



ANNUAL REPORT 2024



UROLOGICAL SOCIETY
OF AUSTRALIA
AND NEW ZEALAND

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.

The Urological Society of Australia and New Zealand

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USANZ BOARD OF DIRECTORS AND COMMITTEES 2024

USANZ Board of Directors

Helen O'Connell AO: President

Damien Bolton: Vice-President

Prem Rashid: Past-President, Honorary Secretary, Honorary Treasurer, NSW Section Representative

Peter Burke: Northern Section Representative

Richard Cetti: Tasmanian Section Representative

Ashani Couchman: South Australia/Northern Territory Section Representative

William (Bernie) Delaney: External Director

Mark Frydenberg AM: Victorian Section Representative, RACS Urology Specialty Representative

Troy Gianduzzo: Chair, ANZAUS

Lydia Johns Putra: Board of Urology Chair

Shane La Bianca: Western Australian Section Representative

USANZ Audit, Risk and Finance Committee (ARFC)

Prem Rashid: Chair/USANZ Honorary Treasurer

Michael Nugara: Management Team (CEO)

Nick Danes: Management Team (COO)

Nigel Finch: Management Team (FM)

Shane La Bianca: USANZ Director

William (Bernie) Delaney: External Director

USANZ Diversity & Inclusion Committee

Ashani Couchman: Chair and USANZ Board Representative

Caroline Dowling: SWANZU Representative

Jared White: Aotearoa New Zealand Section Representative

Deanne Soares

Nadya York

USANZ Society Awards

Nominations Committee

Prem Rashid: Chair/USANZ Past-President

Damien Bolton: USANZ Vice-President

Ashani Couchman: USANZ Director

Daniel Christidis

Scholarship Committee

Prem Rashid: Chair/USANZ Past-President

Ashani Couchman: USANZ Director

Rick Catterwell: Board of Urology Deputy Chair

Special Advisory Group

Leaders & Deputy Leaders

Darren Katz: Andrology

Gregory Jack (Leader), **Nadya York** (Deputy Leader): Endourology

Eva Fong (Leader), **Sandra Elmer** (Deputy Leader): Female Urology

Kamran Zargar (Leader), **Weranja Ranasinghe** (Deputy Leader): Genitourinary Oncology

Eric Chung (Leader): Male LUTS

Justin Chee (Leader): Paediatric and Reconstructive

Anita Clarke (Leader): SWANZU – Women in Urology

USANZ STAFF 2024

Michael Nugara: Chief Executive Officer

Madeleine Bennison: Membership and Policy Manager

Nick Danes: Chief Operating Officer (USANZ and ANZSCTS)

Jennifer Hislop: Senior Training Administrator

Deborah Klein: Education and Training Manager

Danielle Provera: Governance Support Officer

Jonathon Street: Communications Manager

Anna Tartakovskaia: Conference Manager

Rebekah Ward: Communications Coordinator (part-time)

Katie Cook: Accounts Officer (part-time)

USANZ BOARD OF DIRECTORS 2024

Vision

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

Values

- Respect
- Collaboration
- Integrity
- Compassion
- Service
- Accountability



Helen O'Connell AO



Damien Bolton



Prem Rashid



Ashani Couchman



Peter Burke



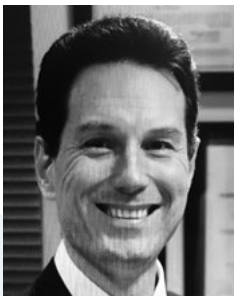
Richard Cetti



Bernie Delaney



Mark Frydenberg AM



Troy Gianduzzo



Lydia Johns Putra



Shane La Bianca



Michael Nugara
(CEO)

ANNUAL REPORTS: PRESIDENT'S LETTER



UROLOGICAL SOCIETY OF AUSTRALIA AND NEW ZEALAND

20 February 2025

To all Members,

Your Board of Directors has pleasure in submitting its report for the year ending 31 December 2024.

Yours sincerely



Helen O'Connell AO

President

Urological Society of Australia and New Zealand

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ANNUAL REPORTS: PRESIDENT'S REPORT

President's Report

Helen O'Connell AO

As my role as President nears completion, I would like to acknowledge the vast support provided to me by the leadership group, which includes Damien Bolton and Prem Rashid as Vice-President and Past-President respectively, and Michael Nugara as CEO. The leadership group provides constant support to the membership on the issues of the day, many of which are escalated to the Board for their deliberation.

An example of this is the strategy regarding the new SIMG policy and determining what action and how vigorously we should become engaged given the aggressive stand by the Medical Board of Australia. In this example, it is crucial to highlight the detailed and constant involvement shaping this issue for the best, on our behalf, by the SIMG representative to RACS, Richard Grills. The development of the new regulations has been a massive project to develop fair policy evaluating each SIMG according to the appropriate set of rules. On behalf of the membership, thank you for all your hard work.

ASM Adelaide 2024

The ASM in Adelaide was a great success. Whenever USANZ leaves the eastern seaboard, there is a potentially greater risk to the bottom line related to attendees and sponsorship. In 2024, the ASM defied that trend with greater attendance than in 2023. Michael Chong, as Convenor, and Dixon Woon, as Scientific Committee Chair, created a thoroughly engaging, forward-looking program hosting many of the world's best experts across the Urological curriculum. Thanks to them and our USANZ staff for the wonderful success of the meeting.

EAU Paris 2024

Given what a drawcard the city of Paris is per se, it is not surprising that there was an exceptional presence of USANZ members at our conjoint session with EAU. The program focused on the effects of treatments, including the management of rare but catastrophic complications such

as symphyseal fistula (Vincent Tse) and management of mesh complications (Caroline Dowling), including complex pain syndromes that arise. Shomik Sengupta discussed the status of bladder preservation in MIBC, immune checkpoint inhibitors complementing traditional chemotherapy in this space. Jim Catto emphasised the importance of individualised care in the rapidly evolving area. There were more than 200 attendees at our session, representing one of the most successful EAU Beyond Europe sessions.

Focal therapy was the topic captured in almost every Section meeting, as well as USANZ sessions at EAU and the AUA. It is clear the data has matured sufficiently to move out of the realm of clinical trials only. MSAC currently has its first submission highlighting the status of this approach.

AUA San Antonio 2024

Following a session in Europe focused on oncology and reconstruction, our session at the AUA focused on sustainability, with Greg Jack presenting comparative data on single-use scopes versus reusable. The devil is in the detail, and it is a work in progress, but the noble sustainability goals promoted by the industry may be overstated. Janelle Brennan and Dickon Hayne shone in the great debate, taking each other's innate positions for an intellectual overview whilst offering more of their signature edutainment. Though volume of cases is a strong predictor of a good outcome, relatively low volume centres do not always have a poor outcome for cystectomy, and patients' preference for local treatment is a significant driver of patient choice. Presentations on Peyronies disease informed us that ESWT may be used to treat pain but definitely not deformity. The place of penile prostheses in associated ED is not in question.

ANZUNS MOU

Since its inception, our collaboration with ANZUNS has been mutually supportive. Following preparatory meetings and negotiated revisions, USANZ signed the latest memorandum of understanding between our two organisations, a good outcome for both parties and highlighting the strength of our collaboration.

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Aotearoa New Zealand (AoNZ) Autonomy Project

A highlight of the ASM was the voting at the AGM in support of the new entity for our Aotearoa New Zealand Section members. After a successful campaign involving presentations at all Section Meetings, members voted unanimously in favour of the constitutional reform.

The project is progressing, with a draft constitution now being brought to fruition by the Aotearoa NZ Section. Once the Constitution is ratified and the Memorandum of Understanding is signed, the Section will be called the Aotearoa New Zealand Society of Urologists (ANZSU).

The USANZ constitutional changes do not take effect until ANZSU is operating and the USANZ/ANZSU Cooperation Agreement is in place.

Changes included:

- An additional representative on the USANZ Board (the President of the new AoNZ Society); increasing AoNZ representation on the USANZ Board.
- AoNZ urologists comprise a significant group of vocationally registered and Ministry of Health-approved but not FRACS (Urol) urologists. These members will be eligible for full membership of USANZ. It would only be possible for AoNZ full members to become Australian full members were they to also have a FRACS (Urol).
- AoNZ members with Provisional Vocational Registration in New Zealand will have the same USANZ membership class as SIMGs in Australia, i.e. Associate Urological Members.
- The USANZ President and Vice-President must hold a FRACS (Urol); to stand for the Vice-Presidency a member must hold a FRACS (Urol).

Western Australian Section joins PCOR

Due to the efforts of the Western Australian Section, particularly Melvyn Kuan and PCOR itself,

the WA Section finally has a MOU with PCOR. Registry Ethics in WA follows a different pathway to other states and AoNZ. Congratulations on this step forward. We intend to keep working towards a suitable pathway for outliers that is education-positive and self-driven by the Urologist. As the Urology lead for PCOR Australia, Melvyn will address the GUSAG regarding policy to promote improved outcomes for outliers.

Cystectomy Audit and PROMS

Some progress, albeit slow, has been made on the oversight of cystectomy. Movember met with USANZ to consider the inclusion of cystectomy in a Pan-Cancer Initiative, a collaboration involving the federal government to provide funding for ten leading cancer streams. An agreement to include cystectomy was the first agreed-upon step. A group of high-volume cystectomists met in May to develop a unified USANZ-centric cystectomy database; the general agreement is that this is the appropriate course of action. Manish Patel will be leading this work on behalf of USANZ. The Board fully supports a USANZ-centric database, preferably backed by enduring funding and support along the lines of PCOR and APFPR.

Australasian Pelvic Floor Procedure Registry (APFPR)

After slow accrual related to COVID-19's effects on elective surgery, more than 1000 patients are participating in the Registry. Several centres now have 50 or more patients, permitting the development of meaningful site reports. The volume of stress incontinence (SUI) procedures remains considerably lower than before the Senate Inquiry. Nevertheless, the most recent data demonstrated a slight increase in mesh sling usage for the first time. Bulkamid injections continue to be the fastest-growing interventions. PROMS data provides an excellent comparative opportunity in the future compared to the main data set provided by clinicians. Ailsa Wilson Edwards is now the Urology Lead for APFPR, taking over from me mid-year. Jessica Yin and Samantha Pillay provide USANZ expertise to the Steering Committee. Jess'

ANNUAL REPORTS: PRESIDENT'S REPORT

primary role is as representative for the private sector. Consumers continue to be very active with APFPR, providing advocacy and lived experience.

PSA Guidelines

With federal government backing, PCFA is working with USANZ, RACGP, and the NHMRC Daffodil Centre to redevelop PSA guidelines, which are expected to bear fruit in 2025. Peter Heathcote and Weranja Ranasinghe are members of the main committee working on this project on behalf of USANZ, though many of our members are contributing to the exhaustive review process. Thanks to each of you for your diligence in this important piece of infrastructure.

SAGs

The Special Advisory Groups provided robust support to USANZ throughout 2024, frequently liaising with the Leadership Group and USANZ Board.

An example of a successful submission by USANZ promoted by the SAGs across 2024 is the advice to the Australian Defence Forces on the definition of haematuria. Greg Jack provided guidance on this. **USANZ supports the AUA guidelines of ≥ 3 red blood cells (RBCs) per high-power field** in a single positive centrifuge sample as indicative for haematuria.

The SAGs form a highly trusted resource for the Board of Directors from which to draw responses to issues of the day. The Leader and Deputy Leader regularly respond to requests for a Urological opinion, e.g., on submissions such as the PSA advice of the College of Pathologists or credentialling for pelvic floor procedures in Aotearoa New Zealand and legislation for disorders of sexual development. The call on Leaders was sufficient that at the May 2023 Board meeting, we agreed to appoint a Deputy Leader to SAGs, where required, to share the load.

Current SAG Leaders and Deputy Leaders are:

Genitourinary Oncology: Leader: Kamran Zargar, Deputy Leader: Weranja Ranasinghe

Paediatric and Reconstructive: Leader: Justin Chee

Female Urology: Leader: Eva Fong, Deputy Leader: Sandra Elmer

Male LUTS: Leader: Eric Chung

Andrology: Leader: Darren Katz

Endourology: Leader: Greg Jack, Deputy Leader: Nadya York

SWANZU: Leader: Anita Clarke

With oversight from Vice-President Damien Bolton and guidance from the SAGs, intending Trainee David Homewood curated an issue for the *Australian Journal of General Practice*. This journal is an outstanding resource for GPs wishing to be updated across many aspects of our curriculum.

Media training was organised for the SAG leaders during the ASM. USANZ will offer this training again as it was well-received and is important training for USANZ leaders.

On behalf of the membership, we recognise with gratitude the valuable input the SAG leaders and SAGs provide.

Media Releases

In keeping with the USANZ strategic plan mission to be a diverse, engaged and collegiate membership recognised as the authority on urology, we have aimed to harness member expertise to promote and advance high standards of clinical care being proactive with issues of the day.

For a comprehensive list of media releases in 2024, we encourage members to read the Member Activity Report on page 24, or on the USANZ website.

A Boston Scientific initiative involving significant population-based surveys using a well-respected survey group, YouGov, was launched late in 2024. They surveyed men about aspects of BPH and ED, culminating in a media campaign involving the following members:

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James Aspinall, Borjana Barth, Amanda Chung, Devang Desai, Tony de Sousa, Jim Duthie, Alastair Hepburn, Phillip Katelaris, Giovanni Losco, Greg Malone, Daniel Marshall, Daniel Moon, Elayne Ooi, Patrick Preece, Joseph Schoeman, Kapil Sethi, Dan Spernat, Jeff Thavaseelan, John Tuckey, André Westenberg, Liam Wilson, and Henry Woo.

Thanks to all who contributed, resulting in an informative patient-focused binational campaign.

Expressions of Interest

Expressions of Interest (EOI) provide an opportunity to match member capacity with opportunities presented to USANZ, managing the process transparently. Please see the 2024 Member Activity Report for a list of EOIs our staff and Board facilitated across 2024.

Diversity and Inclusion (D&I) Committee, SWANZU logo

The Diversity and Inclusion Committee, under the leadership of Ashani Couchman, is considering engaging with DEI experts to develop our expertise, leadership, and strategy implementation in this area.

USANZ developed and approved a logo for the Surgical Women in Australia and New Zealand Urology (SWANZU) committee. The logo, launched during the ASM in Adelaide, was championed by SWANZU members.

USANZ Selection, Training and Examinations

Thank you to Lydia Johns Putra, Board of Urology Chair, Education & Training Manager, Deborah Klein, and the Board of Urology for the prodigious work done to oversee training across our two countries. It is a massive task requiring careful iteration of

regulations and processes developed with RACS. Thank you to all training supervisors for their continuous and assiduous support of our trainees.

