

Training Awards and Recognition

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Purpose and Scope

Training Awards comprise the awards, grants and other recognition (Training Awards) that enhance the RACS SET Training Program in Urology. Training Awards aim both to a) expose trainee surgeons to world-class urological expertise and research; and b) spotlight scientific achievements of trainee members to the broader urological community. This document sets out eligibility criteria, judging processes, funding arrangements and details of relevant prizes for the Awards below. The document does not include other awards open to trainees under the ASM awards, section awards etc.

- Frank Gardiner Training Award
- International Exchange Program
- AUA Residents Bowl
- AUA Global Leadership Retreat.

1. Authority

- The USANZ Board is the approval authority for USANZ policies under the Policy Framework and Delegation of Authority.
- As Training Awards specifically relate to the RACS SET Program, significant changes must be approved by the RACS Board of Urology (BOU), before they are put to the USANZ Board for ratification. Significant changes include adjustment of eligibility criteria, amount of an awards, or the introduction of new awards.
- USANZ CEO approval is required for significant and minor changes to ensure USANZ is able to manage the financial, communications and other resource aspects.
- The USANZ Education and Training Manager (E&TM) oversees all aspects of the Training Awards and is authorised to review and amend Guidelines annually to adjust for application and procedural matters. Any such amendments must be ratified by the CEO and captured in the USANZ Policy Register.
- The E&TM is also authorised to determine an award should not be made during a particular year due to factors such as lack of suitable applicants. This delegation should be exercised in consultation the RACS BOU and the USANZ CEO.
- In circumstances where a new award opportunity arises and there is insufficient time for full consultation, the decision to proceed will be made jointly by the CEO and the RACS BOU, with a report provided to the USANZ Board thereafter.

2. Frank Gardiner Training Award

2.1 Background

The Frank Gardiner Training Award is presented in recognition of outstanding academic achievement in the Surgical Sciences Examination in Urology (SSE Urol). This award honours the SET Urology trainee(s) who attain the highest score in each examination sitting.

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The award was established by the RACS BOU in 2014, when the exam was introduced into the SET Program in Urology. It has been named after Emeritus Professor Robert Alexander "Frank" Gardiner AM, who has had a long-standing and significant involvement with RACS and was a member of the inaugural SSE (Urol) Committee that developed this examination. For his international, national and community service activities, research achievements and clinical commitments, he was honoured as a Member, Order of Australia (AM) in 2010. The USANZ Society Medal was conferred on him in 2014.

2.2 Eligibility

To be eligible, trainees must be a Trainee Member of USANZ and in Basic Stage.

2.3 Assessment

Following each sitting of the SSE (Urol), the Examinations Department of RACS provides USANZ personnel with the results of all trainees who undertook the exam. RACS also advises USANZ of the trainee(s) who achieved the highest score in that sitting. In the event that two trainees achieve the same highest score in a particular sitting of the exam, both are recognised as joint recipients of the award.

2.4 Award and Acknowledgement of Recipients

Each recipient receives:

- A certificate (Blue, Unframed), acknowledging their performance, and
- A gift voucher to the value of \$50, as a token of recognition.

The certificate and voucher are presented by the Chair of the RACS BOU during the Trainees Meeting at Trainee Week.

3. International Trainee Exchange Program Grants

3.1 Background

- The International Trainee Exchange Program (Program) is a collaboration between USANZ and the European Association of Urology (EAU), the Canadian Urological Association (CUA), and the Urological Association of Asia (UAA) that has been in place since 2014. It offers unique opportunities for trainees in the second year of Advanced Stage to attend one of the prestigious international training scientific meetings.
European Urology Residents Education Program (EUREP): Organised by the European School of Urology for final-year residents, EUREP provides an extensive overview of urological topics, fostering interaction and brainstorming through five modules that include state-of-the-art lectures, discussions, videos, and test-your-knowledge sessions.
- Asian Urology Residents Course (AURC): An annual event co-organised by the Urological Association of Asia (UAA) and the American Urological Association (AUA). The course features interactive lectures by regional and international experts. Trainees also undertake the American Urology Board Exam to assess their theoretical knowledge. Attendees also attend the UAA Congress.
- Canadian Residents Annual Scientific Retreat (CSUR): The retreat includes interactive educational sessions on various urological topics, such as Urodynamics, Reconstructive and Transplant Urology, GU Oncology, Chronic Pelvic Pain, Male Infertility, and Paediatrics. It offers valuable networking opportunities and concludes with participation in the CUA ASM.

