

2023



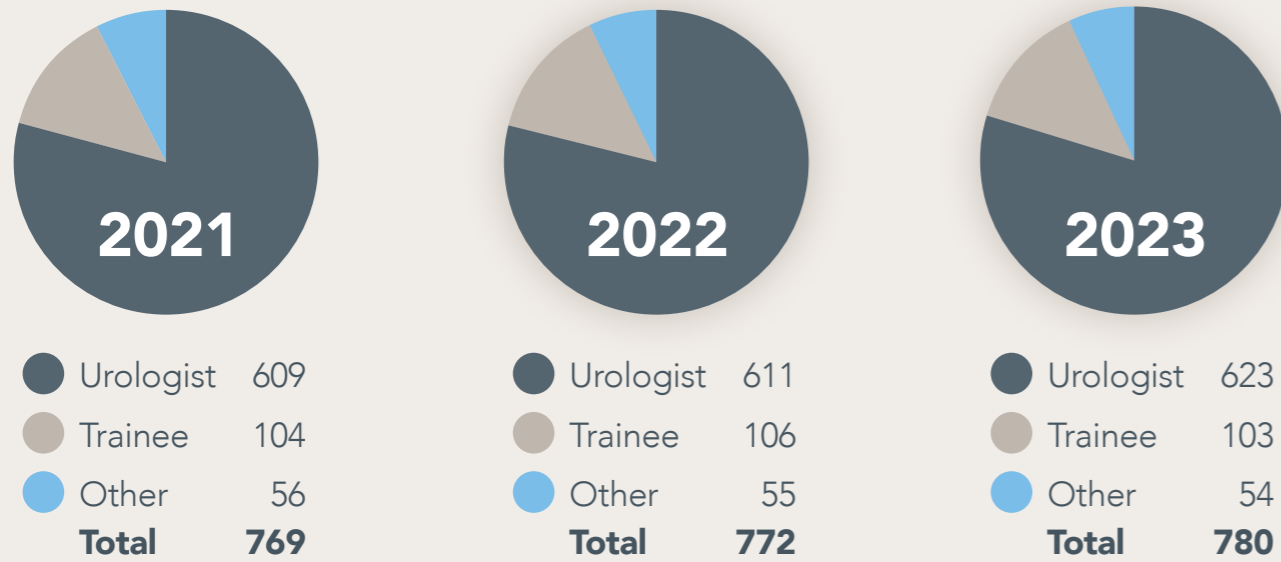
MEMBER  
ACTIVITY  
REPORT

This document builds on the report which was introduced in 2021 to provide details to members about activities undertaken during the year by USANZ, ANZAUS and the many members who contributed their time and expertise to the Society.

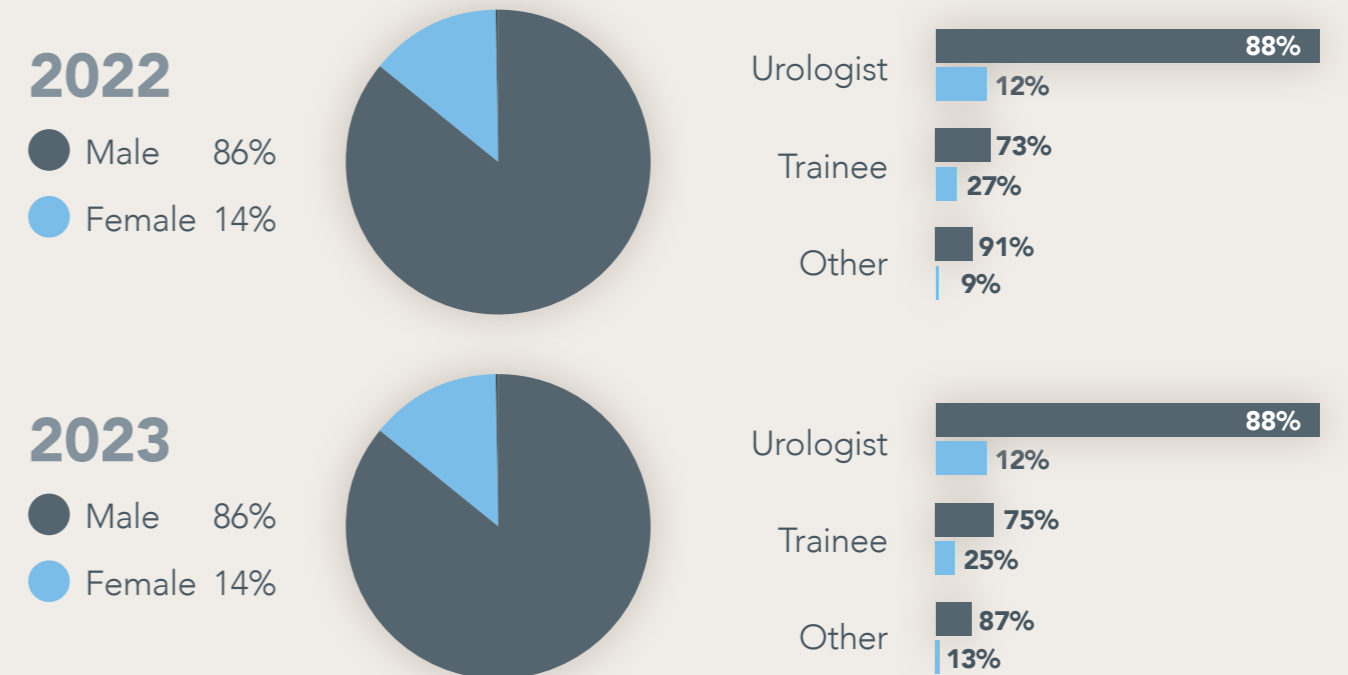
### OUR VISION:

A diverse, engaged and collegiate membership, recognised as the authority on urology.