Finally, thank you to our examiners under Greg Malone's leadership. Our exam results stem from robust processes by a highly select cohort of Urologists across our two countries supported by the groundswell of our members who contribute as supervisors. It is an understatement to say that excellent training and maintenance of standards are crucial to the future of our profession. As President, I highlight here our vast pride in our SET trainees and acknowledge those who achieved their FRACS (Urol) Part II in 2024.

Board Structural Advances: Director Induction Pack, Board Portal and Risk Register

Our external director, Bernie Delaney, an exceptionally talented and experienced Board director, led the initiative to create a secure portal for accessing our board papers via the web. BoardPro has proven to be user-friendly, and the Board easily adapted to its format.

USANZ staff, with Bernie's oversight, broadened the content of the appointment pack for new directors to assist their induction to the Board.

Risk Register

An important aspect of the Board's due diligence is the Risk and Audit Committee's development of USANZ's Risk Management Framework and Risk Register. The Board supports the framework and considers mitigation strategies to manage the risk.

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Member Recognition

The Board has been working with USANZ staff to ensure we appropriately recognise our volunteer workforce for their valuable work on behalf of trainees, the urology profession, and our patients.

Recent initiatives include updated and expanded certificates of service and 25-year membership pins.

To the Board of Directors, few will know how much work you do to improve urology in Australia and New Zealand. To each of you, thank you so much for your commitment.

Damien Bolton: Vice-President

Prem Rashid: Past-President, Secretary/Treasurer, NSW Section Representative

Peter Burke: Northern Section Representative

Richard Cetti: Tasmanian Section Representative

Ashani Couchman: South Australia/Northern Territory Section Representative

William (Bernie) Delaney: External Director

Mark Frydenberg AM: RACS Urology Specialty Representative

Troy Gianduzzo: Chair, ANZAUS

Lydia Johns Putra: Board of Urology Chair

Shane La Bianca: Western Australian Section Representative

Mark Fraundorfer was recently elected as the Aotearoa New Zealand Section Representative (soon to be ANZSU). Welcome Mark.

To our staff, as we reflect on 2024, the members are grateful for your dedication and diligent work.

Michael Nugara: Chief Executive Officer

Madeleine Bennison: Membership and Policy Manager

Nick Danes: Chief Operating Officer (USANZ and ANZSCTS)

Jennifer Hislop: Senior Training Administrator

Deborah Klein: Education and Training Manager

Danielle Provera: Governance Support Officer

Jonathon Street: Communications Manager

Anna Tartakovskaia: Conference Manager

Rebekah Ward: Communications Coordinator (part-time)

Katie Cook: Accounts Officer (part-time)

Nigel Finch: Finance Manager (external consultant)

ANNUAL REPORTS: CEO'S REPORT

Chief Executive Officer's Report

Michael Nugara

2024 was another busy year for USANZ as we continued serving the membership through a broad range of activities. The annual **Member Activity Report** highlights the enormous amount of work carried out by USANZ staff, Directors, and many members who selflessly give their time for the benefit of the Society. Below are some highlights; however, the activity report provides a comprehensive summary of activities carried out during the year and outlines member benefits and opportunities. Members are encouraged to peruse the report to gain a thorough understanding of the work of the Society.

Advocacy

During the year, USANZ actively advocated for and on behalf of the membership, including commentary on various MSAC submissions, MBS item numbers, and advice to other government agencies on issues related to the urological profession. Our work in the media increased this year, with representation across various media channels. In the latter part of the year, USANZ was particularly vocal about the potential consequences associated with the expedited pathway for overseas trained urologists practising in Australia. The specifics of these activities are detailed in the **Member Activity Report**.

Work on Diversity, Equity, and Inclusion (DEI) continued in 2024. The Committee worked on a DEI session to be held at the 2025 ASM, and information will be circulated in due course. If you will be at the ASM, please come along to this session.

The SWANZU (Surgical Women in Australian and New Zealand Urology) special interest community once again held its annual dinner meeting during the ASM in February, chaired by Anita Clarke. The meeting was a great success, and we await advice from SWANZU regarding their preferred strategies to support female urologists and address barriers to women pursuing urology as a career. SWANZU will hold another dinner meeting at the ASM in Perth.

Member Support

The ASM was a highlight for members in 2024. Held at the Adelaide Convention Centre, attendance exceeded 900 delegates. Attendees were treated to a stimulating and thought-provoking scientific program. I want to acknowledge the enormous effort by the Convenor, Michael Chong, and Scientific Committee Chair, Dixon Woon, in developing the program and bringing this world-class meeting to fruition.

During 2024, we offered members many opportunities to represent the Society and participate in other activities. This included international presentations, representative roles, and other opportunities. Members are encouraged to track these opportunities promoted through the weekly UroNews emails and other Society communications.

One of the benefits of membership is free subscriptions to BJUI Knowledge and EAU membership, which provide members with educational resources to assist with CPD and stay up to date with the latest global developments in urology.

The *BJUI USANZ Supplement*, published twice yearly, is a journal tailored for USANZ. Nathan Lawrentschuk is the editor of this online publication, and we greatly appreciate his continued work in this role.

The joint symposium with the EAU was held during the EAU Congress in April in Paris. The popularity of this symposium has grown year on year, and again, it was an outstanding and well-attended event. Through USANZ's continued collaboration, this event provides an international platform for members to present at a key global meeting. We look forward to this continuing at the EAU 2025 Congress in Madrid.

We hosted the annual USANZ Reception at the AUA in San Antonio on Friday, 3 May. Once again, this event attracted urologists from around the globe, allowing members to network with internationally recognised KOLs, international association representatives, and our industry partners. We look

ANNUAL REPORTS: CEO'S REPORT

forward to the 2025 AUA Reception on **Saturday, 26 April**, in Las Vegas; we will publish details in ASM materials and via UroNews.

The BAUS – BJUI – USANZ symposium at the AUA was held on Saturday, 4 May, and we are grateful to the BJUI for their ongoing funding and support for this joint symposium. The BJUI provides a travel grant for a USANZ speaker to the AUA, and in 2024, Dickon Hayne was the recipient of the grant. This symposium has been running for several years and is an excellent platform for members to present to an international audience.

A further expansion of our collaborative efforts occurred in October when USANZ partnered with the SIU to hold a joint symposium at the SIU Congress in Delhi. Both USANZ members and other congress delegates attended this popular event. The Society would like to acknowledge the USANZ presenters, including Shomik Sengupta, Manish Patel, Vincent Tse, Bill Lynch, Anne Hong, and Henry Woo.

Clinical Standards

The important role of our Special Advisory Groups (SAG) continued during the year. They addressed scientific issues in the public domain and led the development of Society submissions to government agencies and other parties. The **Member Activity Report** has further information on the submissions. The SAGs' work also involved representing the Society in the media. To assist, USANZ provided media training during the 2024 ASM.

The following SAG Leaders complete their terms at the 2025 AGM: Kamran Zargar (Genitourinary Oncology), Darren Katz (Andrology), and Eric Chung (LUTS). I want to acknowledge the enormous effort by these members during their tenure as well as the other SAG Leaders and Deputies who continue in their roles for a second term.

During the year, the Society has been working on a Guide to assist members with prescribing ARPI (Androgen Receptor Pathway Inhibitors) medication. The Guide also includes a link to a member page on the Society's website to further guide members with the associated HPOS

process. The Guide will be discussed during the ASM (Monday breakfast session). I would like to recognise the considerable work of Weranja Ranasinghe and Joseph Ischia, who led the development of the Guide, and Melvyn Kuan who provided the HPOS information. The Guide will be circulated to members in hardcopy (as a desktop resource) after the ASM and will also be available online in the members' section of the website.

The Board of Urology (BoU), under the leadership of Lydia Johns Putra, continued their work in delivering the RACS urology training program. The BoU and USANZ have worked closely with the Royal Australasian College of Surgeons (RACS) to assist the College in achieving the continuation of its specialist education accreditation. This was a considerable undertaking by RACS, with the support of the specialty societies, to deliver the required documentation to the Australian Medical Council within the timeframe.

Trainee Week continued its outstanding reputation with another highly successful event convened by Adrian Clubb in Brisbane in November. The stimulating educational program was well-received by our trainees and the international attendees from the EAU, UAA, BAUS, and CUA.

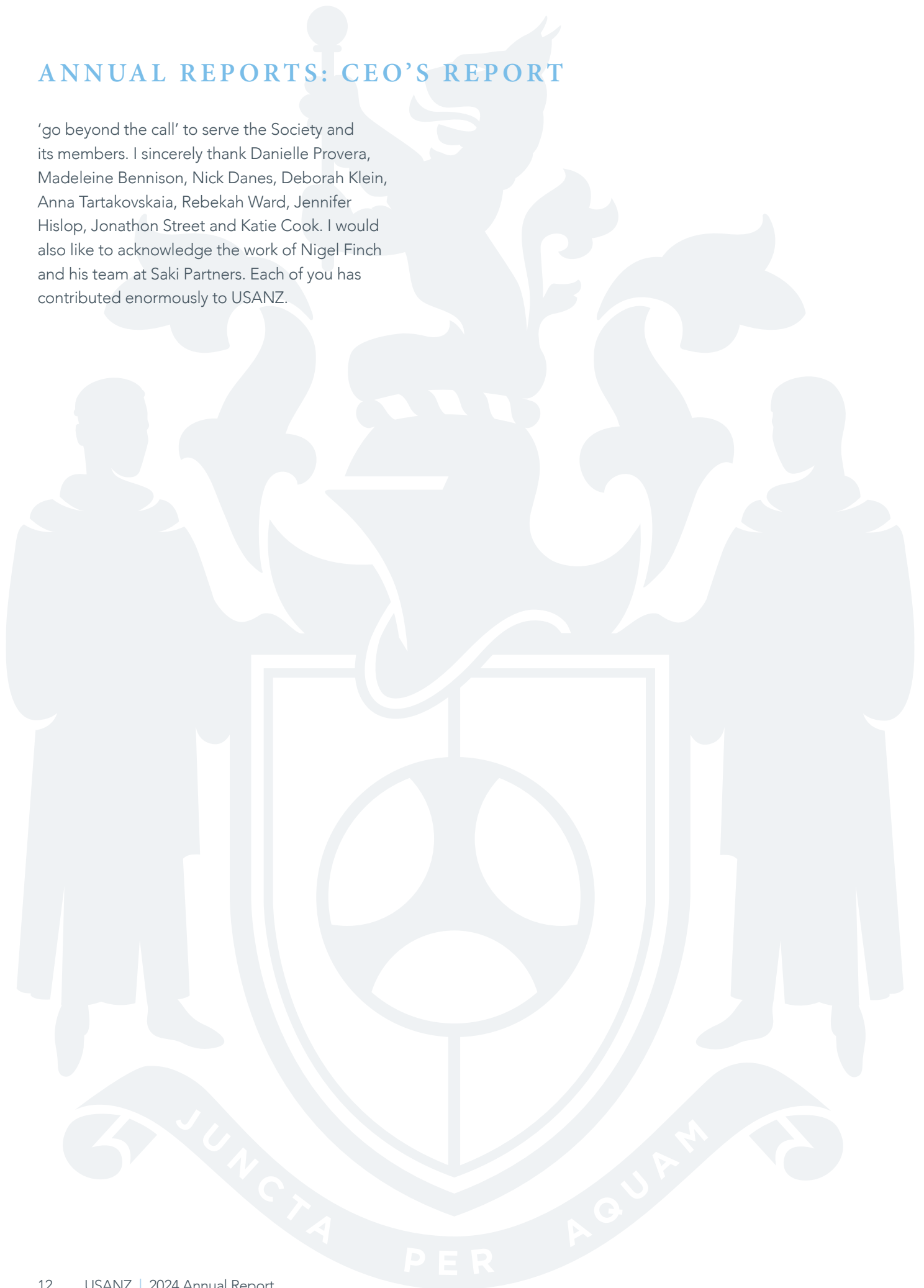
Efficient and Effective Organisation

Following the unanimous support at the 2024 AGM for constitutional changes as part of establishing the Aotearoa New Zealand Society of Urology (ANZSU), work on this project continued during 2024. The focus has been on drafting a new ANZSU Constitution compatible with the USANZ Constitution and working through the various regulatory requirements to maintain the not-for-profit status in place for the New Zealand Section. Work will continue in 2025 to progress the establishment of ANZSU and to develop a MoU with USANZ on how the two organisations will work together.

USANZ continues to deliver for its members, which would not be possible without the highly committed team in the USANZ office. 2024 has been difficult, yet the staff have continued to

ANNUAL REPORTS: CEO'S REPORT

'go beyond the call' to serve the Society and its members. I sincerely thank Danielle Provera, Madeleine Bennison, Nick Danes, Deborah Klein, Anna Tartakovskaia, Rebekah Ward, Jennifer Hislop, Jonathon Street and Katie Cook. I would also like to acknowledge the work of Nigel Finch and his team at Saki Partners. Each of you has contributed enormously to USANZ.





MEMBER ACTIVITY REPORT

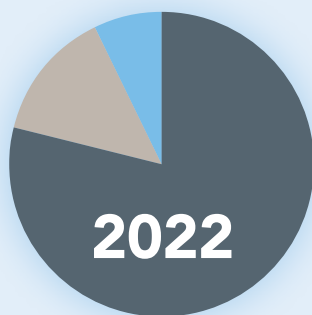
2024

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.

