 692 fellows, with a response rate of 28% for this question amongst those who completed the survey.

Statistical significance explanation

Throughout the report it has been indicated when differences in results are statistically significant – that is, when the probability of the difference between two statistics is the result of a real difference and did not appear randomly or by chance.

This method takes into account the base size in order to determine if a result is statistically significant. All results without a significance arrow should be considered as not statistically different from the total result.

Data analysis was conducted using Q Professional 5.12.4.0. A t-test methodology with a significance level of 0.05 (or 5%) was chosen, which corresponds to a 95% confidence level when determining if the results are statistically different. A 95% confidence level is the probability that if the survey were to be repeated over again, the results obtained would be the same 95% of the time. A significance level of 0.05 is most commonly used when analysing results and represents a high degree of confidence that the difference is real.

The Margin of Error of this study is estimated between +/-0.8pp to +/-1.9pp at a 95% confidence.

Statistically significant differences between 2021 results, cohorts and the total has been shown by green or red arrows:   

Where results for ANZCA and FPM fellows have been compared, the statistical difference is denoted by:  

Base number note: the base numbers shown throughout this report will vary i.e. may not equate to the total number of survey participants (n=2,470) as all survey questions were not mandatory).

Data labels note: Data labels of 2% and above are displayed within the charts throughout this report. Percentages may not always add up to 100 due to decimal point rounding.

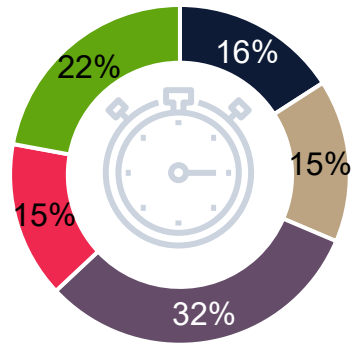


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Key findings

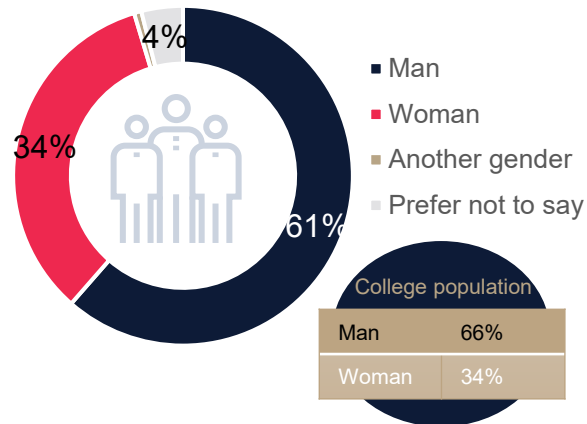
Survey participant profile

How long have you been a fellow of the college?

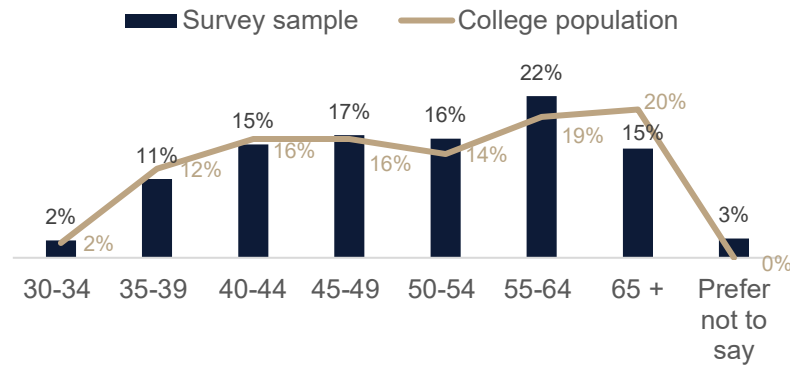


- Less than 5 years
- 5-9 years
- 10-19 years
- 20-25 years
- 25+ years

What is your gender identity?