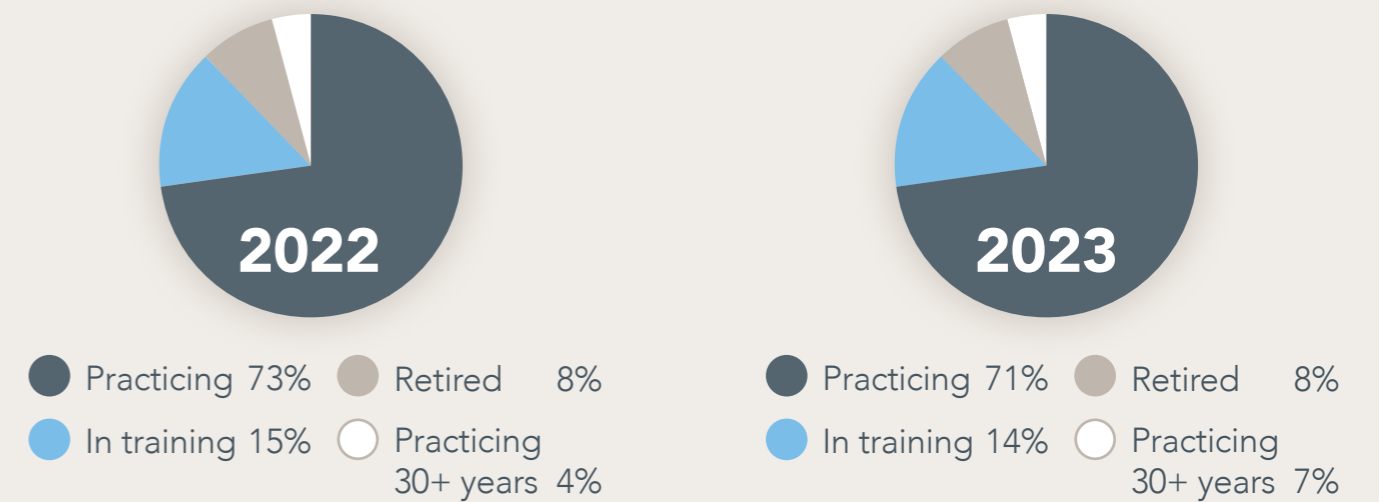
### USANZ MEMBERSHIP BY CLASSIFICATION



### MEMBERSHIP BY GENDER AND CLASSIFICATION



### WORKFORCE SNAPSHOT: Urologists and Trainees only



### MEMBERSHIP SNAPSHOT

FULL TIME STAFF 2022 **7.0**

FULL TIME STAFF 2023 **8.6**

USANZ recognises Aboriginal and Torres Strait Island people as the traditional landowners of Australia and the Māori as the tangata whenua (people of the land) of Aotearoa New Zealand and respects their continuing connection to culture, land, waterways, community and whānau/family.

# MEMBER SUPPORT

## 1. MEMBER OPPORTUNITIES

USANZ actively seeks out opportunities for member participation across a range of international and local activities.

- **31** Calls for Expressions of Interest issued to members (2022: 27, 2021: 10)

### Speaking and other roles at international events

- UAA Lecturer at the AUA 2023 meeting in Chicago
- Co-Chair and presenter at joint BAUS/BJUI/USANZ session at AUA 2023
- Program presenter joint BAUS/BJUI/USANZ session at AUA 2024
- 2 members nominated as USANZ representatives at both the 2023 and 2024 AUA Research Forum: Early-Career Investigators Showcase
- Member nominated to attend AUA Global Leadership Retreat in April 2023
- Member nominated to AUA Residents Bowl in April 2023
- 3 members nominated to Department of Health and Aged Care for MRI Working Group
- 2 members nominated to UAA Young Leadership Forum 2023
- 5 members selected for Ipsen International Exchange Programme Recipient 2023
- Guest speaker at 17th Pan-Pacific Continence Society (PPCS) Young Generation Forum in Kaohsiung, Taiwan
- Guest speaker at 32nd Malaysian Urological Conference 2023
- Guest speaker at Korean Urological Association (KUA) 75th Annual Meeting in Seoul
- 7 members selected as Co-Chair/Presenters for the joint EAU-USANZ session, EAU24 Urology Beyond Europe Program in Paris, April 2024

- Guest speaker at the Japanese Urological Association (JUA) 111th Annual Meeting in Yokohama in April 2024
- member nominated to UAA for Faculty Candidate at UAA 2024 in Bali

