Australian Standards for Health Practitioner Pain Management Education

Stakeholder consultation

On behalf of the Faculty of Pain Medicine (FPM) at the Australian and New Zealand College of Anaesthetists (ANZCA), we invite you to provide feedback on the draft set of Australian Standards for Health Practitioner Pain Management Education.

About the project

This initiative, funded by the Australian Government, commenced in February 2024 and is progressing 'Goal 1' from the _National Strategy for Health Practitioner Pain Management Education,_ with a completion date of October 2025.

The methodology for the project was developed by the Faculty of Pain Medicine and endorsed by the project's governance advisory group, consisting of a diverse range of stakeholders. Learn more about the project methodology here and broader project details via the project website.

We want to hear from you

We are inviting feedback from anyone with an interest in health practitioner education and training on pain management. This includes clinicians, educators, policy makers, researchers, and people experiencing pain. Your feedback will help ensure the standards are clear, practical, and reflect the needs of all those involved in or affected by pain care – across all professions and settings. Please share this invitation with colleagues who may be interested, and broadly within your networks. If you have any questions at any time, experience difficulty with the survey or wish to provide additional feedback, please contact Ms Gen Nolan, Project Manager at FPM.

Before you begin

1. This survey is **optimised for use on a desktop computer.** You will be able to complete the survey on a mobile device however some text may be difficult to read depending on the platform you are using.
2. **Consultation closes**: **18th July 2025**
3. **Estimated completion time:** 20 minutes, depending on the level of detail of your feedback.
4. Standards preview: (In the online survey, you will be able to link to a PDF of the draft standards to help you prepare. You will also be able to view the draft standards in the survey below).
5. **Survey preview:** (This document has been provided to help you prepare in advance of entering your responses in the online survey)
6. **One sitting only:** The survey cannot be saved and resumed later – please ensure you have sufficient time before starting.
7. A "Survey Navigation" panel is displayed on the right to guide your progress, showing you at a glance which survey pages you have seen (or not seen), and which questions you have answered (or not answered).
8. Words with special definitions are printed **in bold**. In the online survey, you will be able to hover your mouse over the word to see the definition.
9. **Your privacy matters:** Responses are anonymous. Only basic demographic information is collected to help us understand the breadth of stakeholder representation. The data will only be accessed by the project team and only de-identified data will be reported publicly.

10. All questions are optional, except for the demographics section. You can finish the survey at any point by clicking the **Finish survey** button.

Survey

About You (mandatory questions)

To ensure feedback on the draft standards represents a diverse range of stakeholders, we ask a few demographic questions. Your responses will help us understand who has contributed to the consultation and where we may need to seek further input.

Are you formally completing this survey on behalf of an organisation/group or as an individual?

☐ I am completing this survey on behalf of an organisation/group
☐ I am completing this survey as an individual
Name of organisation/group: _____

(The following two questions are for organisation/group responses only)

If you are responding on behalf of an organisation/group, how many people in your organisation/group have contributed to this response?

Number: _____

What is your position / role in the organisation/group?
_____

(The following questions are for individual respondents only)

1. Where do you live?

☐ Within Australia (Metropolitan area)
☐ Within Australia (Regional or rural area)
☐ Outside Australia

2. Do you identify as an Aboriginal and/or Torres Strait Islander?

☐ I do not identify as an Aboriginal or Torres Strait Islander
☐ I identify as an Aboriginal or Torres Strait Islander
☐ I prefer not to say

3. Do you speak a language other than English at home?

☐ No, I only speak English at home
☐ Yes, I speak a language other than English at home
Language/s: _____
4. Were you born outside of Australia?

☐ I was born in Australia
☐ I was born outside of Australia
Country: _____

5. What stakeholder categories best describe you (select at least one and up to three)?

☐ Academic / researcher
☐ Consumer (person with lived experience of pain)
☐ Consumer representative
☐ Education and training provider – University
☐ Education and training provider - VET sector
☐ Education and training provider – Other
☐ Health practitioner - Aged care
☐ Health practitioner - Aboriginal and Torres Strait Islanders' health
☐ Health practitioner - Medical specialist
☐ Health practitioner - Multicultural health

☐ Health practitioner - Palliative care
☐ Health practitioner - Primary health sector
☐ Health practitioner - Refugee health
☐ Health practitioner - Rural and remote health
☐ Health practitioner - Tertiary health sector
☐ Primary Health Network staff
☐ Professional association representative
☐ Student
☐ Other (Please state)