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3.2 Application and Eligibility

To be eligible, trainees must:

- Be a Trainee Member of USANZ and in the second year of Advanced Stage at the time of the meetings.
- Have either passed the Fellowship Examination or received approval to present for the examination.
- Comply with all administrative requirements of the SET program, including the timely submission of assessment reports.
- Agree to submit a report following their attendance which includes a reflection on their experience and serves as a formal record of their participation.

Trainees are not eligible to apply if:

- they have received an Unsatisfactory assessment at any time during training or have been subject to probation or disciplinary action.

To apply, trainees must submit the following (**Trainee Submission**):

- Personal Overview (300 words max) - A summary of their contribution to research and teaching during their training.
- Consultant References: The names of two urologists from different years who will each be asked to complete a Consultant Reference Report.
- Preference for Meetings: - Ranked preferences for the meetings.

Trainees who have received a Borderline assessment at any stage must also submit the following which will be reviewed by the RACS BOU to determine eligibility:

- Trainee Overview (150 words max): A brief summary outlining the steps taken to address identified deficiencies.
- Supervisor Statement (150 words max): A statement from the Training Supervisor confirming how these deficiencies have been addressed.

3.3 Assessment and Judging Process

Trainees selected must demonstrate exemplary personal and professional qualities, representing the training program and USANZ with distinction. Applications are evaluated based on two, equally weighted, components.

If scores are tied and the number of tied candidates exceeds the available opportunities, selection will be based on academic performance during training.

- **Trainee Submission** (max 10 points)

Two delegates from the Board of Urology will review each de-identified submission and assign a score based on its quality. The combined scores will be averaged

- **Consultant References** (max 10 points)

Each referee will complete a structured report (Attachment A) consisting of 10 questions assessing the trainee's conduct. The scores from both referees will then be averaged.

- **Final Scoring** (max 20 points)

The Trainee Submission and Consultant Reference scores are combined. Trainees with the highest total scores will be selected for the Program and assigned to a meeting based on their overall score and preferences.

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3.4 Award and Acknowledgement of Recipients

The Program seeks to make opportunities available to 6 x trainees, with 2 trainees allocated to each of the 3 meetings. However, the number of recipients and value are dependent on several factors including sponsorship; the number of applicants; and the location of the meeting.

Each recipient will receive:

- A cash contribution to be used towards travel costs.
- Host associations will cover meeting registration fees and accommodation for the duration of the meeting
- Recipients are expected to meet all other costs.

Recipients are acknowledged in UroNews, Social Media, at the Trainees Meeting at the USANZ ASM, and at the USANZ Trainee Week. Recipients' Reports are published in UroNews.

3.5 External Sponsor

Sponsorship opportunities to support the International Trainee Exchange Program Grants are sought each year. Acknowledgement of sponsor support includes acknowledgement: in emails to trainees and recipients in relation to the opportunity; verbally at the Trainee meeting held at the ASM; and in Recipients Reports. The forms of acknowledgement will be outlined in the sponsorship prospectus.

4. AUA Residents Bowl – USANZ Representative

4.1 Background

The AUA Residents Bowl is a team competition held annually at the AUA Annual Meeting, where urology residents test their knowledge across different subspecialties of urology, the history of the field, and recent research developments. The competition spans three days, including preliminary rounds, semi-finals, and finals.

The AUA invites USANZ to select one trainee to represent the Society as part of an AUA Section team.

4.2 Eligibility

To be considered for selection, Trainees must:

- Be a Trainee Member of USANZ and in the second year of Advanced Stage at the time of the AUA Annual Meeting.
- Meet all administrative requirements of the SET program, including timely submission of In-Training Assessment (ITA) reports.
- Submit a written statement of no more than 300 words explaining why they believe they should be selected.