### Service on USANZ and ANZAUS Committees and Working Groups

- USANZ Board of Directors
- ANZAUS Management Committee
- Diversity & Inclusion Committee
- Investments Committee
- Section leadership roles
- Special Advisory Group leadership roles
- Surgical Women in Australia and New Zealand Urology (SWANZU) Committee
- ASM Organising Committee
- Aotearoa New Zealand Autonomy Project Working Group
- Functional Urology (FUS) & NCOI 2023 Joint Meeting Organising Committee

### Service on RACS Board of Urology and BoU Committees and Working Groups

- RACS Board of Urology (BoU)
- Regional Training Committees (comprising Training Supervisors)
- Education Sub-Committee
- Selection Sub-Committee
- SIMG Sub-Committee
- Training Post Accreditation Sub-Committee
- Urology Trainee Forum
- Robot Assisted Surgery Education and Training Working Party

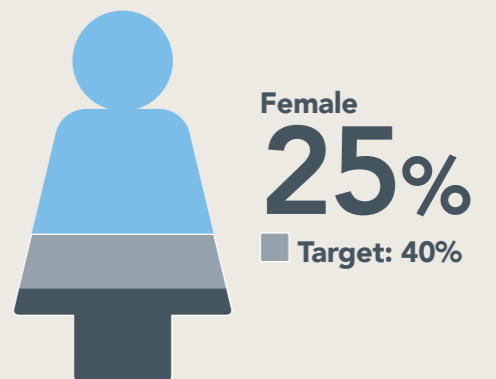
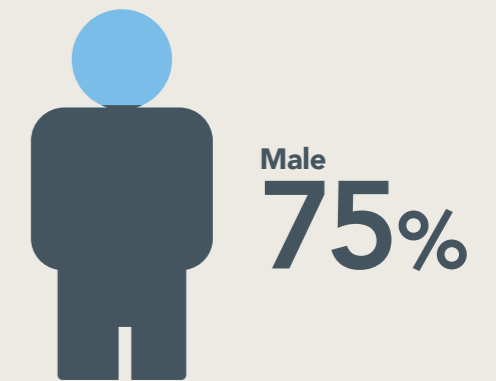
RACS Board of Urology also appoints its own representatives to sit on various RACS Committees.

## 2. PROMOTING MEMBER STORIES

USANZ seeks to actively promote members' achievements and success through its communications channels.

In 2023, USANZ published **63** stories which highlighted **206** members.

### Gender representation of 2023 member stories



Develop initiatives that members value and that respond to member needs.

# 2023

### 3. GRANTS, AWARDS & OTHER MEMBER RECOGNITION

USANZ awards and prizes and other recognition given to members during the reporting period. Excludes prizes awarded to non-members.



Alban Gee Award  
BAUS Trophy  
Best Oncology Presentation  
Keith Kirkland Award  
Low-Arnold Award  
AstraZeneca Platinum Trophy  
Villis Marshall Award



USANZ Fellow  
USANZ Medal x3



Daniel Christidis Scholarship



AUA Residents Bowl  
Frank Gardiner Training Award (2 members)  
International Exchange Program (5 members)



Best Research Paper Presentation (Victorian Section)  
2nd Best Research Paper Presentation (Victorian Section)  
Chris Farrell Award for Best Registrar Presentation (NSW Section)  
Frank Gardiner Award (Northern Section)  
George Schnitzler Award for Best Registrar (NSW Section)  
JMO Presentation Award (Aotearoa New Zealand (AoNZ) Section)  
Peter Lawson Award for Best Registrar (Victorian Section)  
Robbie Roberts Prize (Tasmanian Section)  
RMO Presentation Award (AoNZ Section)  
St Paul's Ball for Best Presentation (SA/NT Section)  
Urologist who has contributed to the urological community (AoNZ Section)

### 4. ADDRESSING BARRIERS TO PARTICIPATION

USANZ has identified two priority areas where it can take steps to address barriers to participation by members of the Society and their broader profession.

#### Women in Urology

- Tracking and reporting of gender split of panellists/speakers at USANZ events has been expanded to include Section Meetings and Trainee Week as well as the ASM.
- Development of Surgical Women in Australian and New Zealand Urology (SWANZU) logo to support our work to improve the visibility of women in urology. The logo will be launched at the 2024 ASM.
- Incorporation of Panel Pledge into the *USANZ Diversity and Inclusion Framework and Action Plan* to increase the visibility and contribution of women in public and professional forums.
- Implementation of tracking and reporting of gender split of members featured in USANZ communications channels.

#### Diversity and Inclusion

- Adopted *USANZ Diversity & Inclusion Framework* affirming USANZ's commitment to setting out a framework to address barriers that may prevent diverse participation.
- Approved a *Diversity & Inclusion Action Plan 2022–2025* to guide USANZ and the Diversity & Inclusion Committee's efforts to improve diversity and inclusion in USANZ activities. The D&I Committee was restructured to oversee implementation of the Action Plan and provide expert advice to the Board.
- BOU established a working party to gain an understanding of the challenges faced by trainees returning from extended periods of leave, or when undertaking flexible training to facilitate the development of better support mechanisms.
- Included a dedicated session at each Aotearoa New Zealand Section meeting devoted to Māori health, research, and education, designed with Māori input.