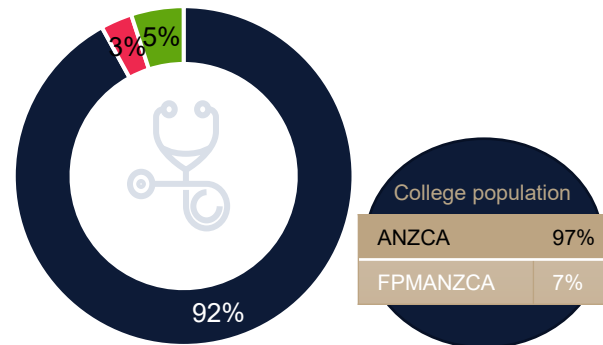
Age:



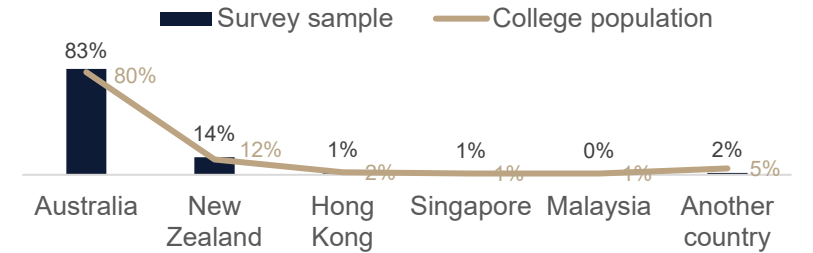
Which of these fellowships do you hold?

Select multiple if applicable

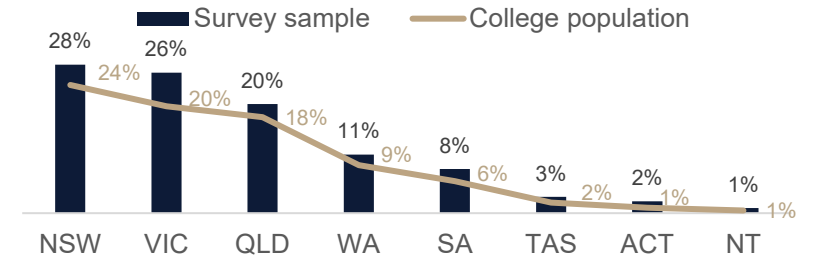
- ANZCA
- FPMANZCA
- Dual Fellowship



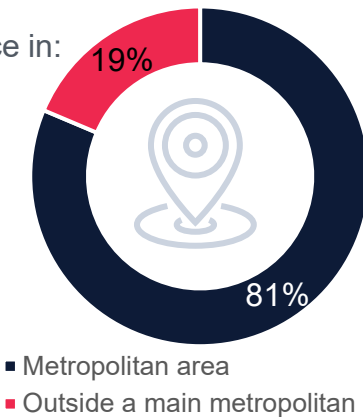
In which country are you currently based?



Your location in Australia :



Do you practice in:



Key findings – total fellowship

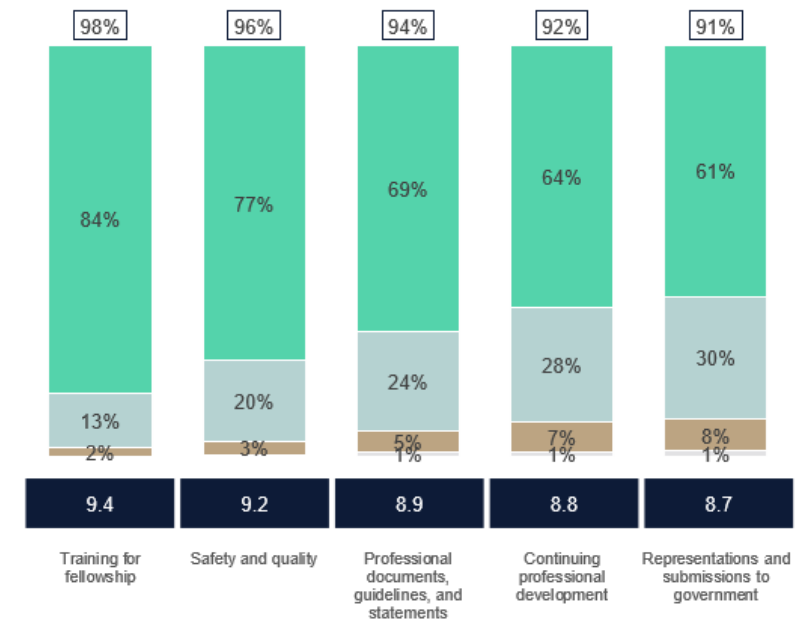
The feedback from ANZCA & FPM Fellows on the college's future focus areas remains consistent with the 2021 findings, with training, safety and quality continuing to be highlighted as top priorities. This alignment reinforces ANZCA's established Mission and Vision and provides ongoing insight for the foundation of its extended 2026-2028 strategic plan.