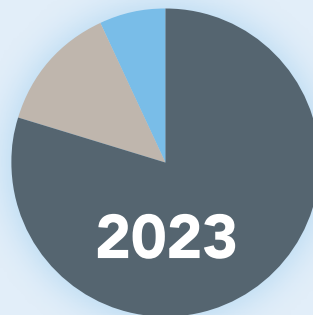
OUR VISION:

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

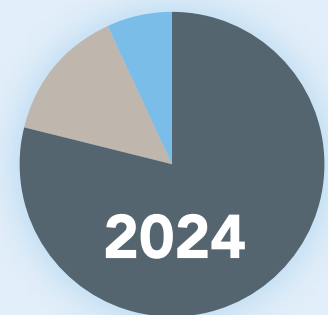
MEMBERSHIP BY CLASSIFICATION



● Urologist	611
● Trainee	106
● Other	55
Total	772



● Urologist	623
● Trainee	103
● Other	54
Total	780



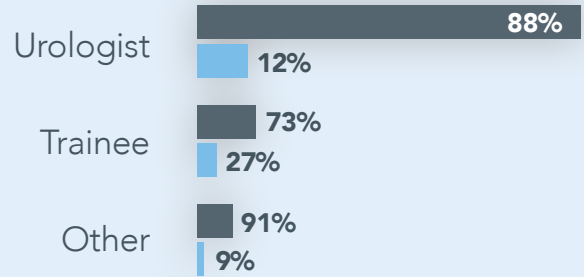
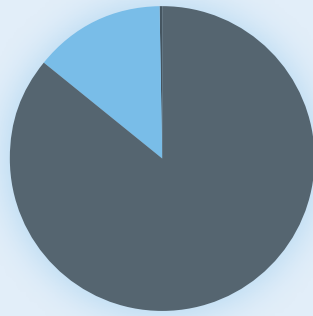
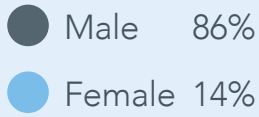
● Urologist	618
● Trainee	112
● Other	53
Total	783



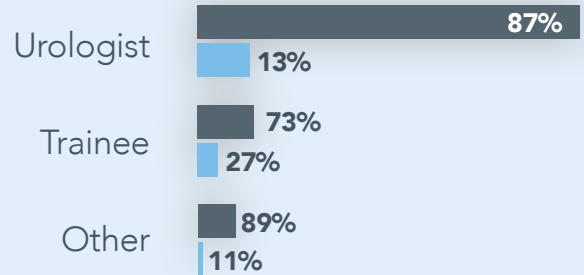
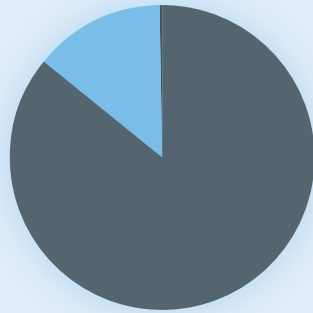
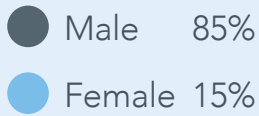
USANZ recognises Aboriginal and Torres Strait Island people as the traditional landowners of Australia and the Māori as the tangata whenua (people of the land) of Aotearoa New Zealand and respects their continuing connection to culture, land, waterways, community and whānau/family.

MEMBERSHIP BY GENDER AND CLASSIFICATION

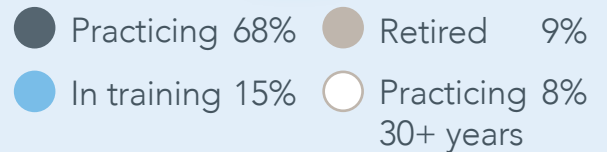
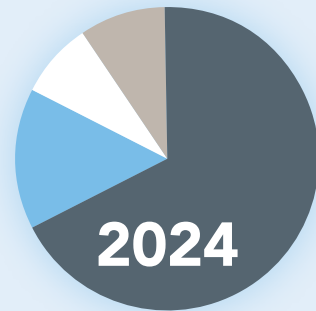
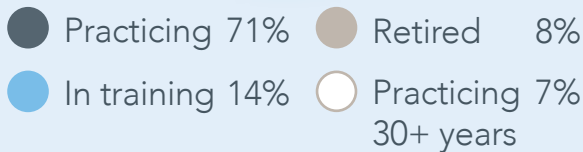
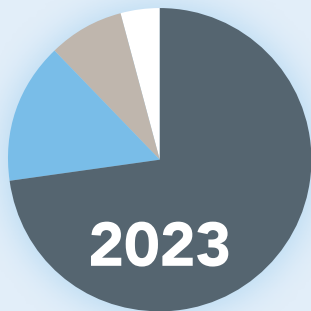
2023



2024



WORKFORCE SNAPSHOT: Urologists and Trainees only



MEMBERSHIP SNAPSHOT

FULL TIME STAFF 2023

8.6

FULL TIME STAFF 2024

8.4

MEMBER SUPPORT

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

2024

MEMBER SUPPORT

1. MEMBER OPPORTUNITIES

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

- **29** Calls for Expressions of Interest issued to members (2023: 31 2022: 27, 2021: 10)

Speaking and other roles at international events

- 3 members nominated to UAA Young Leadership Forum 2024
- 2 program presenters at Joint Symposium SIU & USANZ session at SIU 2024
- Nomination to UAA for Lecturer at SIU 2024
- 3 members nominated to Australian Orthopaedic Association Emerging Leader Forums in 2024 & 2025
- Guest speakers at Sao Paulo Meeting of Brazilian Society of Urology 2024
- Guest speaker at 33rd Malaysian Urological Conference 2024
- Guest speaker at Korean Urological Association (KUA) 76th Annual Meeting in Seoul
- 5 members selected for mHSPC Urology Masterclass with Astellas in Toronto
- Guest speaker at Sri Lanka Association of Urological Surgeons (SLAUS) 25th Annual Academic Meeting
- Guest speaker at 18th Pan-Pacific Continence Society (PPCS)
- Guest speaker at ANZUP Best of GU Oncology Evening Symposium Dinner
- UAA Lecturer at the EAU 2025 meeting in Madrid
- 5 members selected for Astellas Education Series Presenters
- 3 members selected to contribute to Movember to national convenings in sexual health & wellbeing
- 5 members selected as Co-Chair/Presenters

2. PROMOTING MEMBER STORIES

for the EAU – USANZ session EAU25 Urology Beyond Europe Program in Madrid, March 2025

- Guest speaker at 10th Nepal Association of Urological Surgeons UROCON 2025 in Kathmandu
- 2 members nominated to UAA for International Faculty for UAA 2025 in Taiwan

Service on USANZ & ANZAUS Committees and Working Groups

- USANZ Board of Directors
- Daniel Christidis Scholarship Committee
- Society Awards Nominations Committee
- ANZAUS Management Committee
- Diversity & Inclusion Committee
- Audit, Risk and Finance 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

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

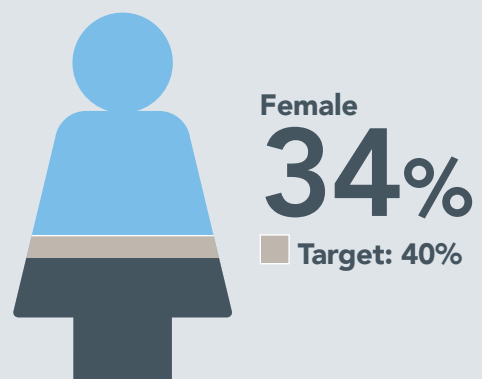
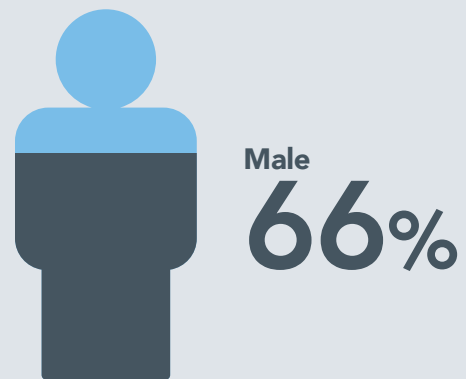
- RACS Board of Urology (BoU)
- Regional Training Committees (comprising Training Supervisors)
- Education Sub-Committee
- Selection Sub-Committee
- SIMG Sub-Committee
- Training Post Accreditation Sub-Committee
- Urology Trainee Forum
- Flexible Training and Interruption from Training Working Party

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

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

In 2024, USANZ published **88** stories (2023: 63) which highlighted **168** members (2023: 206).

Gender representation of 2024 member stories



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.



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



USANZ Fellow
USANZ Medal x3



Daniel Christidis Scholarship
Boston Scientific Prosthetics
Travelling Fellowship
Australian Urological
Foundation Travelling
Fellowships x19



AUA Residents Bowl
Frank Gardiner Training
Award (2 members)
International Exchange
Program (4 members)



Junior Medical Officer Presentation Award x2 (AoNZ Section)
Trainee Award (AoNZ Section)
Chris Farrell Award for Best Registrar Presentation (NSW Section)
George Schnitzler Award for Best Registrar (NSW Section)
Frank Gardiner Section Award for Best Registrar Presentation (Northern Section)
St Paul's Ball Award for Best Registrar Presentation (SA/NT Section)
Best Presentation Award (SA/NT Section)
Robbie Roberts Prize for Best Registrar Presentation (Tasmanian Section)
Best Podium Presentation Award (Victorian Section)
Best Poster Presentation Award (Victorian Section)
Peter Lawson Award for Best Registrar (Victorian Section)
Contribution to Urology in Western Australia (WA Section) x6
The England-Watson Prize for Best Presentation (WA Section)

2024

MEMBER SUPPORT

4. ADDRESSING BARRIERS TO PARTICIPATION

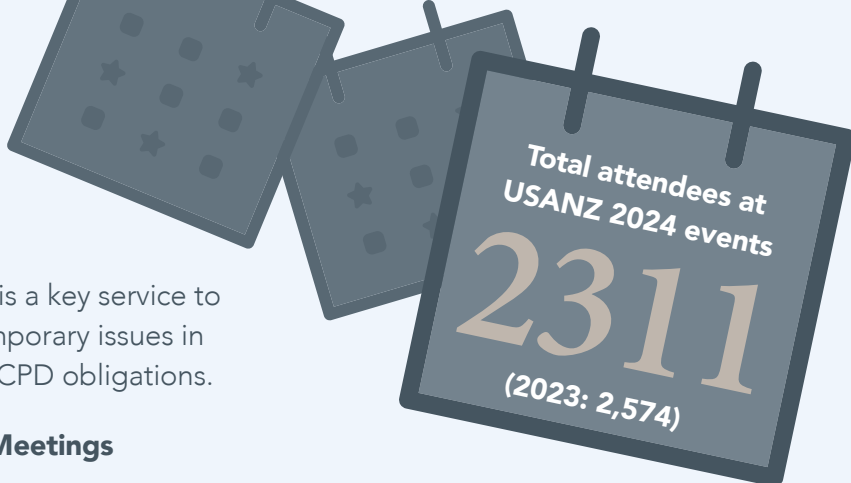
USANZ continued to take steps to address barriers to participation by members of the Society and their broader profession.

- A working party, established by the Board of Urology, proposed recommendations to support trainees in flexible training or returning after interruption. The Board of Urology is committed to implementing these to create a more supportive environment for trainee development.
- Aotearoa New Zealand Section included a dedicated session at each meeting devoted to Māori health, research, and education, and designed with Māori input.



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

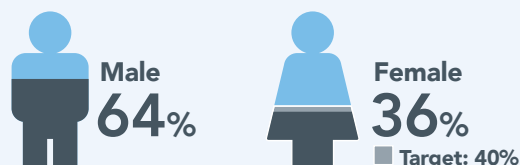
EVENT	*ATTENDEES
2024 Annual Scientific Meeting	721
USANZ Reception at 2024 AUA Meeting	190
SAG Meetings at 2024 ASM	66
Andrology	5
Endourology	10
FUSAG	19
GUSAG	10
Male LUTS	10
Paeds/Recon	12
2024 Section Meetings#	755
Tas	78
SA/NT	56
AoNZ	273
NSW	109
WA	72
Northern	86
Vic	81
2024 Education & Training Meetings	579
Trainee Week	144
Induction Course for SET Urology Trainees	41
BSCI Anatomy & Prosthetics Workshop	17
Cook Medical PCNL Workshop	15
NSW Education Program	97
VIC Education Program	168
QLD Education Program	97

USANZ Events:

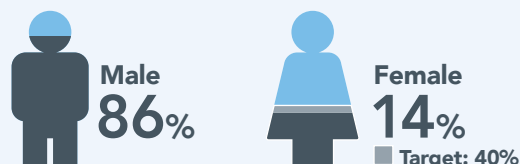
Gender Representation on Panels

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: 2024 ASM

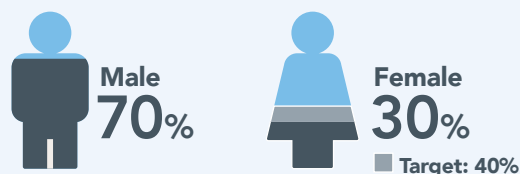


Faculty Roles: 2024 Trainee Week



Chair and Presenter Roles: 2024 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.



* The number of attendees excludes sponsors and exhibitors

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



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 2024

- Distributed **90** Certificates recognising both members and non-members service and achievements
- Finalised review of the ASM *Awards and Recognitions Policy* to document the criteria and processes around existing awards
- Introduced a pin recognising 25-years as a USANZ Member; **190** distributed



- Introduced a Photo Booth at the ASM as a new member benefit; in 2024, **39** members had professional head shots taken and distributed
- Developed policy on *Non-Members Advertising themselves as USANZ members* to protect USANZ brand and ensure affiliations are accurate
- Reviewed *Daniel Christidis Scholarship Guidelines*

Communications

UroNews:
Weekly Member Update
50 issues



UroScope:
President's Update
4 issues

Average open rate: **67%** (2023: 67%, 2022: 69%)
Average click rate: **30%** (2023: 26%, 2022: 24%)

Average open rate: **78%** (2023: 76%, 2022: 72%)
Average click rate: **15%** (2023: 20%, 2022: 32%)

Social Media Engagement

Five benchmarks were established in 2022 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)

	2024	2023	%
Content posts:	787	864	↓ 9%
Impressions:	247,951	418,950	↓ 41%
Engagements:	12,310	17,959	↓ 31%
Content clicks:	6,049	5,378	↑ 12%
Audience:	10,553	9,765	↑ 8%

Member Connection

- Member Directory
- UroChat Community

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 **612** members (2023: 640, 2022: 592) with auto upload to *RACS CPD* portal
- *EAU Membership* taken out on behalf of **643** members (2023: 634, 2022: 626)
- **22** free *Positions Vacant* advertisements posted to the USANZ website and distributed via the *UroNews* newsletter (2023: 44)
- Discounted *MDO Insurance* through the *Avant Affinity Program* with **263** members (2023: 260, 2022: 255, 2021: 260) utilising the discount
- Member logo & member certificates available upon request to promote Society membership
- **5** (2023: 10) letters confirming membership provided to support member applications to international societies or to certify status for other bodies



ADVOCACY

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



2024

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

- Raised concerns with ACSQHC regarding **Diagnostic Imaging Accreditation Scheme (DIAS)** and bladder scanners and the impact in applying for Medicare rebates for patients
- Provided guidance to Australian Defence Force on accepted **conversion factors between microliters and HPF** in pathology and the **Australian definition of microscopic haematuria**
- Developed articles for AJGP Special Edition in April 2024 – Urology focused issue
- Continued co-badging on 2024 updated version of 'AMA Informed Financial Consent guide' (IFC Guide)
- Contributed to **World Continence Week campaign**; encouraged people to overcome their hesitancy and seek help for incontinence
- Letter of Support - Application to the Medical Research Future Fund (MRFF) – PPHRI – 2024 Survivorship Care and Collaborative Research Prioritisation Grant Opportunity – **PROSPER**
- Letter of Research Support - further research into the GSM and supports the study 'Survey on Attitudes towards Genitourinary Syndrome of Menopause (GSM) among Primary Care Doctors, Geriatricians and Urologists'
- Submission to TGA on **Reforming Australia's Therapeutic Goods Testing Regulations**
- Contributed to 'Benign Prostatic Hyperplasia National Public Health Campaign' with Boston Scientific
- Contributed to '**Life After Treatment Patient Awareness Campaign**' with Prostate Cancer Foundation of New Zealand (PCFNZ)
- Joint interactive workshop with Ambu on 'Enhance your expertise in Overactive