# 2023

MEMBER SUPPORT

## 5. EVENTS

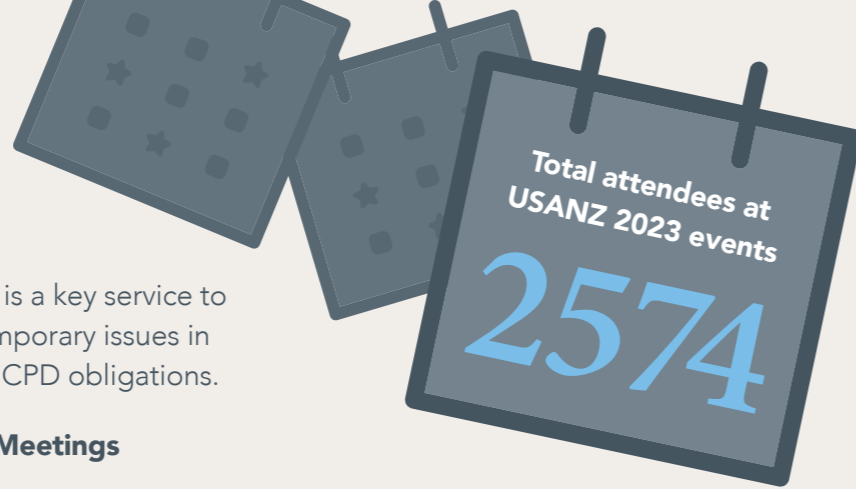
The provision of educational events is a key service to the membership to highlight contemporary issues in urology and to assist members with CPD obligations.

### Number of Attendees at USANZ Meetings

EVENT	*ATTENDEES
2023 Annual Scientific Meeting	703
USANZ Reception at 2023 AUA Meeting (87 from AU and NZ)	182
4th Functional Urology Symposium (FUS) & NCOI Joint Meeting	381
SAG Meetings at 2023 ASM	60
Andrology	7
Endourology	10
FUSAG	19
GUSAG	10
Male LUTS	8
Paeds/Recon	6
2023 Section Meetings#	766
Tas	41
SA/NT	57
AoNZ	257
NSW	113
WA	71
Northern	98
Vic	129
2023 Education & Training Meetings	482
Trainee Week	138
Induction Course for SET Urology Trainees	33
BSCI Anatomy & Prosthetics Workshop	22
Cook Medical PCNL Workshop	23
NSW Education Program	90
Vic Education Program	176

\* Number of participants (excluding industry)

# Data includes participants in programs run jointly (i.e., some Sections have separate nurse program streams).



### USANZ Events:

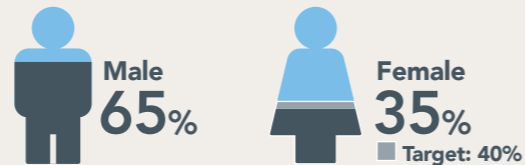
#### Gender Representation on Panels

USANZ adopted the *Panel Pledge* and committed to increasing the visibility and contribution of women leaders in urology and set a target of 40% women, 40% male and 20% flexible (40/40/20 target) to provide a benchmark against which progress will be monitored.

#### Chair and Presenter Roles: 2023 ASM

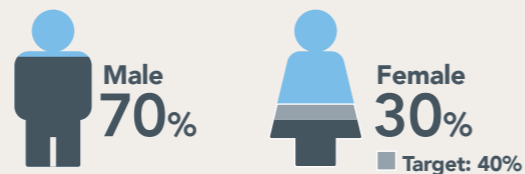


#### Faculty Roles: 2023 Trainee Week



#### Chair and Presenter Roles: 2023 Section Meetings

Each Section operates differently and USANZ is working with Professional Conference Organisers (PCOs) to identify ways to standardise reporting benchmarks and enhance our ability to report back to members. This work will continue in 2024.



## 6. CORE MEMBER BENEFITS

The core member benefits aim to inform members about USANZ activities, share information relevant to the craft, provide Continuing Professional Development and other opportunities to connect with other members.

### Member Recognition – new initiatives in 2023

- Adopted an *Awards and Recognitions Framework* which introduces new forms of recognition for members including the introduction of a 25-year member pin and certificates for service. Pins will be distributed in 2024.



- Developed the *ASM Awards and Recognitions Policy* to document the criteria and processes around existing awards. The review included identifying changes in some award criteria that will be finalised in 2024.
- Approved USANZ post-nominals for Full Members and Fellows. The post-nominals will be announced at the 2024 ASM.