_____

6. If you work/study in the health area, within which disciplines do you work/study? (tick all that apply)?

☐ I am not a health practitioner or student
☐ Aboriginal health practice / work
☐ Aged care personal assistance
☐ Chinese medicine
☐ Chiropractic
☐ Dentistry
☐ Dietetics
☐ Disability support
☐ Exercise physiology
☐ Management
☐ Massage therapy
☐ Medicine

☐ Myotherapy
☐ Nursing
☐ Occupational therapy
☐ Osteopathy
☐ Pharmacy
☐ Physiotherapy
☐ Podiatry
☐ Psychiatry
☐ Psychology
☐ Other (Please state)

_____

THE STANDARDS

Person-centred Care Standard

Overarching Standard 1: Education and training on pain management for health practitioners promotes a person-centred approach to care.

To meet the overarching *Person-centred Care Standard*, the pain management **education and training** is in line with the following standards and criteria:

Standard 1.1 - Education and training on pain management promotes an understanding of a person-centred approach to care.

Criteria to meet this standard:

- Reinforces an understanding of the concept of **person-centred** care and why it is important.
- Incorporates the biophysical, psychological and social elements of a person's life (e.g. the **biopsychosocial model**) in understanding a person's experience of **pain**.
- Promotes an understanding of the influence of **diversity factors** on the person's experience of pain.

- Reinforces the importance of creating a safe environment for the person experiencing pain, including **cultural safety**.
- Promotes **cultural responsiveness** when working with people experiencing pain.
- Promotes the concept of **self-management** and the importance of supporting self-management when working with people experiencing pain.
- Promotes an understanding of **strengths-based approaches** when working with people experiencing pain.
- Identifies potential challenges and solutions to adopting a person-centred care approach when working with people experiencing pain (e.g. structural and time limitations within some health settings, health practitioner attitudes).

Standard 1.2 - Education and training on pain management builds the skills and confidence integral for delivering a person-centred approach to care.

Criteria to meet this standard:

- Builds skills and confidence in use of relationship-building approaches (e.g. communication skills, active listening, **validation**, establishing a positive **therapeutic alliance**, **shared decision-making**) required to appropriately and effectively work with people experiencing pain.
- Builds skills and confidence in use of a person-centred care approach to pain management (e.g. application of the person's needs in the context of the biopsychosocial model to pain assessment, formulating an individualised management plan, incorporating culturally appropriate pain management strategies, supporting self-management, working within a collaborative approach).

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1. How strongly do you agree with the principal statement of Overarching Standard 1?

○	○	○	○	○
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

2. How strongly do you agree with the standards within Overarching Standard 1?

○	○	○	○	○
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

3. How strongly do you agree with the criteria within the standards of Overarching Standard 1?

○	○	○	○	○
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

4. If you disagreed or strongly disagreed with any of the above questions regarding Overarching Standard 1, please provide your reasons.

Maximum length 1800 characters (approx 300 words)

Learning and Teaching Standard

Overarching Standard 2: Education and training on pain management for health practitioners is developed and delivered in alignment with best practice approaches to learning and teaching.

To meet the overarching *Learning and Teaching Standard*, the pain management education and training is in line with the following standards and criteria:

Standard 2.1 - Education and training on pain management is informed by the needs of people who experience pain.

Criteria to meet this standard:

- Is based on the identified needs of people who experience pain (e.g. based on a **needs assessment**, identified care gaps).
- Employs co-design principles, i.e. involves people experiencing pain.
- Emphasises the importance and value of a person-centred approach in pain assessment and management.
- Integrates the diverse voices and experiences of people who experience pain (e.g. including but not limited to children and adolescents, people with disability, people of diverse cultural and linguistic backgrounds, people living in rural and remote areas).

Standard 2.2 - Education and training on pain management meets the needs and preferences of learners.

Criteria to meet this standard:

- Responds to the knowledge and skills required by **health practitioners** (e.g. based on a needs assessment).
- Is **learner-centred**.
- Reflects adult learning principles and approaches.
- Defines specific, measurable, achievable and relevant (i.e. **SMART framework**) learning outcomes.
- Includes an assessment framework that aligns with the learning outcomes, content and is flexible to the needs of learners.
- Recognises diversity factors of health practitioners receiving education and training and supports diverse learners more effectively.
- Encourages self-guided learning and reflective practice.