Bladder management with flexible cystoscopy and botox under local anaesthesia'

MBS, MSAC and listing matters

- Provided feedback to Department of Health and Aged Care on MSAC application 1765 – Request to amend existing items 73303 and 73304
- Provided feedback to Department of Health and Aged Care MSAC application 1744 - *Lutetium(nca)- DOTA-octreotate treatment for advanced neuroendocrine tumours and other high somatostatin receptor expressing tumours*
- Letter of support for MSAC application for ArteraAI for the indication of determining the use of androgen deprivation therapy in patients
- Provided additional feedback to Department of Health and Aged Care MSAC application 1781 - *Risk assessment in prostate cancer using Stockholm3 multiparametric blood test*
- Provided feedback to Department of Health and Aged Care on MSAC application 1686.1 - *Lutetium PSMA i&t for metastatic castrate resistant prostate cancer*
- Provided feedback to Department of Health and Aged Care on MSAC application 1788 - *ArteraAI Prostate Biopsy Assay for patients with localised prostate cancer*
- Provided feedback to Department of Health and Aged Care on MBS Targeted Consultation 85% Rebate Project Tranche 2 Consultation Items: 36649, 37204, 37205, 37318, 37339, and 37613
- Letter of support for MSAC application for *NanoKnife Irreversible Electroporation (IRE) therapy*
- Provided feedback to AMA on proposed urological items and fees for the AMA Fees List in response to changes to these services on the MBS

7. SUBMISSIONS: ADVOCACY FOR UROLOGICAL PROFESSION CONT.

Media and articles

- Issued media statement **King's surgery expected to drive increase in men having their prostate checked**
- Contributed to article on **Inside the Fight to Cure Chronic UTI** for Weekend Australian Magazine (President)
- Interview with *The New Daily* regarding the **incidental cancer diagnosis of King Charles** and how often these sorts of diagnoses are made where a patient goes to hospital for treatment of another condition (Past-President)
- Interview with *Australian Doctors Group* regarding the **update to the national guidelines to address chronic UTIs** (Dr Ashani Couchman)
- Interview with *The Guardian* regarding collaborative work occurring internationally to **tackle the cause of and treatment of UTIs** (Female Urology SAG Deputy Leader)
- Interview with *NZ Herald Wellington* regarding **Uromune vaccine for UTI** (Female Urology SAG Leader)
- Issued media statement **Prostate Cancer Cases to Double by 2040 but Australia Prepared to Deal with Surge**
- GUSAG Deputy SAG Leader featured on a SkyNews segment titled **Push to increase prostate cancer testing**
- President featured on *ABC's 7:30 Report* segment and in an article about the clitoris **'Don't know much about the clitoris? The International Cliteratti will help'**
- Dr Ashani Couchman featured on *The Project* segment discussing **long-term treatment options for recurrent and chronic UTIs** experienced by Australian women
- Interview with *SBS Health* regarding how the cold weather can impact urination (Prof Eric Chung)
- GUSAG SAG Leader interview in response to an article in *NZ Herald* **'Substandard prostate cancer procedures cutting Kiwi men's lives short'**
- Interview with the *Daily Mail Australia* regarding **Dangers of Over Hydrating** (Prof Eric Chung)
- Interview with *The Australian* regarding medical leaders call for **treatment and testing overhaul of urinary tract infection** (President)
- President featured on *Seven News* segment on **chronic UTI infections** and emerging treatment protocols
- Interview with *ABC Darwin* regarding men sitting to void habits and the difference between **sitting and standing when using the toilet** (Dr Ashani Couchman)
- Interview with *ABC Science* regarding **kidney stones** (Endourology SAG Leader)
- Issued media statement **Men Risking Their Lives over Prostate Cancer Myths**
- Interview with *Over Sixty* regarding Prostate-Specific **Antigen (PSA) testing** and how early detection is crucial for men with family history of prostate cancer (GUSAG Deputy SAG Leader)
- Interview with *AusDoc* regarding research into mapping the **anatomy of the clitoris** (President)
- Issued media statement **Reforms Fast Tracking Overseas Medical Specialists**
- Interview with *House of Wellness* regarding **urinary tract infections**: what they are, the symptoms, what causes them and how are they diagnosed? (Dr Ashani Couchman)
- Interview with *The Australian* regarding changes to **SIMGs Pathway** (President)
- Issued media statement **USANZ moves to reassure patients over false surgery claims**
- Opinion Editorial by the President for *Canberra Times* on **Fast-tracking foreign specialists can have unwanted consequences**

2024

ADVOCACY



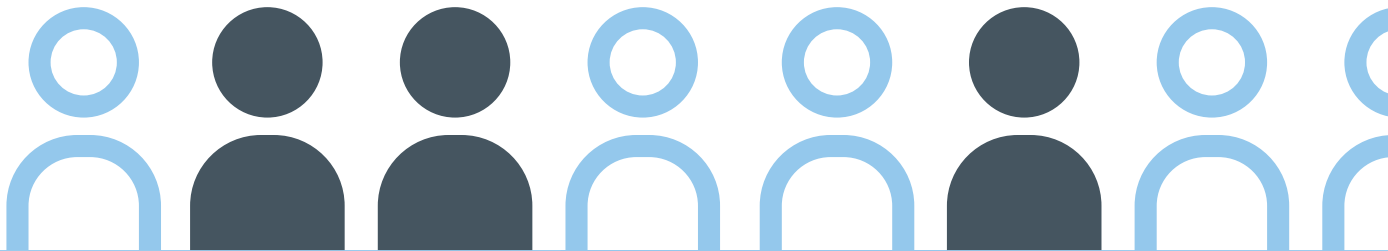
8. COMMITTEES: ADVOCACY FOR UROLOGICAL PROFESSION

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 2024

- American Urological Association (AUA) International Member Committee
- Australian Medical Association (NSW) Societies Forum
- Australian Medical Association (VIC) Societies Forum
- RACS Professional Standards and Fellowship Services Committee (PSFSC)
- RACS Surgical Leaders' Forum
- Societe Internationale D'Urologie (SIU) National Society Delegate
- SIU Deputy National Society Delegate
- Urological Association of Asia (UAA) Elected Council
- RACS - Australia & Aotearoa New Zealand Scholarship & Grant Committee (ANZSGC)





CLINICAL STANDARDS

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

2024

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 2024

- Australasian Pelvic Floor Procedure Registry (APFPR) (Monash University)
- Australian Prescriber Stakeholder Network
- BJUI Journal Editorial Committee
- Continece Foundation Australia (CFA) Technical Reference Group for NQS Project
- EAU Guidelines Committee
- International Journal of Urology (IJU) Editorial Board (USANZ Nominated UAA Member)
- Prostate Cancer Foundation Australia (PFCA) Independent Expert & Consumer Steering Committee, Review of Clinical Guidelines for PSA Testing
- PCOR-ANZ Steering Committee

- RACS Board of Urology
- 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

- Urology Program Convenor, RACS Annual Scientific Congress 2025
- Cystectomy Registry Project working group, 'Pan Cancer Initiative' with Movember and the federal government

10. SUBMISSIONS: CLINICAL STANDARDS & PATIENT CARE

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

- Provided feedback to Department of Health and Aged Care Technology Assessment Branch on **Health Technology Assessment (HTA) Option Paper Review**
- Letter to Hon Andrew Barr, ACT Chief Minister, addressing concerns regarding the new legislation passed in ACT for the **treatment of children with Differences of Sexual Differentiation (DSD)**
- Submission to Senate Standing Committee on Community Affairs on **issues related to menopause and perimenopause inquiry**
- Provided feedback to Australian Medicines Handbook on potassium citrate dosage
- Provided guidance to ArteraAI on what was required to support their MSAC application
- Supported 'Urology Primer - An Introduction to Clinical Urology' textbook
- **Co-signed letter** with AMA, medical colleges and professional societies **to federal government on key issues facing the health care sector**
- Letter to Hon Andrew Barr, ACT Chief Minister asking for a definition to **what constitutes Variation in Sex Characteristics (VSC) under new legislation**
- Provided feedback to International Collaboration on Cancer Reporting (ICCR) on Genitourinary and Prostate datasets
- Provided feedback to Department of Health and Aged Care on removal of fibrin tissue sealant items from Part D of the Prescribed List
- Letter to surgical specialties and RACS regarding the Medical Board of Australia **proposed introduction of fast-track processes to expedite SIMGs pathway** to gain specialist recognition in Australia
- Recommended four members to the National Health and Medical Research Council for the final PSA Guidelines Review
- Provided feedback to RACP on their curriculum review on Advanced Training
- Provided **feedback to AUA on draft guideline** on the Genitourinary Syndrome of Menopause
- Endorsed RACS Position Statement on Reuseable Surgical Gowns

Responded to the following queries raised by a member of the public

- Concerns about Flexible Cystoscopy as a diagnostic procedure
- Workplace injury to genitals
- Use of 3D ultrasound or pelvic MRI when treating patients with pelvic floor issues



2024

CLINICAL STANDARDS

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.

110 350 64

Trainees

Trainers

Training Supervisors

18 28 20 2

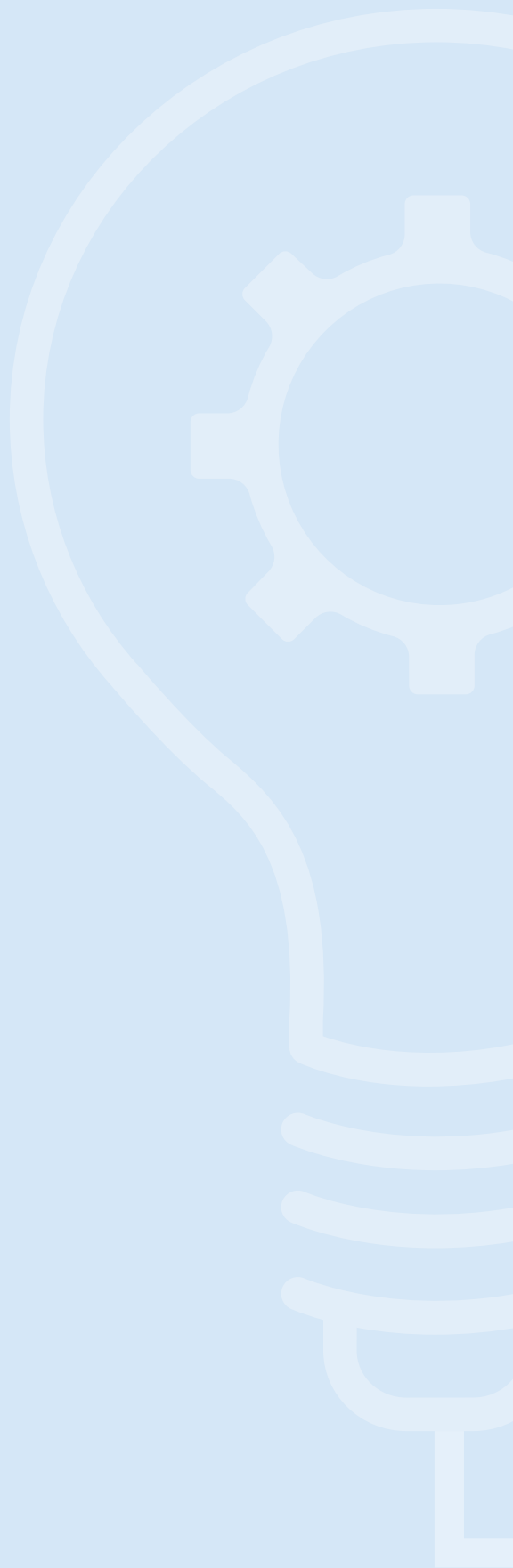
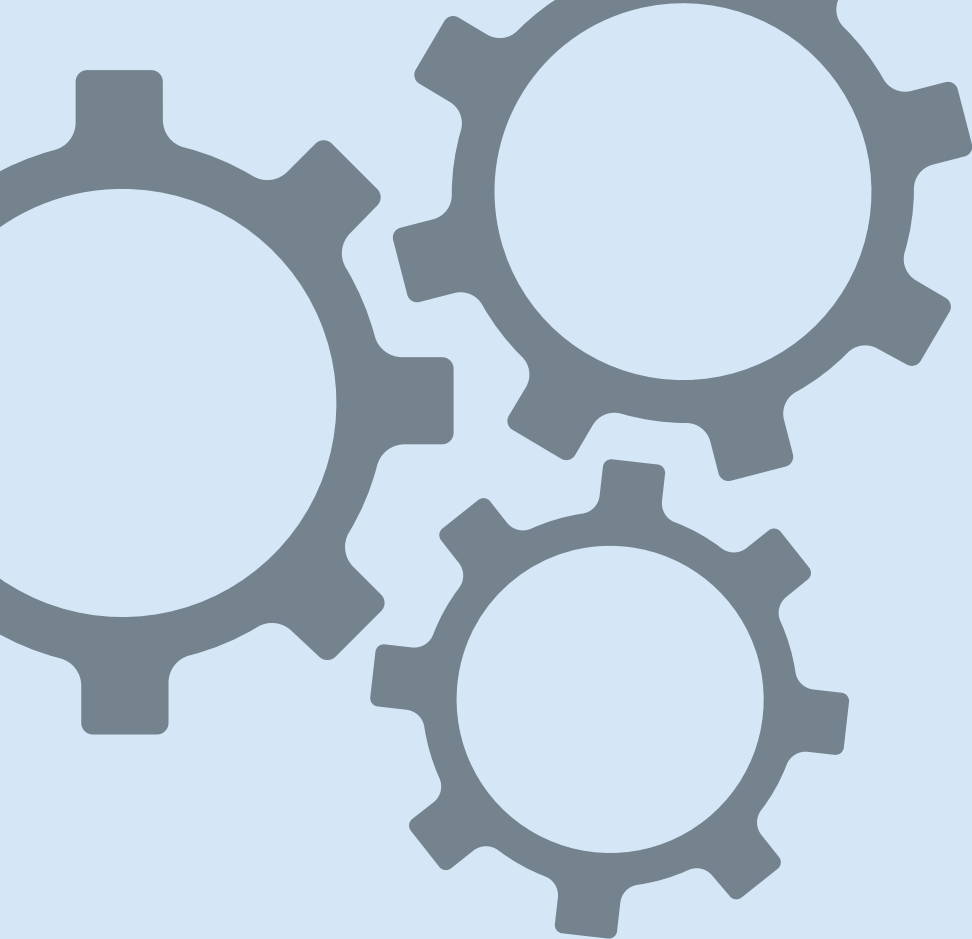
Trainees admitted to Fellowship after completing SET Program

Training Posts Inspected

Training Posts Reviewed and Accredited

Fellowship Examinations (May and September)





EFFICIENT & EFFECTIVE ORGANISATION

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

2024

EFFICIENT & EFFECTIVE ORGANISATION



12. AOTEAROA NZ SECTION AUTONOMY PROJECT

- Members adopted proposed changes to the USANZ Constitution at the USANZ 2024 AGM. Implementation was deferred until Aotearoa New Zealand Urological Society (ANZUS) is registered and a Cooperation Agreement between ANZUS and USANZ is in place.
- USANZ provided input into a draft ANZUS Constitution which is now with the New Zealand members to finalise.
- A Term Sheet was drafted to form the basis of the USANZ ANZUS Cooperation Agreement, including responsibilities of respective organisations.