### Communications

UroNews:  
Weekly Member Update

50 issues

Average open rate: **67%** (2022: 69% 2021: 59%)  
Average click rate: **26%** (2022: 24% 2021: 31%)



UroScope:  
President's Update

6 issues

Average open rate: **76%** (2022: 72% 2021: 66%)  
Average click rate: **20%** (2022: 32% 2021: 46%)

### Social Media Engagement

In late 2022, additional resources were allocated to the Communications team which enabled USANZ to increase content production and amplify our social media presence. Five benchmarks were established to measure our reach and engagement:

**Content posts:** number of posts made by USANZ across all social media channels

**Impressions:** number of USANZ content posts that appear in our followers' feeds across all social media channels

**Engagements:** number of times a follower of a USANZ social media channel has interacted with our content by liking, sharing, or commenting

**Content clicks:** number of times a follower has clicked the post to access additional information

**Audience:** total number of followers across all social media channels (Twitter/X, Facebook, LinkedIn, and Instagram)

	2023	2022	% increase
Content posts:	864	544	↑ 59%
Impressions:	418,950	169,798	↑ 147%
Engagements:	17,959	10,752	↑ 67%
Content clicks:	5,378	2,257	↑ 138%
Audience:	9,765	9,101	↑ 7%

### Professional

- BJUI ANZ Supplement
- BJUI Journal subscription discount
- BJUI Compass – 30% discount on fee to submit article to BJUI Compass
- BJUI Knowledge CPD portal – access provided to **640** members (2022: 592, 2021: 580) with auto upload to RACS CPD portal
- EAU membership taken out on behalf of **634** members (2022: 626, 2021: 613)
- 44** free Positions Vacant advertisements posted to the USANZ website and distributed via the UroNews newsletter
- Discounted MDO Insurance through the Avant Affinity Program with more than **260** members (2022: 255, 2021: 260) utilising the discount
- Member logo and member certificates available upon request to promote Society membership
- 10** (2022: 40) letters confirming membership provided to support member applications to international societies or to certify status for other bodies

### Member Connection

- Member Directory
- UroChat Community

# 2023

## MEMBER SUPPORT



# ADVOCACY

Be the authoritative voice on urology with health decision-makers.



# 2023

# ADVOCACY

## 7. SUBMISSIONS: ADVOCACY FOR UROLOGICAL PROFESSION

USANZ and ANZAUS submissions or other actions taken, to advocate for the profession of urology and its members included:

### General advocacy

- Provided feedback to New Zealand Chief Medical Officer, Chair of Surgical Mesh Round Table, regarding **National Credentialing Framework** for pelvic floor reconstructive, urogynaecological, mesh revision and removal procedures
- Collaborated with RACS on joint submission to the Australian Commission on Safety and Quality in Health Care (ACSQHC) – **Draft Framework for Australian Clinical Quality Registries**
- Raised concerns with the Accident Compensation Corporation (**ACC NZ**) regarding the methodology and rationale applied to the **annual pricing uplift to the Elective Surgery Contract**
- Joint letter with Australian Society of Plastic Surgeons (ASPS) and Australian and New Zealand Society of Cardiac and Thoracic Surgeons (ANZSCTS) to Councils of Presidents of Medical Colleges (CPMC) regarding **accreditation processes of colleges for Specialist International Medical Graduates**
- Lodged a submission to the South Australian Parliamentary Committee on access to urinary tract infection (UTI) treatment. USANZ supported the AMA-SA, AMA-Q and the Royal Australian College of General Practitioners (RACGP) position and **opposed the motion to implement antibiotic prescribing authority to pharmacists**
- Provided input into an **independent evaluation of government funded continence initiatives**, conducted by

Healthcare Management Advisors (HMA) on behalf of the Department of Health and Aged Care

- Submission to Hon. Mark Butler MP, Minister for Health and Aged Care, raising **concerns about surgical standards**, particularly in areas where non-surgeons are embarking on invasive procedures and often in non-hospital settings

### MBS, MSAC and listing matters

- Responded to Medical Services Advisory Committee (MSAC) survey on whether **1744–177Lutetium(nca) Octreotate** treatment for advanced neuroendocrine and other high somatostatin receptor expressing tumours should be recommended for public funding
- Provided feedback to MSAC application re 1754 – Patient consultations and surgical procedure for gender affirmation in adults with gender incongruence
- **Lodged a submission with the Prostheses List Reform Taskforce**, Australian Department of Health and Aged Care into the Prostheses List Post-Listing Review – Urogynaecological Mesh (Mid-Urethral Slings)
- **Provided feedback** to Department of Health and Aged Care **on Prostheses List Post-Listing Review** – Urogynaecological Mesh (Mid-Urethral Slings)
- Collaborated with RACS and General Surgeons Australia in a joint submission to the Prostheses List Reform Taskforce – Consultation Paper 5 – Bundling of Benefits for General Use Items to Australian Department of Health and Aged Care

## 7. SUBMISSIONS: ADVOCACY FOR UROLOGICAL PROFESSION CONT.

- Provided feedback to AMA on use of **MBS item 36530 for cryoablation for biopsy confirmed renal cell carcinoma**
- Provided feedback to AMA on Fees List for Paediatric Surgery on item numbers 30661, 30662, 43882, 44108, 44111, and 44114
- Letter of support to MSAC/A3P Biomedical for the introduction of an additional test for prostate cancer detection, Stockholm3
- Interview with *The Guardian* for a podcast about a man dying of multiple cancers including prostate cancer (GUSAG Deputy Chair)
- Reviewed chapter on Localized Prostate Cancer Early Detection and Screening for the International Consultation on Urologic Diseases (ICUD) (GUSAG Chair and Deputy Chair)