Standard 2.3 - Education and training on pain management is consistent with best practice approaches to learning and teaching.

Criteria to meet this standard:

- Utilises a range of learning and teaching activities (including but not limited to interdisciplinary learning, experiential learning) to achieve desired learning outcomes.
- Uses current and emerging technologies to assist equitable access to learning.
- Actively engages learners.
- Where possible, provides opportunities for the learner to implement new knowledge and skills in a safe setting that reflects the genuine practice environment.

- When appropriate, includes a range of feedback and assessment strategies (including but not limited to the use of simulated practice environments) to enable learners to demonstrate acquisition of knowledge and skills.
- Is regularly reviewed and revised based on reflection, feedback and evaluation.

Standard 2.4 - Education and training on pain management is designed and delivered by appropriately skilled people.

Criteria to meet this standard:

- Is designed and delivered with input from appropriately skilled teachers/educators (e.g. subject matter experts, learning designers).
- Is designed and delivered with input from people with appropriate knowledge, skills and experience in pain management (e.g. practitioners from multidisciplinary backgrounds, people from diverse backgrounds and people experiencing pain).

1. How strongly do you agree with the principal statement of Overarching Standard 2?

○	○	○	○	○
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

2. How strongly do you agree with the standards within Overarching Standard 2?

○	○	○	○	○
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

3. How strongly do you agree with the criteria within the standards of Overarching Standard 2?

○	○	○	○	○
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

4. If you disagreed or strongly disagreed with any of the above questions regarding Overarching Standard 2, please provide your reasons.

Maximum length 1800 characters (approx 300 words)

Evidence-based Education Standard

Overarching Standard 3: Education and training on pain management for health practitioners is evidence-based.

To meet the overarching *Evidence-based Education Standard*, the pain management education and training is in line with the following standards and criteria:

Standard 3.1 - The content of education and training on pain and its management is based on the best available evidence.

Criteria to meet this standard:

- Underpins content with the **best available evidence** including clinical practice guidelines, primary research, clinical expertise and evidence derived from people experiencing pain (e.g. their values, needs and preferences).
- Cites the evidence underpinning education and training content and makes this available to the learner when possible.
- Encourages the learner to engage with reputable information sources (including but not limited to clinical practice guidelines, peer-reviewed journals, recognised/reputable organisations).

Standard 3.2 - Education and training on pain management is underpinned by the best evidence fundamental to understanding the pain experience.

Criteria to meet this standard:

- Promotes application of the International Association for the Study of Pain's definition of 'pain' and the Declaration of Montreal and their corresponding implications for practice appropriate to the health practitioner's role and scope of practice.
- Promotes an understanding and use of **pain mechanisms** and contemporary **pain theories**.
- Promotes an understanding and use of the psychological, social, cultural and other contextual factors contributing to a person's experience of pain.
- Promotes an understanding of different types of pain (including but not limited to duration, underlying processes, location, function) and the impact on the person's pain experience.

Standard 3.3 - Education and training on pain management is underpinned by the best available evidence on strategies and skills to manage the pain experienced by people.

Criteria to meet this standard (as appropriate to the learning outcomes):

- Includes evidence-based approaches to pain assessment.
- Incorporates evidence-based approaches to managing different types of pain.
- Includes evidence-based, **non-pharmacological**, physical strategies for management of pain, including promotion of clinical approaches when appropriate (e.g. including but not limited to exercise, physical therapies, behavioural approaches).
- Includes evidence-based, psychological strategies for management of pain (including but not limited to communication, Cognitive Behavioural Therapy, mindfulness therapy).
- Includes evidence-based information on topical and systemic pain medicines and clinical skills, including administration and procedural techniques, when necessary.
- Includes evidence-based surgical strategies for the management of pain.
- Includes the provision of education to people and their 'significant' / relevant others about pain, relevant to the person's needs and situation.
- Includes evidence-based interventions to promote social support for people experiencing pain.

- Develops critical thinking (including but not limited to case presentations, clinical scenarios) relevant to the management of people experiencing pain, and appropriate to the health practitioner's role and scope of practice.

Standard 3.4 - Education and training on pain management encourages health practitioners to develop skills in accessing, evaluating and generating evidence.