There was broad support from fellows across all the items included in the survey for feedback ranging from 97% essential or important (Training and fellowship) in line with 2021, down to 50% (Social justice; 61% 2021).

At least 9 in 10 fellows rated each of five aspects of the college responsibility as essential or important for ANZCA:

- *Training and fellowship*, 98% (97% in 2021), *Safety and quality*, 97% (96% in 2021), *Professional documents, guidelines and statements*, 93% (90% in 2021), *Continuing professional development*, 92% (93% in 2021), and *Representations and submissions to government in detail*, 91% (88% in 2021).
- There was a significant increase in the average importance score for *Professional documents, guidelines and statements* to fellows, to an average score of 8.9 for 2024, up from 8.6 in 2021. A similar significant increase was seen for *Representations and submissions to government in detail*, to an average score of 8.7 for 2024, up from 8.4 in 2021.
- *Social Justice* continues to be the lowest rated topic, with an average importance score of 5.8, a significant decline from 6.7 in 2021. However, at least 50% of all fellows would still rate *Social Justice* as an important focus area for ANZCA.

Top 5 most important focus areas for ANZCA (overall)



Key findings – fellowship segments

The 2024 Fellowship Survey highlights some statistically significant and strategically notable differences between segments of the fellowship including tenure (a proxy for generation), gender and between ANZCA and FPM fellows.

While there is much agreement between segments for the most important focus areas for ANZCA, there is a clear divergence in view for key topics relating to well-being, diversity, indigenous health and social issues, which are noted priorities in the ANZCA Strategic Plan 2023-2025.

Generational change

An important generational difference continues from the 2021 survey between younger and older fellows. Fellows with less than ten years tenure are significantly more likely than fellows with more than ten years tenure to view as essential the college focus on *Bullying, discrimination and harassment, Health and wellbeing, Indigenous health, Environmental sustainability in healthcare, and Diversity and inclusion.*

Gender

Female fellows tend to place higher importance on topics related to workplace wellbeing and inclusivity, and social issues compared to male fellows. Some of the largest gender differences are seen on *Bullying, discrimination and harassment, Indigenous health, Environmental sustainability in healthcare, Diversity and inclusion, and Social justice.*

However, both genders share the common top prioritisation of *Training and fellowship, Safety and quality, Professional documents, guidelines and statements, and Continuing professional development.*