### Media and articles

- Interview with *The Medical Republic*, Oncology Republic journalist regarding  **ProtecT results**  and significance in an Australian context (Genitourology Specialty Advisory Group (GUSAG) Deputy Chair)
- Contributed to **article on Chronic UTI** for *Weekend Australian Magazine* (President)
- Featured on an episode of ABC Radio *National Health Report* – debate around type of **surgery for uterine descent** (President)
- Wrote article for upcoming issue of *AUA News* on **Global State of Urology – Urology Down Under** (President and Vice-President)
- Interview with Channel 9 News on prostate cancer test **MiCheck** (GUSAG Chair and Deputy Chair)
- Interview with *The Medical Republic* regarding – **Current PSA guidelines aren't fit for purpose** (GUSAG Deputy Chair)
- Interview with *New Zealand Herald* regarding **surgical mesh credentialling** (Female Urology SAG Deputy Chair)
- Issued media statement **supporting a pause on mesh stress urinary incontinence surgery in New Zealand**
- Joint media release with RACS, ASPS, ASAPS, ASOHNS, GSA, BreastSurgANZ on cosmetic surgery endorsement – **Rushed cosmetic surgery reforms risk doing more harm than good**
- Interview with *HealthEd* regarding an article in *British Medical Journal* on **advantages and disadvantages of screening policies in different countries** (GUSAG Deputy Chair)

## 8. COMMITTEES: ADVOCACY FOR UROLOGICAL PROFESSION

USANZ pursues formal representation on external committees/groups to ensure urologists' professional interests have a voice with decision-makers as well as providing a platform for members in international forums. Representative appointments are either ex-officio roles or appointments made under the *USANZ Representation on External Committees Policy*.

USANZ also nominates members to the other external committees/groups where they fill roles that are not official USANZ roles but are still important to urologists' professional interests.

### USANZ Representative positions held during 2023

- American Urological Association (AUA) International Member Committee
- Australian Medical Association (NSW) Societies Forum
- British Journal of Urology International Charity
- RACS Professional Standards and Fellowship Services Committee (PSFSC)
- RACS Surgical Leaders' Forum
- Societe International D'Urologie (SIU) National Society Delegate
- SIU Deputy National Society Delegate
- Urological Association of Asia (UAA) Elected Council
- UAA Internal Auditor

# 2023

## ADVOCACY



## CLINICAL STANDARDS

Use member expertise to promote and advance high standards of clinical care.

# 2023

## CLINICAL STANDARDS

## 9. EXTERNAL COMMITTEES

USANZ pursues formal representation on external committees/groups to ensure specialist urological expertise informs clinical care. USANZ also nominates members to other external committees/groups where they fill roles that are not official USANZ roles, but where urological expertise informs clinical care.

### USANZ Representative positions held during 2023

- Asian Robotic Urology Society (ARUS) Committee (UAA)
- Australasian Pelvic Floor Procedure Registry (APFPR) (Monash University)
- BJUI Journal Editorial Committee
- Continence Foundation Australia (CFA) Technical Reference Group for NQS Project
- European Association of Urology (EAU) Guidelines Committee
- International Journal of Urology (IJU) Editorial Board (USANZ Nominated UAA Member)
- Prostate Cancer Foundation Australia (PCFA) Independent Expert and Consumer Steering Committee, Review of Clinical Guidelines for PSA Testing
- PCOR-ANZ Steering Committee
- RACS Board of Urology

- RACS Robotic Surgery Working Party
- RACS Surgical Oncology Section Committee
- SIU Education Council
- SIU Research Council
- SIU Scientific Council
- TGA Surgical Mesh Expert Working Group (Therapeutic Goods Administration)

### Non-USANZ roles filled by Urologists

- Therapeutic Guidelines Limited working group developing new kidney and urinary guidelines by Therapeutic Guidelines Limited
- NSW Agency for Clinical Innovation (ACI) Urology Network Co-Chair



## 10. SUBMISSIONS: CLINICAL STANDARDS & PATIENT CARE

USANZ made a number of submissions or responded to queries related to improvements in clinical standards of care.

- Provided feedback to Australian and New Zealand College of Anaesthetists (ANZCA) on **the use of glycine and TURPs, and the management of TURPs syndrome** (Male LUTS SAG Chair)
  - Provided guidance to the MBS Policy and Specialist Service Branch on the clinical appropriateness of treating a patient suffering from **urinary incontinence resulting from both an overactive bladder and stress urinary incontinence**
  - Co-signed letter with RACS to the Minister for Health and Aged Care raising our **concerns regarding the Pharmacist Driven Urinary Tract Infection (UTI) Treatment**
  - Responded to survey by the Royal Australian College of General Practitioners (RACGP) on the **Red Book 10th Edition – Prostate Cancer chapter**
  - Responded to South Australian Government Health regarding reprocessing flexible cystoscopes, clarifying USANZ position that matters are managed by infection control guidelines
  - Provided feedback to South Australian Health on **Clinical Prioritisation Criteria (CPC)** overall
  - Provided feedback to South Australian Chief Medical Officer on Clinical Prioritisation Criteria (CPC) for **Paediatric Urology**
  - Responded to query from Cairns Hospital and Health Service seeking resources or health services with policies or procedures for wait-list management in outpatient urology clinics for prostate cancer patients, including those who are 'review list' patients
  - Provided input to New Zealand Ministry of Health about the **high vigilance criteria for overseeing non-mesh Stress Urinary Incontinence (SUI) during the mesh pause**
  - Advised Sunshine Coast Health on establishing a Haematuria clinic (Outpatient Department)
  - Co-signatory on letter with Healthy Male and Movember calling for a federal inquiry into men's health
- Responded to the following queries raised by a member of the public**
- Concerns about information in Australia on **infant circumcision**
  - **MBS item descriptors** for Spaceoar and Barrigel
  - Aggressive **bladder cancer examination process**
  - **Risk factors** linked to the development of urothelial cancer
  - **Consent forms** for standard hernia repair for males
- Other initiative**
- In response to a request from members, a list of members who provide care to paediatric patients transitioning to adulthood was compiled and made available as a resource in the member-only area of the website