13. GOVERNANCE & FINANCIAL MANAGEMENT

During 2024, work concentrated on further developing the Society's approach to risk management.

- Developed a statement outlining the rationale for the Society's investment strategy and setting a long-term target of \$20 million in investable funds
- Defined the risk appetite and implemented a *Risk Management Framework Policy* and an *Audit, Risk & Investments Policy*
- Extended the compliance framework to include the adoption of a Modern Slavery Policy
- Developed and implemented a comprehensive risk register to systematically manage the Society's risks

Other work aimed at improving governance initiatives included:

- Reviewed the *Election of Vice-President Policy* prior to the election for incoming 2025 Vice-President
- Implemented regular status update reports to assist the Board to monitor progress against strategic objectives
- Conducted a Cultural Review to assess a) the office culture in the hybrid work environment and b) effectiveness of the relationship between the Board and Senior Management



2024

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e communication@usanz.org.au **w** www.usanz.org.au



UROLOGICAL SOCIETY
OF AUSTRALIA
AND NEW ZEALAND

ANNUAL REPORTS: SECRETARY'S REPORT

Secretary's Report 2024

Prem Rashid

The Board of Directors of the Society met during 2024 as follows:

- 31 January 2024: Circular
- 5 February 2024: Video Conference
- 23 February 2024: Face-to-Face
- 8 March 2024: Circular
- 8 April 2024: Circular
- 25 May 2024: Video Conference
- 8 July 2024: Circular
- 10 July 2024: Circular
- 20 July 2024: Circular – Urodynamics Course
- 20 July 2024: Circular – 2026 ASM
- 24 July 2024: Circular
- 30 August 2024: Face-to-Face
- 8 October 2024: Circular
- 12 November 2024: Circular
- 23 November 2024: Video Conference
- 13 December 2024: Circular

The USANZ Constitution identifies the following Director roles and tenure periods.

President: 2 terms of 1 year each

Vice-President: 2 terms of 1 year each

Past-President/Honorary Treasurer/Honorary

Secretary: 2 terms of 1 year each

ANZAUS Chair: 2 terms of 3 years each

Board of Urology Chair: 1 term of 2 years

Specialty Elected Royal Australasian College of Surgeons Councillor (RACS Councillor):

3 terms of 3 years each

Sectional Representatives: 2 terms of 3 years each

2 x External Directors: 2 terms of 3 years each

Membership

Since the last Annual Report, the following changes have occurred:

Admitted as Full Members

Abigail Attwell-Heap
Haider Bangash
Marnique Basto
Michael Bock
Dane Cole-Clark
Jack Crozier
Thomas Cundy
Samuel Davies
Brendan Dias
Alice Grant
Cynthia O'Sullivan
Alison Rutledge
Joshua Silverman
Muazzam Naim Tahir
Matthew Threadgate (reinstated)
Shuai (Lance) Yuan
Wenjie Zhong

Associate Urological Member

Sheshang Kamath
Stephanie Kotes

Associate Member

David Homewood
Arthur Yim

Corresponding Member

Wai Gin (Don) Lee (prev FM)

ANNUAL REPORTS: SECRETARY'S REPORT

Trainee Members

Mohammed Al-Zubaidi
Tobias Barker
Matthew Chau
Jasamine Coles-Black
Alexander Combes
Christo Creffier
Rowan David
Robyn Hawkins
Anika Jain
Athos Katelaris
Kandice Keogh
James Kovacic
Catalina Palma
Cecile Pham
Kirby Qin
Dhanika Samaranyake
Jake Tempo
Kevin Tree
Abby Walsh
Naveen Weeratunga
Gavin Wei
Isabella Williams
William Yaxley
Zulfadhly Murtadha Afiq Zainal Bahren

Awarded Fellow of the Society

Peter Heathcote

Cessation of Membership

Gias Ahmad (FM)
Haider Bangash (FM)
Ronald Brown (FM)
Alastair Campbell (FM)
Suzanne Chambers (AM)
Paul De Souza (AM)
Patrick Dunne (FM)
Peter England (FM)
Adrian Folwell (FM)
Mark Forbes (FM)
Kayvan Haghighi (FM)
Kim Moretti (FM)
Spencer Murray (FM)
Peter Nash (FM)
Kalonji Nzembela (AM)
Sumeet Reddy (FM)
Daryl Stephens (FM)
Arthur Vasilaras (FM)
Matthew Winter (FM)

Deaths

Peter Andersen (deceased 2023)
Dennis Arnold
Laurence Cleeve
Gilmour Mayday
Rajan Narula
Rosario Parisi (deceased 2018)
Gabriel Reisner (deceased 2020)
Michael Rochford

ANNUAL REPORTS: TREASURER'S REPORT

Treasurer's Report

Prem Rashid

The 2024 revenue from operations was \$5.355 million (2023: \$5.21 million), which included interest income and distributions on the Society's investments in **Exchange Traded Funds (ETFs)** of \$477,988. The total investment income represents approximately 9% of total revenue.

The 2024 ASM generated a surplus of \$449,256.

This year, we are pleased to report an operating surplus of \$235,817 (2023: \$171,239).

Investment Performance

The Board established an Investment Committee in 2016 to assist in executing an investment strategy intended to increase the return generated on the Society's financial assets. The Investment Committee's strategy has been to assist the Society with diversifying part of its exposure to its interest rate risk by gradually investing in ETFs.

At the end of 2024, the value of ETFs was approximately \$8.7 million (around 53% of the Society's financial assets). As of 31 December, the mark-to-market valuation of the ETFs saw the Society book an unrealised gain on the portfolio for the 12 months of \$1,231,737. Since inception, the cumulative profit (excluding dividends) on the ETFs is \$2,211,519. During the year, the Society earned \$233,355 in dividend income from the ETFs.

The Board agreed to pause continued ETF acquisition, noting the favourable increase in the interest rates being earned on cash investments and the relative size of the investment portfolio compared to the Society's equity. The Board will continue to monitor and review the ETF portfolio while it continues to generate dividend income for the Society.

The Society's real estate investment (comprising the Edgecliff office) underwent a compulsory revaluation in 2024. The *Australian Accounting Standards* require revaluation every three years. The increase in valuation recorded in 2024 was \$325,000. The property's lifetime increase in valuation is \$1.122 million.

Other Comprehensive Income

Other Comprehensive Income (OCI) includes revenues, expenses, gains, and losses that have yet to be realised. In 2024, the surplus for the year was \$235,817, and the OCI was \$1,231,737, attributable to the unrealised gain on the ETF investments.

The total Surplus and Other Comprehensive Income for 2024 was \$1,467,554. Note 7 in the Notes to the Financial Statements contains more information on the unrealised gains.

Financial Position

Net assets increased by \$1.792 million to \$16.059 million during the year. Total liabilities remained essentially unchanged at \$2.255 million, the majority of which represents unearned income. Overall, the Society's balance sheet remains highly robust, with working capital of \$5.624 million (equivalent to 35% of total equity), and the Society has no debt.

Cash Flow

Net operating cash increased throughout the year by \$93,585, and the cash balance as of 31 December 2024 was \$6.771 million, of which 76% was held in fixed interest investment accounts.

Future Outlook

The Board-approved 2025 budget anticipates a loss of \$197,680. This budget anticipates a reduced return from the ASM, reflecting reductions in attendance and industry support. The Society's operating expenses are expected to increase, but not significantly.

I want to take this opportunity to acknowledge the work of Nick Danes, Nigel Finch and Michael Nugara for their support during the year.

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The Urological Society of Australia and New Zealand
ACN: 000 069 376

Financial Report
for the year ended 31 December 2024

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The Urological Society of Australia and New Zealand

ACN: 000 069 376

Directors Report

Your directors present their report on The Urological Society of Australia and New Zealand (the Society) for the financial year ended 31 December 2024.

The names of the directors in office at any time during or since the end of the year are:

	Date of appointment		Date of appointment / retirement
Mark Frydenberg	12/04/2013	Nestor Lalak	30/04/2022 to 24/02/2024
Prem Rashid	13/04/2019	Henry Woo	30/04/2022 to 24/02/2024
Helen O'Connell	24/04/2021	Michael Vincent	11/07/2023 to 31/07/2024
Ashani Couchman	31/08/2022	Peter Heathcote	13/04/2015 to 24/02/2024
William Delaney	04/09/2022	Melvyn Kuan	24/04/2021 to 24/02/2024
Damien Bolton	25/02/2023	Raj Gogia	24/04/2021 to 24/02/2024
Richard Cetti	24/02/2024		
Shane La Bianca	24/02/2024		
Peter Burke	24/02/2024		
Lydia Johns Putra	24/02/2024		
Troy Gianduzzo	25/05/2024		

The surplus and other comprehensive income of the Society for the financial year was \$1,467,554 (compared to surplus in 2023 of \$952,385).

The Society is exempt from payment of income tax under section 23(e) of the Income Tax Assessment Act.

The principal activities of the Society during the year were the advancement of the science of urology through the promotion and finance of research in urology and the bringing together of urologists of Australia and New Zealand to cultivate and maintain the highest principles of urological practice and ethics.

The Society is also responsible for the selection, training and assessment of urology registrars according to the Collaboration Agreement with the Royal Australasian College of Surgeons.

No significant change in the nature of these activities or the Society's state of affairs occurred during the year.

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Society, the results of those operations, or the state of affairs of the Society in future financial years.

The Society expects to maintain the present status and level of operations and hence there are no likely developments for reporting.

The Society is a not for profit entity limited by guarantee and is therefore prohibited from declaring any dividends.

The Society's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

During the year the Society has paid insurance premiums for Directors' Liability.

No person has applied for leave of Court to bring proceedings on behalf of the Society or intervene in any proceedings to which the Society is a party for the purpose of taking responsibility on behalf of the Society for all or any part of those proceedings.

The Society was not a party to any such proceedings during the year.

Auditor's Independence Declaration

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out on the following page.

Signed in accordance with a resolution of the Board of Directors.

On behalf of the Board of Directors:



.....
President, USANZ

17 February 2025



ANNUAL REPORTS: FINANCIAL REPORT

The Urological Society of Australia and New Zealand
ACN: 000 069 376

Directors' Declaration

The directors of the company declare that:

1. The financial statements and notes are in accordance with the Corporations Act 2001, and;
 - (a) comply with Accounting Standards - Simplified Disclosure applicable to the Society; and
 - (b) give a true and fair view of the Society's financial position as at 31 December 2024 and of its performance for the year ended on that date.
2. In the directors' opinion there are reasonable grounds to believe that the Society will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.



.....
President, USANZ
17 February 2025



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GRAEME GREEN FCA
CHARTERED ACCOUNTANT

ABN 77 823 539 909

GPO Box 4566 Sydney NSW 2001
Telephone: (02) 9231 6166
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Email : gmg@graemegreen.com.au


Suite 807, 109 Pitt Street, Sydney

AUDITOR'S INDEPENDENCE DECLARATION THE UROLOGICAL SOCIETY OF AUSTRALIA AND NEW ZEALAND

Auditor's Independence Declaration under Section 307C of the Corporations Act 2001.

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2024, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.


Graeme Green FCA
Registered Company Auditor
No. 15169

Dated 3 January 2025

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The Urological Society of Australia and New Zealand
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Statement of profit or loss and other comprehensive income
for the year ended 31 December 2024

	Note	2024 \$	2023 \$
Revenue and other income	2	5,355,117	5,210,456
Total revenue		5,355,117	5,210,456
Less:			
Audit and accounting fees	16	18,500	16,000
Consultants		305,430	300,769
Depreciation and amortisation	8a	58,682	60,046
Employment		1,684,808	1,711,908
Financial		69,513	89,291
Grants and awards		60,786	83,990
Legal fees		83,235	103,328
Meetings and events		1,453,743	1,212,926
Member benefits		144,551	101,348
Office and IT		176,241	160,796
Premises		28,204	26,971
Travel and accommodation		219,274	274,311
Venue and catering costs		816,335	897,534
Total expenses		5,119,300	5,039,216
Surplus for the year	3	235,817	171,239
Other comprehensive income			
Gains/(loss) on financial assets at fair value		1,231,737	781,146
Surplus and other comprehensive income for the year		1,467,554	952,385

The accompanying notes form part of these financial statements

ANNUAL REPORTS: FINANCIAL REPORT

The Urological Society of Australia and New Zealand
ACN: 000 069 376

Statement of financial position
As at 31 December 2024

	Note	2024 \$	2023 \$
CURRENT ASSETS			
Cash assets	4	6,771,108	6,677,523
Receivables	5	54,818	61,265
Other	6	684,559	670,437
TOTAL CURRENT ASSETS		7,510,485	7,409,226
NON-CURRENT ASSETS			
Investments	7	8,699,577	7,244,978
Land and buildings	8	1,899,561	1,579,475
Plant and equipment	8	205,426	259,194
TOTAL NON-CURRENT ASSETS		10,804,564	9,083,646
TOTAL ASSETS		18,315,049	16,492,873
CURRENT LIABILITIES			
Payables	9	403,134	410,943
Provisions	10	401,976	378,094
Other	11	1,080,992	1,200,584
TOTAL CURRENT LIABILITIES		1,886,102	1,989,621
NON CURRENT LIABILITIES			
Provisions	10	269,662	236,520
Dennis Deane Arnold urological research prize		100,000	-
TOTAL NON CURRENT LIABILITIES		369,662	236,520
TOTAL LIABILITIES		2,255,764	2,226,141
NET ASSETS		16,059,285	14,266,731
EQUITY			
Building revaluation reserve		1,122,759	797,759
ETF revaluation reserve		2,211,519	979,782
Retained surpluses		12,725,007	12,489,190
TOTAL EQUITY		16,059,285	14,266,731

The accompanying notes form part of these financial statements

ANNUAL REPORTS: FINANCIAL REPORT

The Urological Society of Australia and New Zealand
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Statement of changes in equity
For the year ended 31 December 2024

	Note	Retained surpluses	Building revaluation reserve	ETF revaluation reserve	Total
Balance as at 31 December 2022		12,317,951	797,759	198,636	13,314,346
Surplus balance as attributable to the entity			-	781,146	781,146
Other comprehensive income for period		171,239			171,239
Balance as at 31 December 2023		12,489,190	797,759	979,782	14,266,731
Surplus balance as attributable to the entity		235,817			235,817
Other comprehensive income for period			325,000	1,231,737	1,556,737
Balance as at 31 December 2024		12,725,007	1,122,759	2,211,519	16,059,285

The accompanying notes form part of these financial statements



ANNUAL REPORTS: FINANCIAL REPORT

The Urological Society of Australia and New Zealand
ACN: 000 069 376

Statement of cash flows
for the year ended 31 December 2024

	Note	2024 \$	2023 \$
Cash flows from operating activities			
Proceeds from operations		2,396,938	2,440,776
Proceeds from events		1,818,774	1,894,993
Proceeds from section activities		667,865	606,750
Investment received		244,634	232,795
Payments to suppliers		(5,045,117)	(4,395,433)
Payments for sections		-	(539,974)
Net cash provided from operating activities	17(b)	83,093	239,907
Cash flows from investing activities			
Investment purchases		10,492	(987,296)
Property plant and equipment-purchases		-	(5,588)
Net cash provided from investing activities		10,492	(992,884)
Cash flows from financing activities			
Proceeds from redemption of investments		-	-
Net cash provided from financing activities		-	-
Net increase / (decrease) in cash held		93,585	(752,977)
Cash held at the beginning of the financial year		6,677,523	7,430,500
Cash held at the end of the financial year	17(a)	6,771,108	6,677,523

The accompanying notes form part of these financial statements

ANNUAL REPORTS: FINANCIAL REPORT

The Urological Society of Australia and New Zealand
ACN: 000 069 376

Notes to the financial statements
for the year ended 31 December 2024

Note 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The Urological Society of Australia and New Zealand (the **Society**) is limited by guarantee, incorporated and domiciled in Australia.