Fellow type

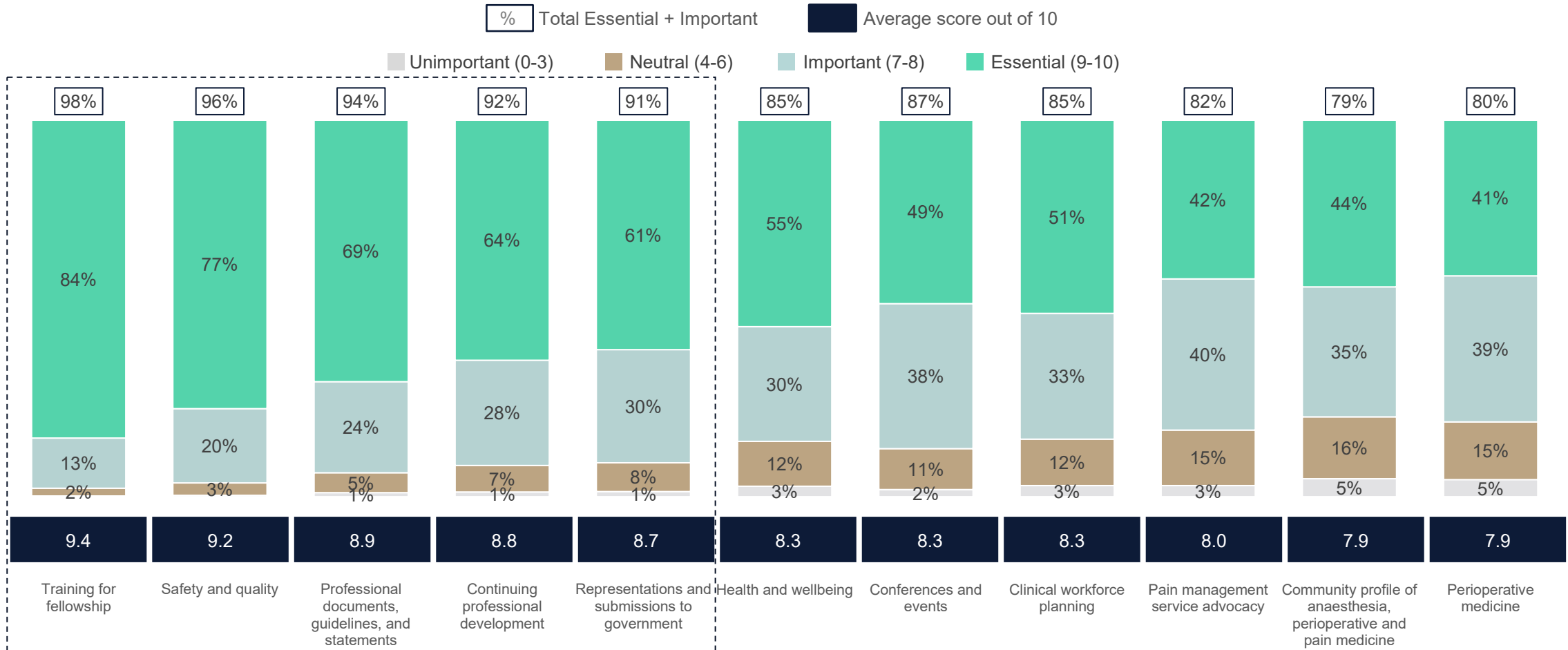
Overall, ANZCA and FPM Fellows share a perspective on the top areas for the college to address, though there are differences in the level of importance each group assigns to other topics.

FPM fellows gave a significantly higher rating of importance (score 7-10) to *Pain management service advocacy* which is consistent with 2021. In addition, FPM Fellows are significantly more likely to rate as important *Bullying, discrimination, and sexual harassment, Public health, Indigenous health and Social justice.*