4.3 Assessment and Judging Process

Applications will be assessed by the BOU Chair and Deputy Chair to select the most suitable representative, taking into account applicants' performance in training and the submitted statement.

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4.4 Award and Acknowledgement of Recipients

Each recipient will receive:

- A cash contribution to be used towards travel costs.
- A stipend paid directly to recipients by the AUA. The amount of the stipend is determined annually by the AUA.

Recipients are acknowledged in UroNews, Social Media, at the Trainees Meeting at the USANZ ASM, and at the USANZ Trainee Week.

4.5 External Sponsor

Sponsorship opportunities to support the International Trainee Exchange Program Grants are sought each year.

5. AUA Global Residents Leadership Retreat – USANZ Representative

5.1 Background

Held every two years during the American Urological Association (AUA) Annual Meeting, the AUA Global Residents Leadership Retreat aims to inspire and connect future leaders in urology from around the world. It offers an excellent platform for trainees to network and develop their leadership skills. The AUA invites USANZ to select one USANZ trainee for participation.

5.2 Eligibility

To be considered for selection, Trainees must:

- Be a Trainee Member of USANZ and in the second year of Advanced Stage at the time of the AUA Annual Meeting.
- Meet all administrative requirements of the SET program, including timely submission of In-Training Assessment (ITA) reports.
- Submit a written statement of no more than 400 words explaining why they believe they suitable for the retreat, highlighting their leadership and initiative throughout their training, .

5.3 Assessment and Judging Process

Applications will be assessed by the BOU Chair and Deputy Chair to select the most suitable representative, taking into account applicants' performance in training and the submitted statement.

5.4 Acknowledgement of Recipient

Each recipient will receive:

- A cash contribution to be used towards travel costs.
- A stipend paid directly to recipients by the AUA. The amount of the stipend is determined annually by the AUA.

Recipients are acknowledged in UroNews, Social Media, at the Trainees Meeting at the USANZ ASM, and at the USANZ Trainee Week.

Attachments

- Attachment A: Trainee Reference for International Exchange Program Applicants
- Attachment B: Scoring System Worksheet

Guidelines: Training Awards & Recognition

Related policies, documents, and legislation

- USANZ Awards and Recognition Framework Policy
- Templates managed by the ET&M
 - International Exchange Program 2025 – Information for Applicants
 - International Exchange Program, AUA Residents Bowl and AUA Global Leadership Retreat – Sponsorship Prospectus
 - Example: AUA Global Leadership Retreat Email
 - Example: AUA Residents Bowl Email

Superseded documents

- None

Revision history

Version	Date	Notes	By
1.0	9 May 2026	Approved	Board of Directors

Review date

This Policy will be reviewed at least every 3 years by the Board. The next review date is May 2029.

Contact

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**Attachment A: Scoring System
Trainee Reference**

Purpose

The Board of Urology offers a limited number of Advanced Trainees the opportunity to participate in the International Exchange Program by attending one of the International Trainee Meetings hosted by the EAU, UAA, or CUA. As part of the assessment process, two consultant references are collected for each applicant. Please assess the trainee named in the accompanying email by selecting the most appropriate performance descriptor for each of the ten questions. These descriptors reflect the trainee’s performance relative to the level of a competent trainee. Note: this process may be conducted by online surveys, which tabulates results.

Trainee Name: Enter Trainee Name.

Referee Name: Enter Referee Name.