Basis of preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Simplified Disclosure Requirements of the Australian Accounting Standards Board (**AASB**). The Society is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accrual basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar and presented in Australian dollars (\$AUD).

The financial statements were authorised for issue by the directors of the Society on 17 February 2025.

Accounting policies

a) Income tax

The Society is exempt from paying income tax. No provision is made for income tax expense nor are there any deferred tax assets or deferred tax to be disclosed or accounted for.

b) Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST except:

- where the GST incurred on purchases of goods and services is not recoverable from the taxation authority, in which case the GST is recognised as part of the cost of acquisition of the asset or as part of the expense item as applicable.
- receivables and payables are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables in the statement of financial position.

Cash flows are included in the cash flow statement on a net basis and GST component of cash flows arising from investing and financing activities, which is recoverable from, or payable to, the taxation authority are classified as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST.

ANNUAL REPORTS: FINANCIAL REPORT

The Urological Society of Australia and New Zealand

ACN: 000 069 376

Notes to the financial statements **for the year ended 31 December 2024**

c) Foreign currency

All foreign currency transactions are shown in Australian dollars.

Foreign currency transactions

Transactions in foreign currencies are recorded in Australian dollars at the exchange rates ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currency are retranslated at the rate of exchange ruling at the reporting date.

Exchange differences are recognised in the statement of comprehensive income in the period in which they occur.

d) Revenue

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Society and which can be reliably measured.

Member Fees and Subscriptions

The subscription year runs from 1 January to 31 December. Subscriptions are payable annually and are recognised in the applicable membership year.

Interest

Recognised as interest accrues, using the effective interest method which for floating rate financial assets is the rate inherent in the instrument.

Income from investments

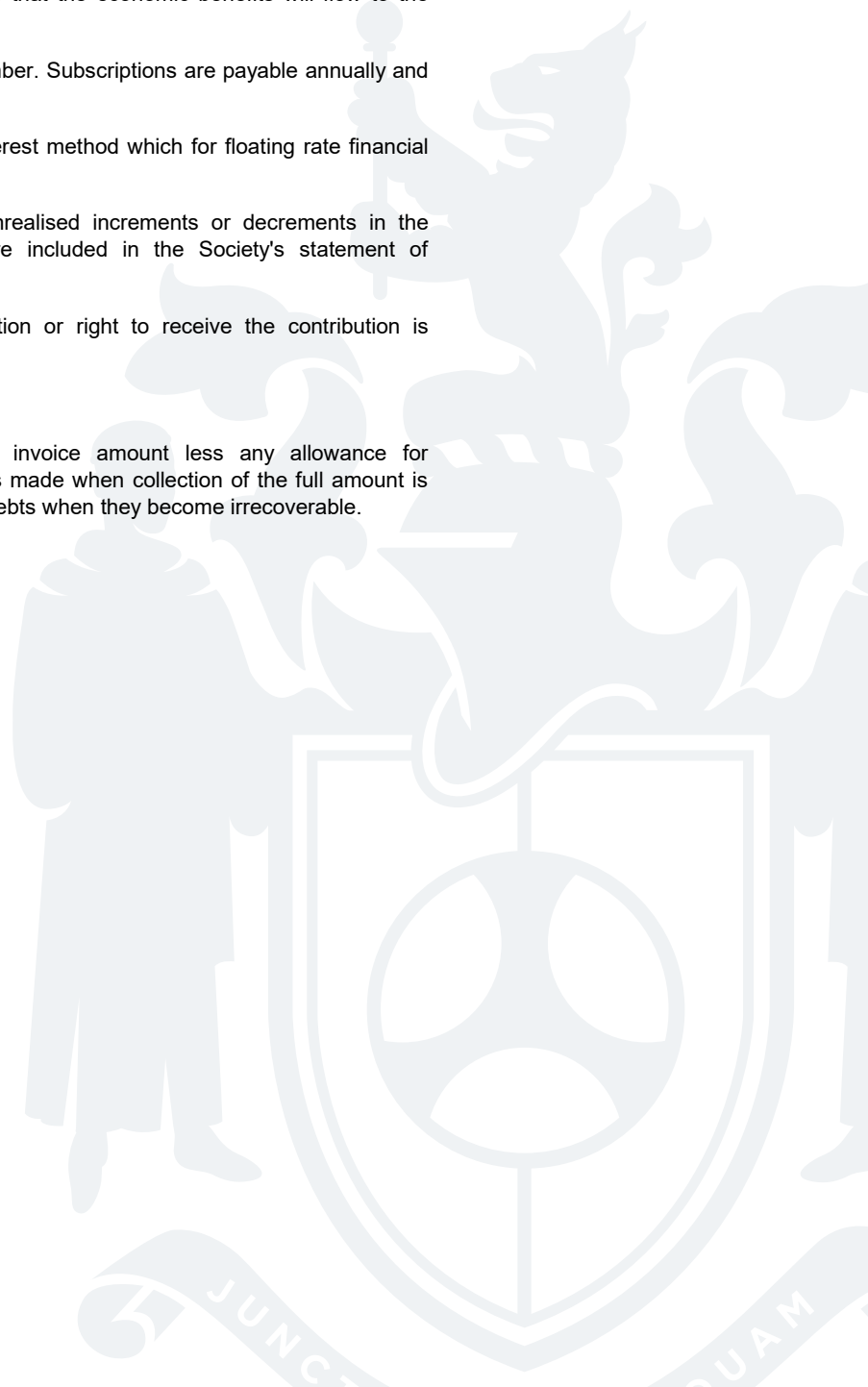
Revenue recognised when the income is earned. Unrealised increments or decrements in the Society's portfolio of investment assets (Note 7) are included in the Society's statement of comprehensive income each year.

Grants

Revenue is recognised when control of the contribution or right to receive the contribution is received.

e) Trade and other receivables

Receivables are recognised and carried at original invoice amount less any allowance for uncollectible amounts. An estimate for doubtful debts is made when collection of the full amount is no longer probable. Receivables are written off as bad debts when they become irrecoverable.



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The Urological Society of Australia and New Zealand
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Notes to the financial statements
for the year ended 31 December 2024

f) Property, plant and equipment

All classes of assets are stated at cost less accumulated depreciation and any impairment. Depreciation is calculated on either a straight-line or diminishing values basis over the estimated useful life of the assets (excluding freehold land) as follows:

Buildings - 50 years

Strata title - 50 years

Property, plant and equipment - 3 to 13 years

Information technology assets - 3 years

Library books - 5 years

Impairment

The carrying values of property, plant and equipment are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable. If such an indication exists and where carrying values exceed the recoverable amount, the asset is written down to the recoverable amount. Recoverable amount is the greater of fair value less costs to sell and value in use. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss unless the asset is carried at a revalued amount. Any impairment loss of a revalued assets is treated as a revaluation decrease.

Land and buildings

Land and buildings are based on Directors valuation or the independent valuations obtained every three years. They reflect independent assessments of the open market value of land and buildings based on existing use. Refer to Note 8 for details of the independent valuation current for the term of these financial statements.

g) Financial assets

Recognition

Financial instruments are initially measured at cost on trade date, which includes transaction costs, when the related contractual rights or obligations exist. Subsequent to initial recognition these instruments are measured as set out below.

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The Urological Society of Australia and New Zealand
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Notes to the financial statements
for the year ended 31 December 2024

g) Financial assets (cont)

Equity instruments

At initial recognition, as long as the equity instrument is not held for trading or not a contingent consideration recognised by the acquirer in a business combination to which a *AASB 3 – Business Combinations* applies, the entity made an irrevocable election to measure any subsequent changes in fair value of the equity instruments in other comprehensive income, while the dividend revenue received on underlying equity instruments will still be recognised profit or loss.

Financial assets

A financial asset that meets the following conditions is subsequently measured at fair value through other comprehensive income:

- the contractual terms within the financial asset give rise to cashflows that are solely payments of principal and interest on the principal amount outstanding on specified dates; and,
- the business model for managing the financial asset comprises both contractual cashflows collection and the selling of the financial asset.

Fair value

Fair value is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine the fair value of all unlisted securities, including recent arms' length transactions, reference to similar instruments and pricing.

Derecognition

Derecognition refers to the removal of a previously recognised financial asset or financial liability from the statement of financial position.

Derecognition of Financial Assets

A financial asset is derecognised when the holders contractual rights to its cash flows expires, or the asset is transferred in such a way that all the risks and rewards of ownership are substantially transferred.

On derecognition of a debt instrument classified as fair value through other comprehensive income, the cumulative gain or loss previously accumulated in the investment revaluation reserve is reclassified to profit or loss.

On derecognition of an investment in equity which the Society elected to classify under fair value through other comprehensive income, the cumulative gain or loss previously accumulated in the investments revaluation reserve is not reclassified to profit or loss, but is transferred to retained earnings.

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Notes to the financial statements
for the year ended 31 December 2024

h) Employee benefits

Employee benefits expected to be settled within one year have been measured at the amounts expected to be paid. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits only where this amount is materially different from the current measured value.

Short term employee benefits

The provision for annual leave and time in lieu represents the amount which the Society has a present obligation to pay resulting from employees' services provided up to balance date. The provision has been calculated at the amounts expected to be paid when the liability is settled and includes superannuation.

Long term employee benefits

The liability for employee benefits for long service leave represents estimated future cash outflows to be made by the employer resulting from employees' services provided up to the balance date. In determining the liability for employee benefits, account has been taken of future increases in wage and salary rates, and the Society's experience with staff departures.

i) Provisions

Provisions are recognised when the Society has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

j) Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with banks.

k) Comparative figures

Where necessary comparatives have been reclassified to ensure consistent presentation with the current year.

l) Critical accounting estimates and judgements

The directors evaluate estimates and judgements incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Society.

m) New accounting standards for application in future periods

The AASB has issued new, revised and amended Standards and Interpretations that have mandatory application dates for future reporting periods. The Society does not expect them to have any material effect on the Society's financial statements and will not be adopting them before the mandatory application dates.

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Notes to the financial statements
for the year ended 31 December 2024

n) New Accounting Standards adopted in financial year

During the current year there were no new or revised Australian Accounting Standards issued which had applicability for the Society.

o) Reserves

1) ETF Revaluation Reserve

The Society has created an ETF reserve to separately disclose the unrealised gains arising from the Exchange Traded Funds investments (refer Note 7).

The movement will be disclosed in other comprehensive income section of the statement of profit and loss and other comprehensive income and transferred to the ETF revaluation reserve each year.

The increase amounted to \$1,231,737 for the year ended 31 December 2024 (2023: \$781,146).

2) Building Revaluation Reserve

The Society has created an Building reserve to separately disclose the unrealised gains arising from the Edgecliff Building (refer Note 8).

The movement will be disclosed in the Building revaluation reserve each year.

The increment amounted to \$325,000 for the year ended 31 December 2024 (2023: \$0).



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Notes to the financial statements
for the year ended 31 December 2024

	2024 \$	2023 \$
Note 2 - REVENUE AND OTHER INCOME		
<u>Revenue</u>		
Operating activities	2,390,490	2,250,078
Event revenues	1,818,774	1,894,993
Section revenues	667,865	606,750
Total revenue from operating activities	<u>4,877,129</u>	<u>4,751,821</u>
<u>Other income</u>		
Dividends received	233,355	225,839
Investment income received	244,633	232,795
Total other income	<u>477,988</u>	<u>458,634</u>
Total revenue and other income	<u>5,355,117</u>	<u>5,210,456</u>

Note 3 - SURPLUS AND ACCUMULATED FUNDS

Significant items explaining the financial performance:

The 2024 ASM event generated a surplus of \$449,256 (2023: \$535,508).

Note 4 - CASH AND CASH EQUIVALENTS

Cash on hand and at bank	1,561,997	1,891,120
Term deposits and notice of withdrawal accounts	5,209,111	4,786,403
	<u>6,771,108</u>	<u>6,677,523</u>

The effective interest rate on short-term bank deposits was 3.64% (2023 3.30%).

Note 5 - RECEIVABLES

Accounts receivable	-	16,941
Investment income receivable	54,818	44,325
	<u>54,818</u>	<u>61,265</u>

Accounts receivable is the net amount allowing for a provision for doubtful debts of \$1,839 (2023: \$0).

Note 6 - OTHER CURRENT ASSETS

Prepayments	684,559	670,437
	<u>684,559</u>	<u>670,437</u>

Note 7 - INVESTMENTS - at market value

Exchange traded funds	8,699,577	7,244,978
	<u>8,699,577</u>	<u>7,244,978</u>

The cumulative unrealised gains/(loss) of \$2,211,519 from the ETF revaluation is included in ETF revaluation reserve and forms part of the total equity of the Society.

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The Urological Society of Australia and New Zealand
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Notes to the financial statements

	2024 \$	2023 \$
Note 8 - PROPERTY, PLANT AND EQUIPMENT		
Plant and equipment - at cost	988,603	988,603
Accumulated depreciation	(783,177)	(729,409)
Carrying value	<u>205,426</u>	<u>259,194</u>
Building - independent valuation	2,050,000	1,725,000
Accumulated depreciation	(150,439)	(145,525)
Carrying value	<u>1,899,561</u>	<u>1,579,475</u>

An independent valuation of \$2,050,000 for the building and renovations was provided on 3 December 2024, by AVG Valuers. The building is the Society's registered office at Suite 512/180 Ocean Street Edgecliff NSW 2027.