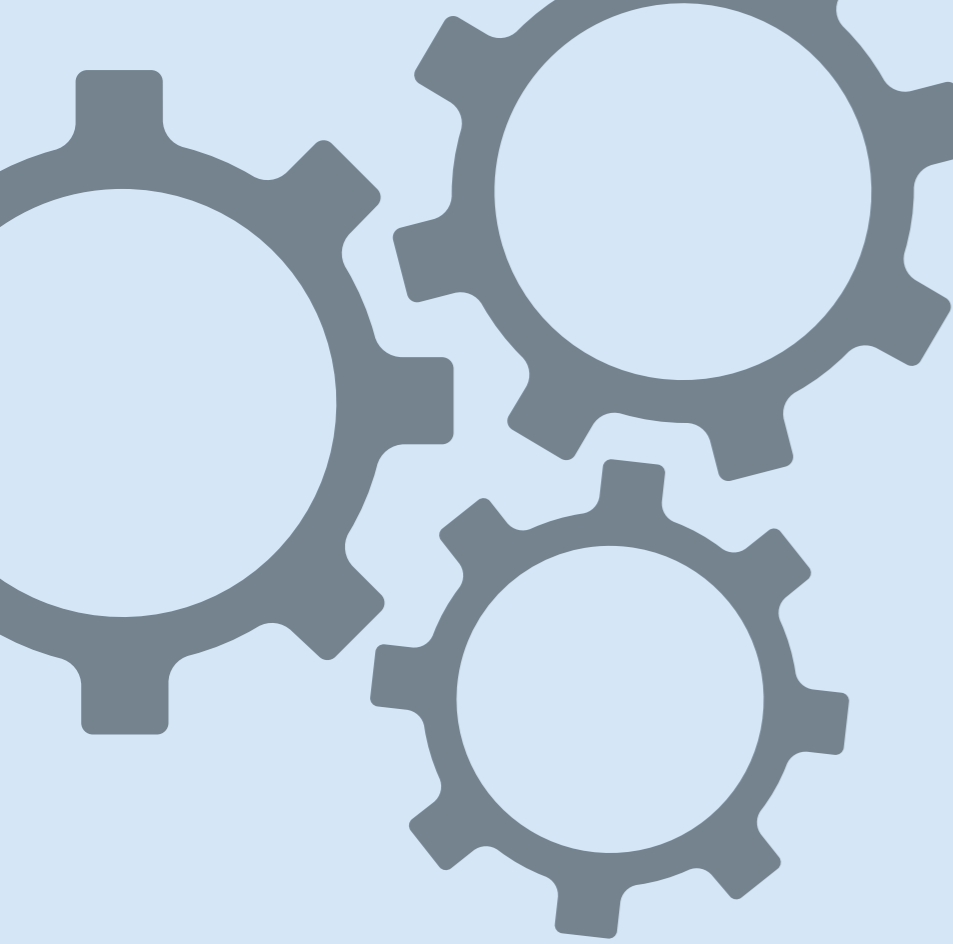
## 11. TRAINING & EDUCATION PROGRAM

USANZ and its members are committed to delivering the RACS Surgical Education and Training (SET) Program in Urology, ensuring the education and training is at a consistently high standard, and delivered within safe and optimal environments that are compliant with accreditation standards.