Criteria to meet this standard:

- Encourages health practitioners to regularly access and review evidence as a component of their clinical practice.
- Incorporates and/or promotes critical thinking when evaluating evidence sources.
- Encourages learners to reflect on the application of available evidence to different cultural settings, communities and diverse populations.
- Promotes awareness of the importance of continuing professional development to maintain evidence-based practice.
- Promotes awareness of strategies to implement evidence-based practice in the clinical setting (e.g. translational research, clinical audit, case reviews).
- Promotes awareness of emerging pain management research.

1. How strongly do you agree with the principal statement of Overarching Standard 3?

○	○	○	○	○
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

2. How strongly do you agree with the standards within Overarching Standard 3?

○	○	○	○	○
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

3. How strongly do you agree with the criteria within the standards of Overarching Standard 3?

○	○	○	○	○
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

4. If you disagreed or strongly disagreed with any of the above questions regarding Overarching Standard 3, please provide your reasons.

Maximum length 1800 characters (approx 300 words)

Reflective Practice Standard

Overarching Standard 4: Education and training on pain management actively engages health practitioners in reflective practice and self-awareness.

To meet the overarching *Reflective Practice Standard*, the pain management education and training is consistent with the following standard and criteria:

Standard 4.1 - Education and training on pain management actively engages learners in reflective practice and opportunities to promote increased self-awareness.

Criteria to meet this standard:

- Incorporates reflection as a fundamental component of working with people experiencing pain.
- Explains and critically examines the significance of reflection in professional practice to foster the development of self-awareness, particularly when supporting individuals experiencing pain.
- Actively engages learners in a range of reflective practice strategies appropriate to their knowledge, skills, experience and needs.
- Implements approaches and strategies to promote a reflective practice environment in which learners feel supported.
- Provides opportunities to enable learners to examine their personal values, attitudes, biases and preconceived notions regarding people experiencing pain.
- Facilitates reflection on **trauma-informed** care principles including safety, trust, choice, collaboration and empowerment.
- Facilitates reflection on cultural responsiveness, diversity and inclusion.

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1. How strongly do you agree with the principal statement of Overarching Standard 4?

○	○	○	○	○
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

2. How strongly do you agree with the standards within Overarching Standard 4?

○	○	○	○	○
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

3. How strongly do you agree with the criteria within the standards of Overarching Standard 4?

○	○	○	○	○
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

4. If you disagreed or strongly disagreed with any of the above questions regarding Overarching Standard 4, please provide your reasons.

Maximum length 1800 characters (approx 300 words)

Communication Standard

Overarching Standard 5: Education and training on pain management develops a health practitioner's understanding of, and effective skills in, communicating with people experiencing pain.

To meet the overarching *Communication Standard*, the pain management education and training is in line with the following standards and criteria:

Standard 5.1 – Education and training on pain management promotes understanding of factors that influence communication.

Criteria to meet this standard:
- Promotes understanding of the different ways in which people may express their pain (verbal, non-verbal, **paraverbal**).
- Promotes understanding of the different ways in which diverse groups of people may communicate their pain.
- Promotes understanding of the influence of unconscious bias, privilege and communication styles on the therapeutic relationship.
- Promotes understanding of different dynamics and approaches when communicating with a person experiencing pain's 'significant' / relevant others.
- Promotes understanding of culturally responsive communication strategies as they relate to Aboriginal and Torres Strait Islander people, including an awareness of the impact of colonisation, intergenerational trauma and racism.

Standard 5.2 - Education and training on pain management builds effective communication skills when working with people experiencing pain.

Criteria to meet this standard:

- Facilitates practice in the tailoring of communication skills, strategies and modes to meet the diverse needs of individuals within diverse population groups.
- Facilitates practice of empathic and respectful communication strategies (e.g. strategies to develop a positive therapeutic alliance, eliciting a person's pain story, validation of the person's experience and determining priorities and goals).
- Facilitates practice of culturally appropriate language and responsive communication approaches relevant to Aboriginal and Torres Strait Islanders and groups of culturally and linguistically diverse people (e.g. Clinical Yarning, working with interpreters, use of professionally translated information resources).
- Facilitates practice in communication within a trauma-informed approach to care.

Standard 5.3 – Education and training on pain management provides strategies to deliver meaningful education to people experiencing pain.

Criteria to meet this standard:

- Promotes the importance of providing information and education relevant to the needs and preferences of the person experiencing pain.
- Incorporates understanding of a person's level of health / pain literacy and the skills involved in tailoring communication approaches accordingly.
- Promotes the importance of consistent and constructive health and pain-related messaging and dialogue.