Note 8a - MOVEMENT IN CARRYING AMOUNTS

	2024 \$	2023 \$
Plant and equipment		
Balance at beginning of the year	259,194	308,738
Additions	-	5,588
Depreciation	(53,768)	(55,132)
Carrying amount at end of the year	<u>205,426</u>	<u>259,194</u>
Building		
Balance at beginning of the year	1,579,475	1,584,388
Revaluations	-	-
Depreciation	(4,914)	(4,913)
Carrying amount at end of the year	<u>1,574,561</u>	<u>1,579,475</u>

Note 9 - PAYABLES

Sundry creditors and accruals	403,134	410,943
	<u>403,134</u>	<u>410,943</u>

Note 10 - PROVISIONS

Current		
Short-term employee benefits	401,976	378,094
	<u>401,976</u>	<u>378,094</u>
Non Current		
Long-term employee benefits	269,662	236,520
	<u>269,662</u>	<u>236,520</u>

Note 11 - OTHER CURRENT LIABILITIES

Unearned Income	1,080,992	1,200,584
	<u>1,080,992</u>	<u>1,200,584</u>

Note 12 - COMMITMENTS FOR EXPENDITURE

The Society has no capital commitments as at 31 December 2024.

Note 13 - CONTINGENT LIABILITIES

No contingent liabilities exist as at the date of this report.

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The Urological Society of Australia and New Zealand
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Notes to the financial statements

Note 14 - EVENTS SUBSEQUENT TO REPORTING DATE

No event has occurred after the reporting date that would materially affect the results or state of affairs of the Society at 31 December 2024.

Note 15 - RELATED PARTIES

Names of directors who held office at any time during the year:

	Date of appointment		Date of appointment / retirement
Mark Frydenberg	12/04/2013	Nestor Lalak	30/04/2022 to 24/02/2024
Prem Rashid	13/04/2019	Henry Woo	30/04/2022 to 24/02/2024
Helen O'Connell	24/04/2021	Michael Vincent	11/07/2023 to 31/07/2024
Ashani Couchman	31/08/2022	Peter Heathcote	13/04/2015 to 24/02/2024
William Delaney	04/09/2022	Melvyn Kuan	24/04/2021 to 24/02/2024
Damien Bolton	25/02/2023	Raj Gogia	24/04/2021 to 24/02/2024
Richard Cetti	24/02/2024		
Shane La Bianca	24/02/2024		
Peter Burke	24/02/2024		
Lydia Johns Putra	24/02/2024		
Troy Gianduzzo	25/05/2024		

Remuneration of Directors

Directors provide their services on a voluntary basis. The President does not receive an annual allowance but is reimbursed reasonable travel and other costs associated with the role and duties as President.

The Board Chair does not receive an annual allowance but is reimbursed reasonable travel and other costs associated with their role and duties as Board Chair.

Other Directors are reimbursed for out of pocket expenses associated with their role and duties as a Director.

Note 15(a) - RELATED PARTY TRANSACTIONS

There were no related party relationships, transactions or outstanding balances for the year ended 31 December 2024.

Note 16 - REMUNERATION OF AUDITORS

	2024	2023
	\$	\$
Auditing the financial statements	18,500	16,000
	<u>18,500</u>	<u>16,000</u>

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The Urological Society of Australia and New Zealand
ACN: 000 069 376

Notes to the financial statements

	2024	2023
	\$	\$
Note 17 - CASH FLOW INFORMATION		
(a) Reconciliation of Cash		
Cash at the end of the financial year as shown in the Statements of Cash Flows is reconciled to the related items in the statement of financial position as follows:		
Cash in hand and at Bank	6,771,108	6,677,523
	<u>6,771,108</u>	<u>6,677,523</u>
(b) Reconciliation of Cash Flow and Surplus for the period		
Surplus for the period	1,467,554	952,385
Non cash flows in operating profit		
Depreciation	58,682	60,046
Portfolio valued at market	(1,231,737)	(781,146)
Dennis Deane Arnold urological research prize	100,000	
Dividend reinvestment plan (non cash dividends)	(233,355)	(225,839)
Changes in assets and liabilities		
Decrease in receivables	6,447	190,698
Increase in other assets	(14,122)	(292,864)
(Decrease) / increase in accounts payable	(7,809)	7,595
(Decrease) / increase in provisions and other liabilities	(62,568)	329,033
Net cash flows from operating activities	<u>83,093</u>	<u>239,907</u>

Note 18 - FINANCIAL RISK MANAGEMENT

In common with all other businesses, the Society is exposed to risks that arise from its use of financial instruments. This note describes the Society's objectives, policies and processes for managing those risks and the methods used to measure them. Further quantitative information in respect of those risks is presented throughout these financial statements. There have been no substantive changes in the Society's exposure to financial instrument risks, its objectives, policies and processes for managing those risks or the methods used to measure them from previous periods unless otherwise stated in this note.

The Board has overall responsibility for the determination of the Society's risk management objectives and policies and, whilst retaining ultimate responsibility for them, it has delegated the authority for designing and operating processes that ensure the effective implementation of the objectives and policies to the Society's finance function.

The Society's risk management policies and objectives are therefore designed to minimise the potential impacts of these risks on the Society where such impacts may be material. The Board receives quarterly financial reports through which it reviews the effectiveness of the processes put in place and the appropriateness of the objectives and policies it sets. The overall objective of the Board is to set policies that seek to reduce risk as far as possible without unduly affecting the Society's operations.

Financial instruments

The Society's financial instruments consist of deposits with banks, short term deposits, ETF investments accounts receivable and payable. The directors overall risk strategy seeks to assist the Society meet its stated objectives whilst minimising potential adverse effects on financial performance. The Society's main risks are interest rate and credit risk.

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The Urological Society of Australia and New Zealand
ACN: 000 069 376

Notes to the financial statements

Note 18 - FINANCIAL RISK MANAGEMENT (cont)

The Society's financial assets and liabilities and their respective interest rates are as follows:

<u>Financial assets</u>	Rate	2024		2023	
		Interest Bearing	Non Interest Bearing	Interest Bearing	Non Interest Bearing
Cash at call	1.35%	769,949	792,048	1,295,940	595,180
Term deposit more than 90 days	4.92%	5,209,111	-	4,786,403	-
ETF investments		8,699,577	-	7,244,978	-
Receivables		-	54,818	-	61,265
		<u>14,678,637</u>	<u>846,866</u>	<u>13,327,321</u>	<u>656,445</u>
<u>Financial liabilities</u>					
Business credit cards	19.96%	6,220	-	6,893	-
Payables		-	403,134	-	410,943
		<u>6,220</u>	<u>403,134</u>	<u>6,893</u>	<u>410,943</u>

Sensitivity analysis

The following table illustrate sensitivities to the Society's exposure to changes in interest rates. The table indicates the impact on how profit and equity values reported at balance date would have been affected by a change in the relevant risk variable that management considers to be reasonably possible. The sensitivities assume that the movement in a particular variable are independent of other variables.

	2024	2023
	\$	\$
INTEREST RATE SENSITIVITY CALCULATED AT +/- 1.0%		
Change to profit	+/- 67,244	+/- 70,540
Change to equity	+/- 67,244	+/- 70,540

Credit risk

The maximum exposure to credit risk with respect to recognised financial assets at balance date, excluding the value of any collateral or other security, is the carrying amount of those assets, net of any provisions for doubtful debts, as disclosed in the statement of financial position and notes to the financial statements.

Net fair values

The financial assets and liabilities that are readily traded in a quoted market are valued at the quoted market bid price at balance date. For other financial assets and liabilities that are not readily traded their fair values are materially in line with carrying values.

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The Urological Society of Australia and New Zealand
ACN: 000 069 376

Notes to the financial statements

Note 19 - KEY MANAGEMENT PERSONNEL COMPENSATION

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the Society, directly or indirectly, including any director (whether executive or otherwise) of the Society, are considered Key Management Personnel.

The aggregate compensation made to members of Key Management Personnel of the Society is set out below:

	2024 \$	2023 \$
Short term employee benefits	921,831	932,664
Long term employee benefits	16,412	16,474
	<u>938,242</u>	<u>949,138</u>

Note 20 - MEETINGS OF OFFICERS

Director's name	<u>Directors meetings</u>	
	Number of meetings eligible to attend	Number attended
Peter Heathcote	3	3
Mark Frydenberg	16	10
Prem Rashid	16	15
Helen O'Connell	16	13
Melvyn Kuan	3	3
Raj Gogia	3	2
Ashani Couchman	16	8
Nestor Lalak	3	2
Henry Woo	3	1
William Delaney	16	15
Damien Bolton	16	14
Michael Vincent	11	5
Troy Gianduzzo	11	10
Lydia Johns Putra	13	11
Peter Burke	13	12
Richard Cetti	13	10
Shane La Bianca	13	8

Note 21 - SOCIETY DETAILS

The registered office and principal place of business of the Society is:

Suite 512, Eastpoint
 180 Ocean Street
 Edgecliff NSW 2027

Note 22 - MEMBERS' GUARANTEE

The Society is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the Society is wound up, the constitution states that each member (other than an Honorary member) is required to contribute a maximum of \$500 towards meeting any outstanding obligations of the Society. At 31 December 2024, the number of members (other than Honorary members) was 760 (December 2023: 757).

ANNUAL REPORTS: FINANCIAL REPORT

GRAEME GREEN FCA
CHARTERED ACCOUNTANT

ABN 77 823 539 909

GPO Box 4566 Sydney NSW 2001
Telephone: (02) 9231 6166
Facsimile: (02) 9231 6155
Mobile: 0419 236 495
Email: gmga@graemegreen.com.au

Suite 807, 109 Pitt Street, Sydney

THE UROLOGICAL SOCIETY OF AUSTRALIA AND NEW ZEALAND INDEPENDENT AUDITOR'S REPORT

To the Members of The Urological Society of Australia and New Zealand

Opinion

I have audited the financial report of The Urological Society of Australia and New Zealand ("the Society") which comprises the statement of financial position as at 31 December 2024, statement of profit and loss and other comprehensive income for the year then ended, statement of changes in equity, statement of cash flows, and notes to the financial statements, including a summary of significant accounting policies, and other explanatory notes and the directors' declaration for the Society.

In my opinion, the accompanying financial report of the Society is in accordance with the Corporation Act 2001, including

- (i) giving a true and fair view of the Society's financial position as at 31 December 2024 and its financial performance for the year then ended: and
- (ii) complying with Australian Accounting Standards – Simplified Disclosures, and the Corporations Regulations 2001.

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report. I am independent of the Society in accordance with the auditor independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* ("the Code") that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

I confirm that the independence declaration required by the Corporations Act 2001, which has been given to the directors of Urological Society of Australia and New Zealand, would be in the same terms if given to the directors as at the time of this auditor's report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The directors of the Society are responsible for the other information which comprises the Directors Report.

My opinion on the financial report does not cover the Directors Report and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial report, my responsibility is to read the Directors Report and, in doing so, consider whether the Directors Report is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

ANNUAL REPORTS: FINANCIAL REPORT

GRAEME GREEN FCA CHARTERED ACCOUNTANT

Information Other than the Financial Report and Auditor's Report Thereon (cont.)

If based on the work I have performed, I conclude that the Directors Report has material misstatements, I am required to report that fact. I have nothing to report in this regard.

Responsibilities of the Directors of the Society for the Financial Report

The directors of the Society are responsible for the preparation and fair presentation of the financial report in accordance with the accounting policies described in Note 1 of the financial statements and for such internal control as the directors of the Society determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors of the Society are responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors of the Society either intend to liquidate the Society or to cease operations, or have no realistic alternative but to do so.

The directors of the Society are responsible for overseeing the Society's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors of the Society.

ANNUAL REPORTS: FINANCIAL REPORT

GRAEME GREEN FCA CHARTERED ACCOUNTANT

Auditor's Responsibilities for the Audit of the Financial Report (cont.)

- Conclude on the appropriateness of the directors of the Society's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Society to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information and business activities within the Society to express an opinion on the financial report. I am responsible for the direction, supervision and performance of the audit. I remain solely responsible for my audit opinion.

I communicate with the directors of the Society regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.



Graeme Green
FCA
Registered Company Auditor
No. 15169

Dated: 17 February, 2025.

ANNUAL REPORTS: BOARD OF UROLOGY REPORT

Chair, Board of Urology

Lydia Johns Putra

It is with great pleasure that I present the Board of Urology report to the USANZ membership.

I assumed the role of Chair from Nestor Lalak in February 2024, following a two-year tenure as Deputy Chair. The Chair remains on the Board of Urology for two years to facilitate transfer of knowledge and expertise. Nestor was a dedicated, collaborative and principled Board Chair and I am grateful for the ongoing support and guidance he provides to me and the Board.

The following USANZ members were appointed to the Board in 2024:

Bradley Newell, Chair, VIC (incl TAS) Regional Training Committee

Scott Leslie, Chair, NSW/ACT Regional Training Committee.

Adrian Clubb, Chair, QLD Regional Training Committee.

Kara McDermott, Chair, WA Regional Training Committee

Christian Robinson, Trainee Representative

Rick Catterwell was appointed Deputy Chair in addition to his responsibilities as Chair of the SA Regional Training Committee.

I thank the RTC Chairs for their unwavering commitment to addressing the numerous challenges we faced in 2024. Their diligence and dedication have been invaluable, especially in managing complex issues related to trainees and training posts.

I would like to acknowledge the incredible work done by Richard Grills, who chairs the Board's SIMG Sub-Committee. In addition to overseeing SIMG supervision in Urology, he has represented the Board of Urology in this space at RACS level, navigating the challenges of changes to SIMG assessment and registration.

I am incredibly grateful for the continuous support of these individuals and all USANZ members who have actively contributed to the education and

training of future urologists as Training Supervisors and Trainers. Your daily efforts are critical in delivering what I believe to be one of the world's leading urological training programs.

I thank Helen O'Connell and the USANZ Board of Directors for their support, which is crucial to allow the Board of Urology to carry out its work. Thanks also go to Michael Nugara and the USANZ staff, especially Deborah Klein, who continues to work indefatigably as Education and Training Manager, and Jennifer Hislop.

Governance

In 2024, the Board of Urology revised the SET Urology Training Regulations to enhance clarity, effectiveness, and alignment with current standards. This process involved benchmarking the regulations against those from other specialties and integrating updated terminology from respected organisations like the AMA and AHPRA. The revised regulations now offer a clearer structure, detailing specific requirements for SET4 and SET5 trainees and establishing a comprehensive framework for managing Basic, Intermediate, and Advanced Trainees.