Overview of perceptions of importance

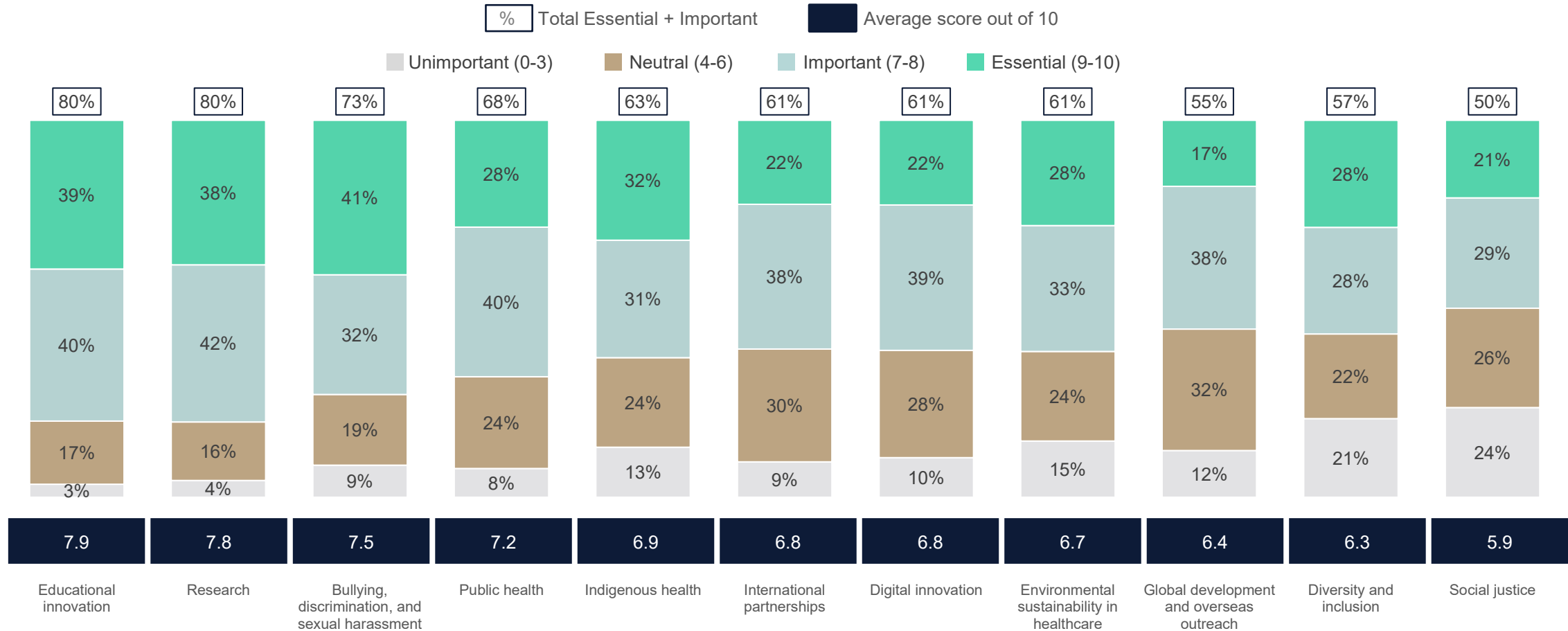
The most highly rated areas of importance for the college to focus on in future relate to training, standards, and supporting outputs. *Training for fellowship* (98%) continues to be rated as the most important aspect of focus for the college. Followed by *safety and quality* (96%), and *professional documents, guidelines, and statements* (94%).



Question: To assist in future college strategic planning we wish to understand your view of the importance of the following for the college. How would you rate the importance of the following for the college? Please select a number on the scale below from 0 (Not at all important) to 10 (Essential). 2024 base n=2,275 - 2,448

Overview of perceptions of importance (cont.)

Lower rated among fellows were *social justice* (50%), *diversity and inclusion* (57%) and *global development and overseas outreach* (55%). *Digital innovation* (including AI and machine learning) was a new topic added for 2024 – this ranked within the bottom five topics (61%)



* **Digital Innovation** : Digital innovation including use of artificial intelligence (AI) and machine learning

Question: To assist in future college strategic planning we wish to understand your view of the importance of the following for the college.
 How would you rate the importance of the following for the college? Please select a number on the scale below from 0 (Not at all important) to 10 (Essential). 2024 base n=2,275 - 2,448

Importance dispersion

The most highly rated areas of importance for the college to focus on, as measured by mean score, naturally have narrower standard deviations than those with a lower mean score. The chart below illustrates the mean score for each area plus one standard deviation above and below the mean. This further indicates that those aspects that sit on top of the ranked importance are, indeed, the most important as the majority of score given by fellows are very high (>8 out of 10).

Dispersion of mean scores