- Examines and facilitates practice of communication approaches designed to build a person's confidence and competence in managing their health and their pain over time.
- Incorporates strategies to address common myths and 'misinformed' expectations of people experiencing pain, (e.g. pain management options not supported by contemporary evidence or which maybe or are potentially harmful).

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1. How strongly do you agree with the principal statement of Overarching Standard 5?

○	○	○	○	○
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

2. How strongly do you agree with the standards within Overarching Standard 5?

○	○	○	○	○
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

3. How strongly do you agree with the criteria within the standards of Overarching Standard 5?

○	○	○	○	○
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

4. If you disagreed or strongly disagreed with any of the above questions regarding Overarching Standard 5, please provide your reasons.

Maximum length 1800 characters (approx 300 words)

Collaborative Care Standard

Overarching Standard 6: Education and training on pain management for health practitioners embeds a collaborative approach to pain management.

To meet the overarching *Collaborative Care Standard*, the pain management education and training is in line with the following standards and criteria:

Standard 6.1 – Education and training on pain management provides an understanding of collaborative care when working with people experiencing pain.

Criteria to meet this standard:
- Promotes the value and benefits of the **collaborative care** approach in managing people's pain within the scope of practice and across disciplines and settings.
- Promotes the recognition that the person experiencing pain is central to the collaborative care team.
- Addresses the roles, responsibilities, scopes of practice and treatment approaches of different health disciplines commonly involved in pain management.
- Incorporates the importance of establishing and /or using existing referral pathways (e.g. including but not limited to those coordinated by Primary Health Networks, Optimal Cancer Care Pathways) to promote the needs of the person experiencing pain.

- Incorporates a focus on collaborative care as a key and ongoing component of the education and training curriculum / program.

Standard 6.2 - Education and training on pain management incorporates the skills, behaviours and attitudes integral to effective collaborative care.

Criteria to meet this standard:

- Promotes opportunities for interdisciplinary group learning.
- Promotes opportunities for practical application of the interpersonal skills and behaviours involved in collaborative care (e.g. collaboration, communication, active listening, teamwork, team coordination, reflection on own role and the roles of others).
- Promotes discussion and understanding of the personal attitudes and values involved in collaborative care (e.g. mutual respect and humility, cooperation, openness to trust, ensuring the person experiencing pain and their support person are central to the collaborative team).
- Encourages health practitioners to recognise and/or build their collaborative, interdisciplinary networks.
- Promotes reflection on self and team performance to inform and improve team effectiveness.

1. How strongly do you agree with the principal statement of Overarching Standard 6?

○	○	○	○	○
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

2. How strongly do you agree with the standards within Overarching Standard 6?

○	○	○	○	○
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

3. How strongly do you agree with the criteria within the standards of Overarching Standard 6?

○	○	○	○	○
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

4. If you disagreed or strongly disagreed with any of the above questions regarding Overarching Standard 6, please provide your reasons.

Maximum length 1800 characters (approx 300 words)

Thinking about the future

A dedicated online hub will be developed to host the standards following their approval by the Australian Government. The hub will also provide resources to support people's understanding of the standards and to aid the standards' voluntary adoption and implementation.

1.Please list any resources or information that you would like to see included on the online hub that might be helpful in assisting you and your organisation to implement the standards.

> *Maximum length 900 characters (approx 150 words)*

2. How might you or your organisation anticipate using the standards *(e.g. curriculum development, staff training, policy alignment, clinical supervision, accreditation, etc.)?*

> *Maximum length 1800 characters (approx. 300 words)*

If you have further comments, feedback or any questions, please contact Ms Gen Nolan, Project Manager at FPM.

Survey and project results

If you wish to be notified of the results of this survey and the final set of standards submitted to Government, please provide your name and email address.

Your contact details will only be used to update you on this project and will not be shared externally.

1. Would you like to receive updates about the project and final standards?

☐ No, I would not like to receive updates
☐ Yes, I would like to receive updates

Title: _____
First name: _____
Family name: _____
Organisation (if applicable) _____
Email: _____

Thank you

The Faculty of Pain Medicine (ANZCA) thanks you for your feedback.

If you've been filling things out as you go, you are done, all your responses are saved. If you want to edit your responses you can reach them using the links below. Your responses are editable until your browser session expires, after that you will need to start the survey again.

If you are on a public or shared computer, you can close the session. The survey is open until 18th July 2025.