



Australian and New Zealand  
Society of Nephrology



**ANZ  
DATA** | AUSTRALIA &  
NEW ZEALAND  
DIALYSIS & TRANSPLANT  
REGISTRY

This *ANZDATA/ANZSN Collaborative Special Report* presents findings from a binational survey of kidney unit leaders across Australia and Aotearoa New Zealand, covering both adult and paediatric services. The survey explores two key areas: variability in workforce capacity and constraints in haemodialysis service delivery, both of which directly affect access to timely, safe, and equitable kidney care.

Building on the *2024 ANZDATA/ANZSN Haemodialysis Capacity Report*, which identified significant variation in dialysis capacity, where over half of regional and metropolitan units reported waitlists to commence haemodialysis; this follow-up survey provides a more granular view of the operational pressures facing in-centre dialysis services.

Key findings include:

- There is significant variation in staffing levels, with kidney specialists managing an average of 84 patients on kidney replacement therapy.
- Two-thirds of Australian units and 80% of Aotearoa New Zealand units are unable to provide haemodialysis at the patient's preferred location, primarily due to infrastructure and funding limitations.
- Over half of units are implementing restrictive measures such as reduced dialysis hours, delayed initiation, incremental dialysis (starting less than current standard of 3 times per week), or prioritising home-based therapies.
- Units are responding with workforce restructuring, schedule adjustments, and investment in education to support alternative treatment pathways.

The *2024 ANZSN/KHA/KHNZ/RSA/ANZPNA Position Statement on Dialysis Capacity* outlines expectations for dialysis access and standards of care. The statement provides a framework for recognising capacity constraints and advocating for increased resourcing.

The collective findings from the ANZDATA/ANZSN Special Surveys and the Position Statement on Dialysis Capacity serve as a strong foundation for targeted advocacy and system-level reform. To address the identified workforce and dialysis capacity challenges, we recommend the following actions:

#### **For Kidney Units**

- Use the data to support business cases for infrastructure upgrades and workforce expansion.

- Benchmark local service delivery against national trends to identify gaps and opportunities.
- Strengthen internal planning for kidney care pathways, including CKD management, home therapies and conservative kidney management.

#### **For State or Regional Health Authorities**

- Prioritise dialysis capacity in service planning, execute immediate capacity boosts and invest in medium- to longer-term service planning and expansion.
- Address workforce distribution and retention through targeted funding and training programs.
- Collaborate with units to develop scalable models that respond to local demand and patient preferences.

#### **For Aotearoa New Zealand and Australian Federal Governments**

- Recognise dialysis as an essential, life preserving, non-deferrable service requiring sustained investment.
- Support national workforce planning initiatives, including nephrology training pipelines, specialist nursing roles, and multidisciplinary team development.
- Fund future-proofed infrastructure expansion and innovative research in dialysis delivery, particularly in underserved areas with existing capacity deficits.



**Prof Rathika Krishnasamy**  
ANZSN President 2023-2025



**Prof Stephen McDonald**  
ANZDATA Executive Officer