# 2023

## CLINICAL STANDARDS

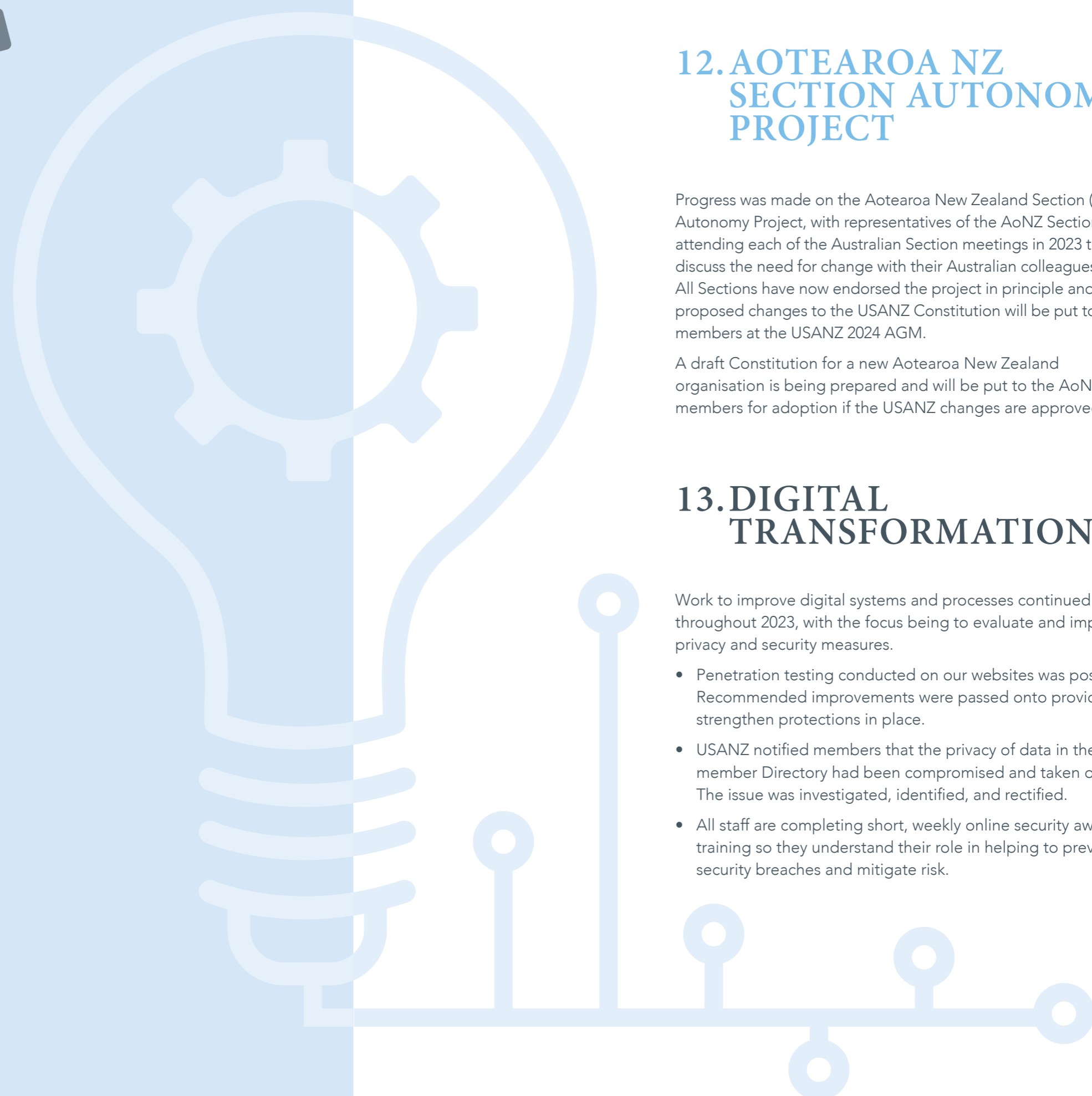


## EFFICIENT & EFFECTIVE ORGANISATION

An efficient and enduring Society continuing to serve members into the future.

# 2023

EFFICIENT & EFFECTIVE ORGANISATION



## 12. AOTEAROA NZ SECTION AUTONOMY PROJECT

Progress was made on the Aotearoa New Zealand Section (AoNZ) Autonomy Project, with representatives of the AoNZ Section attending each of the Australian Section meetings in 2023 to discuss the need for change with their Australian colleagues. All Sections have now endorsed the project in principle and the proposed changes to the USANZ Constitution will be put to members at the USANZ 2024 AGM.

A draft Constitution for a new Aotearoa New Zealand organisation is being prepared and will be put to the AoNZ members for adoption if the USANZ changes are approved.

## 13. DIGITAL TRANSFORMATION

Work to improve digital systems and processes continued throughout 2023, with the focus being to evaluate and improve privacy and security measures.

- Penetration testing conducted on our websites was positive. Recommended improvements were passed onto providers to strengthen protections in place.
- USANZ notified members that the privacy of data in the member Directory had been compromised and taken offline. The issue was investigated, identified, and rectified.
- All staff are completing short, weekly online security awareness training so they understand their role in helping to prevent security breaches and mitigate risk.

## 14. FINANCIAL MANAGEMENT

2023 work concentrated on extending financial reporting to improve Board decision-making and enhance transparency to members.

- Improved transparency in financial reporting to members including disclosure regarding related party transactions, Key Management Personnel (KMP) remuneration, enhanced disclosure of risk management and disclosure of individual material income or expense items.
- Implemented an Activity Based Costing (ABC) system for improved tracking and resource consumption across each cost centre.
- Improved treasury management of surplus funds into fixed interest term deposits and a pausing of the ETF investments program after 5 years of gradual accumulation to build a diversified portfolio.
- Reviewed Investments Policy to document the framework for timely cash management of the Society's surplus liquidity.



## 15. OTHER POLICIES/PROCEDURES

USANZ's policy work during 2023 also included the review of number of operational and governance areas which are not reported elsewhere.

- USANZ Travel Policy (review to tighten business class travel)
- USANZ Board finalised the 2023-2025 Strategic Plan
- Related procedure for President travel approved



# 2023

EFFICIENT & EFFECTIVE ORGANISATION

2023



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Australia and New Zealand

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