Question	Assessment (with reference to the level of a competent trainee)	Click box to tick/untick
1. Trainee’s urological knowledge , particularly addressing the breadth of this knowledge, but also considering how this trainee responded to finding gaps in their knowledge – did they clearly read widely and often, and have a thirst for new urological knowledge?	Outstanding	<input type="checkbox"/>
	Above level	<input type="checkbox"/>
	Typical	<input type="checkbox"/>
	Some deficiencies	<input type="checkbox"/>
2. Trainee’s ability to analyse and integrate new knowledge , including recent publications. Could they critically analyse studies, and recognize how and where they were relevant to clinical practice, or for a deficient score, did they accept results blindly, and advocate universal implementation of change, sometimes naively or inappropriately?	Outstanding	<input type="checkbox"/>
	Above level	<input type="checkbox"/>
	Typical	<input type="checkbox"/>
	Some deficiencies	<input type="checkbox"/>
3. Trainee’s ability to learn from clinical encounters . Were they accurate in the assessment of their own ability, willing to accept responsibility for their actions, and learn from their experiences so improving future performance?	Outstanding	<input type="checkbox"/>
	Above level	<input type="checkbox"/>
	Typical	<input type="checkbox"/>
	Some deficiencies	<input type="checkbox"/>
4. Trainee’s performance and attitudes to learning in the clinical setting . Were they enquiring, did they intelligently challenge conventional teaching, and constantly seek new information and approaches to clinical problems?	Outstanding	<input type="checkbox"/>
	Above level	<input type="checkbox"/>
	Typical	<input type="checkbox"/>
	Some deficiencies	<input type="checkbox"/>

**Attachment A: Scoring System
Trainee Reference**

5. Trainee's performance in scheduled teaching setting . Were they keen, punctual, well prepared (having read up beforehand), and seek extra sessions?	Outstanding	<input type="checkbox"/>
	Above level	<input type="checkbox"/>
	Typical	<input type="checkbox"/>
	Some deficiencies	<input type="checkbox"/>
6. Trainee's performance as a teacher . Were they a keen and well-prepared teacher of junior medical and other staff, keen to improve their own knowledge and presentation skills by preparing and delivering quality educational sessions?	Outstanding	<input type="checkbox"/>
	Above level	<input type="checkbox"/>
	Typical	<input type="checkbox"/>
	Some deficiencies	<input type="checkbox"/>
7. Trainee's usual response to feedback . Did they welcome feedback and use it constructively, or for a deficient score, did they avoid or refute feedback, and make excuses for episodes of less than satisfactory behaviour?	Outstanding	<input type="checkbox"/>
	Above level	<input type="checkbox"/>
	Typical	<input type="checkbox"/>
	Some deficiencies	<input type="checkbox"/>
8. Trainee's performance and attitude to research . Had they an eye for a study, an ability to recognize new or important information or findings that should be publicized, and show initiative to be involved in research/publications?	Outstanding	<input type="checkbox"/>
	Above level	<input type="checkbox"/>
	Typical	<input type="checkbox"/>
	Some deficiencies	<input type="checkbox"/>
9. Trainee's performance completing tasks , particularly teaching and research, by meeting deadlines and producing clear, logical and well-structured presentations and publications.	Outstanding	<input type="checkbox"/>
	Above level	<input type="checkbox"/>
	Typical	<input type="checkbox"/>
	Some deficiencies	<input type="checkbox"/>
10. Trainee's overall performance , relative to similar grade trainees, in contributing to urological knowledge, research, and education.	Outstanding	<input type="checkbox"/>
	Above level	<input type="checkbox"/>
	Typical	<input type="checkbox"/>
	Some deficiencies	<input type="checkbox"/>

Attachment B: Scoring System Worksheet

Step 3: Final Count (max 20 points)

The Trainee Submission and Consultant Reference scores are combined. Trainees with the highest total scores will be selected for the Program and assigned to a meeting based on their overall score and preferences.

<i>Final Score</i>	<i>Trainee</i>					
	A	B	C	D	E	F
<i>Trainee Submission Score</i>						
<i>Consultant Reference Score</i>						
<i>Final Score (max 20)</i>						

Step 4: Meeting Preferences & Offers

Trainees with the highest total scores will be selected for the Program and assigned to a meeting based on their overall score and preferences.

<i>Meeting Pref</i>	<i>Trainee</i>					
	A	B	C	D	E	F
<i>Meeting Pref 1</i>						
<i>Meeting Pref 2</i>						
<i>Meeting Pref 3</i>						
<i>Offered</i>						