RACS

AMC Accreditation

In early 2024, the AMC raised concerns about the surgical education and training model provided by RACS and its affiliated societies, leading to a six-month extension of accreditation. The concerns focused on governance, training consistency, and assessment effectiveness. In response, RACS, in collaboration with specialty societies, worked to address these issues and ensure ongoing accreditation. This work included a comprehensive review, action plans, improvements to training frameworks, and enhanced monitoring and reporting systems. Within a short timeframe, the Board of Urology worked closely with RACS to achieve these. As a result, the AMC extended accreditation until October 2027.

ANNUAL REPORTS: BOARD OF UROLOGY REPORT

The AMC commended RACS for meeting nine key conditions related to training quality and recognised its collaborative approach with specialty societies, which promoted shared responsibility and effective problem-solving.

Rural Training Models

Representatives from the Board of Urology attended a workshop in collaboration with several organisations, including RACS, ANZCA, RACMA, RACP and RANZCO, focusing on evidence-based solutions for rural training. The workshop provided valuable insights into the unique challenges faced in rural training, helping participants better understand the specific needs of those working in rural areas. Other craft groups also outlined successful models, offering potential solutions and strategies that we could adapt to enhance rural training opportunities in urology. The collaborative nature of this event was instrumental in identifying effective approaches to improve rural healthcare training and support.

Expedited Pathway for Overseas Trained Specialists

Following an independent rapid review of Australia's health practitioner registration regulations in late 2023, several reforms were recommended to streamline the process for overseas-trained specialists. One of the key reforms is the introduction of an 'expedited pathway,' which proposes a six-month supervision period for specialists from the UK and Ireland before granting specialist recognition. This pathway may allow these specialists to apply directly to the Medical Board of Australia (MBA) for registration, bypassing the traditional suitability assessment conducted by RACS.

During 2024, the Board of Urology and Board of Directors strongly advocated against these reforms, expressing serious concerns about the potential risks associated with bypassing RACS in the suitability assessment and the potential undermining of standards of training and patient care in Australia. The Board of Urology, particularly Richard Grills, was actively involved in the process,

engaging with stakeholders and providing feedback to ensure that any potential changes would not compromise the quality and integrity of our training program. As the implementation plan continues to evolve, the Board of Urology and Board of Directors remain committed to safeguarding the high standards of medical training and patient safety.

Trainees

It has been rewarding to support the development of our trainees. Our training program, designed to be comprehensive and balanced, provides trainees with the necessary opportunities and resources to progress and perform at their best.

At the end of 2024, there were 109 trainees participating in the SET Program in Urology. The distribution was as follows:

SET Level	Male	Female	Total	% Female
Basic	18	7	25	28
Intermediate 1	15	6	21	28.6
Intermediate 2	14	2	16	12.5
SET4	15	7	22	31.8
SET5	17	2	19	10.5
Interrupted	2	4	6	66.7
Total Trainees	81	28	109	25.7

We remain committed to supporting flexible training options, acknowledging the increasing interest among trainees seeking less-than-full-time training. We recognise that personal circumstances, such as family or health, may make full-time training difficult. As such, we strive to accommodate flexible training requests, ensuring that trainees can balance their commitments while progressing in their education. We aim to provide a supportive, adaptable training environment that enables all trainees to reach their full potential, regardless of their training pace.

We congratulate the following who completed all components of the training program during 2024 and wish them well in their future urological career:

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Darius Ashrafi, Emma Clarebrough, Peter Donato, Hamish Green, Sean Heywood, Richard Hoffmann, Arveen Kalapara, Ajanthan Loganathan, Brayden March, Alexander Nesbitt, Matt Nobbs, Tatenda Nzenza, Michael O'Halloran, Alfin Okullo, Claire Pascoe, Sachinka Ranasinghe, Sheliyan Raveenthiran, Duncan Self

Training Post Accreditation

Over the past year, several Training Posts were inspected or reviewed to ensure they provide optimal supervision, education, and training environments.

I thank our dedicated inspectors for volunteering their time and expertise. Their professionalism and impartiality ensure the transparency and credibility of the process, playing a crucial role in providing safe, high-quality educational experiences for all trainees.

When inspectors identified areas for improvement, we offered clear, constructive feedback to help these posts meet the required standards. Our shared goal is to maintain the integrity of the FRACS (Urol) qualification by upholding the highest standards in everything we do. By working together, we can ensure the continued strength of urological training and prepare future generations of urologists to excel.

Examinations

I acknowledge the contribution made by the Urology Court of Examiners members. Their dedication, expertise, and the considerable time they devote to this vital role are invaluable to the integrity and success of the examination process. I also want to acknowledge Greg Malone for his leadership and guidance as Senior Examiner, which has been integral to the smooth running of the examinations.

I also commend the Examiners for their efforts in preparing for the uncoupling of the Fellowship Exam in 2025. We are confident that the planning and trialling undertaken over the past year will ensure a seamless transition and that the new process will be as smooth as possible for all involved, especially the candidates.

Additionally, I sincerely thank all USANZ members

who supported our Fellowship Exam candidates throughout their preparation this year. Your encouragement, guidance, and wealth of experience have played a significant role in their achievement and success. The collaborative effort within our community continues to be a key factor in the excellence of our training and examination processes.

We are proud to announce that the following trainees successfully passed the Fellowship Examinations in 2024, and we congratulate them on their outstanding achievement:

Thomas Ahn, Varun Bhoopathy, Allen Chen, Michael Chen, Catriona Duncan, Matthew Farag, Bridget Heijkoop, Jason Kim, Jordan Mann, Margaret Mansbridge, Shannon McGrath, Tatenda Nzenza, Ellen O'Connor, Paria Saadat, Niranjan Sathianathen, Brennan Timm, Michelle Trigger, Dale Wood

Thirty-two trainees passed the Surgical Sciences Examination in Urology in 2024. The Frank Gardiner Award was again presented to the trainees who attained the highest score at each sitting. The recipients were William Yaxley in the June exam and Tobias Barker in the October exam.

Selection

In 2024, the Board received 53 applications from doctors seeking entry to the training program. Of these, we shortlisted 34 for interviews. We extend our gratitude to the many urologists from Aotearoa New Zealand and Australia who volunteered their time to conduct interviews, which were held in Sydney and Melbourne.

The following 17 new trainees were selected and will commence clinical training in 2025:

Bharti Arora, Gerard Bray, Benjamin Buckland, Ashan Canagasingham, Joanne (Poppy) Ehemann, William Harrison, Jianliang (Lawrence) Liu, Samuel MacDiarmid, Cindy Nguyen, Sachin Perera, Kapilan Ravichandran, Jeremy Saad, Ramesh Shanmugasundaram, Jaspreet Singh, Ivan Thia, Amandeep Virk, Jennifer Xu.

Katherine Ong and Kale Munien were also selected but have elected to defer the commencement of clinical training.

ANNUAL REPORTS: BOARD OF UROLOGY REPORT

I am grateful to Jacob Gleeson and the Selection Sub-Committee for their dedication and hard work throughout the 2024 selection process. Their commitment to ensuring a fair, transparent, and objective process has been crucial in selecting the most suitable candidates for the limited available positions. The Board of Urology is aware of the highly competitive selection process and the considerable cost expended by applicants. We acknowledge the disappointment felt by those unsuccessful applicants and their mentors. Efforts to refine and enhance the selection process are ongoing to strengthen the integrity and fairness of the selection process for future applicants.

Program Development

The new training program, encompassing a new curriculum and assessment tools, was launched in 2024, posing some significant changes to the urology training pathway. The new program comprises a more comprehensive assessment of trainees' competence and skills, and provides greater clarity regarding progression through the training stages. Training Supervisors, Trainers, and Trainees have all had to adapt to the new requirements and tools, including updated assessment methods and performance monitoring. The transition to this new framework required flexibility, and I greatly appreciate the patience and understanding shown by all involved during this adjustment period. The enhanced program aims to better support the development of trainees by providing more detailed and structured feedback, which will contribute to the overall quality of urology training. We acknowledge the challenges associated with change and remain responsive to feedback. We thank everyone for their continued commitment to delivering high-quality education and ensuring the training process is both effective and fair for all involved.

The Board has also been evaluating the integration of robotic surgery into the training program in response to the increasing use of this modality in urology practice. The Board is considering the balance of the benefits of robotic training with other established techniques, including

formulation of clear benchmarks for skill development in all approaches.

Flexible Training and Returning from Interruption

In 2024, a working party established by the Board presented a series of recommendations to address the challenges faced by trainees in flexible training or returning after interruptions. These included providing clearer information and support for flexible work arrangements, establishing a structured return-to-work program, enhancing oversight for trainees in flexible positions, fostering a cultural shift within hospitals and the urology community, and redistributing the responsibility for success beyond the trainees. The Board is dedicated to implementing these recommendations to foster a more supportive and inclusive environment for trainee development.

Educational Meetings

The Induction Course for incoming trainees was held in Sydney in February 2024. The trainees were given a general overview of the training program and participated in an interactive workshop on managing difficult conversations.

Trainee Week, an integral component of the SET Program in Urology, was held in Brisbane in November 2024. It was a wonderful opportunity for the trainees to forge close relationships with their colleagues, as well as trainees from the European Association of Urology (EAU), the Urological Association of Asia (UAA), the Canadian Urological Association (CUA) and the British Association of Urological Surgeons (BAUS), who attended as part of a reciprocal arrangement with these international associations.

We are sincerely grateful to the Convenor, Adrian Clubb, who organised an educational and stimulating meeting targeting technical and non-technical skills. We also thank the QLD and AoNZ urologists and other local medical experts for their input and time in contributing. We now look forward to Sydney in 2025.

ANNUAL REPORTS: BOARD OF UROLOGY REPORT

Final Words

The Board of Urology is responsible for urology training in Australia and Aotearoa New Zealand. We work in a complicated environment with many needs, some of them seemingly opposing. However, our objective remains clear: to continue to produce urologists of the highest calibre.

I look forward to continuing to represent our specialty as we navigate the challenges and opportunities that lie ahead in the training environment.

Urology training is based on a long tradition of selfless, compassionate teachers in many corners of both our countries. We who train have been trained, and on behalf of the Board of Urology, I extend my gratitude to USANZ members, past and present, who do this daily.

Board of Urology

Lydia Johns Putra: Chair

Rick Catterwell: Deputy Chair, and Chair, SA/NT Regional Training Committee

Scott Leslie: Chair, NSW/ACT Regional Training Committee

Michael Holmes: Chair, AoNZ Regional Training Committee

Bradley Newell: Chair, VIC (incl TAS) Regional Training Committee

Adrian Clubb: Chair, QLD Regional Training Committee

Kara McDermott: Chair, WA Regional Training Committee

Greg Malone: Senior Examiner

Helen O'Connell: President, USANZ

Mark Frydenberg: Urology Representative, RACS Council

Richard Grills: Urology Representative, SIMG Assessment and Management

Christian Robinson: Trainee Representative

Nestor Lalak: Immediate Past-Chair

Sub-Committees

Education: Kathryn McLeod (Chair), Briony Norris, Rob Forsyth, Nathalie Webb, Kevin Bax, Matt Roberts, Matt Stanowski

Selection: Jacob Gleeson (Chair), Rohan Hall, Simon Van Rij, Ahmed Goolam, Kara McDermott, Aditya Sharma

Training Post Accreditation: Rick Catterwell (Chair), Richard Grills, Rob Forsyth, Liam Wilson, Malcolm Lawson, Melvyn Kuan, Christian Robinson

SIMG: Richard Grills (Chair), Paul Gilmore, Stuart Philip, Rob Forsyth, Lachlan Dodds (retired November 2024)

Deputy Chairs, Regional Training Committees

Mohan Arianayagam (NSW)

Rohan Hall (VIC)

Garrath Evans (QLD)

Yuigi Yuminaga (WA)

Surgical Sciences Examination in Urology Sub-Committee

Paul Gilmore (Chair)

Bradley Newell

James Duthie

Nikhil Sapre

Working Party - Flexible Training and Returning from Interruption

Lydia Johns Putra

Michael Holmes

Jeremy Grummet

Hannah Wright

Manique Basto

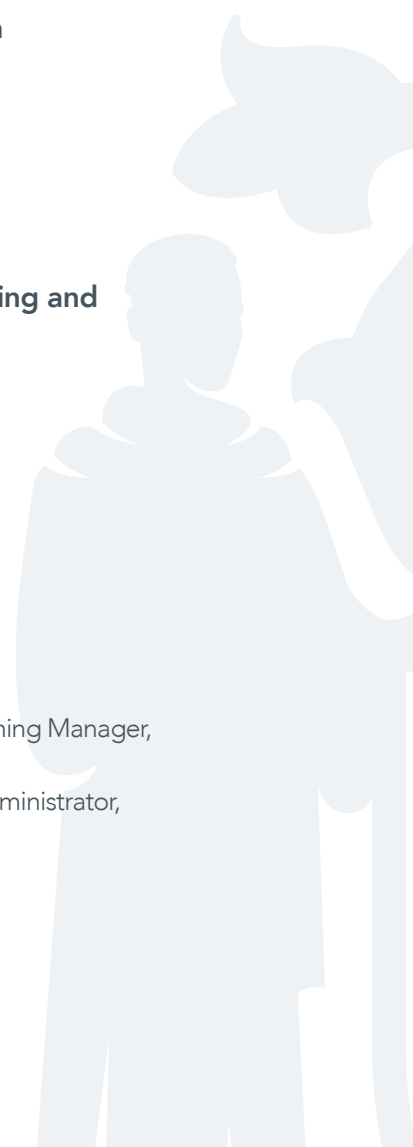
Emma Clarebrough

Support Personnel

Michael Nugara: CEO, USANZ

Deborah Klein: Education and Training Manager, USANZ

Jennifer Hislop: Senior Training Administrator, USANZ



Continuing Professional Development Report

Prem Rashid

USANZ aims to provide an easily accessible CPD program with quality learning exercises and strives to offer strong encouragement to members to ensure that their performance follows best practice.

USANZ's flagship event, the Annual Scientific Meeting, allows members to participate in a scientific program presented by world-leading urologists. In 2024, more than 900 delegates attended the ASM in Adelaide. ASM Convenor Michael Chong and Scientific Committee Chair Dixon Wong presented a program of mixed lectures on cutting-edge science, debates on controversies in practice, and a focus on global practice in developing nations. In addition to the excellent CPD offering, the ASM provides an ideal forum to catch up with colleagues and make new connections.

In addition to USANZ's education program, members can attend international meetings hosted by AUA, BAUS, EAU, UAA, and SIU, amongst many others. At several of these meetings, USANZ co-hosts symposia with other international societies. For example, in 2024, we again hosted the EAU Beyond Europe session in Paris, which focused on oncology and reconstruction. USANZ's annual session at AUA, held in San Antonio followed, centred around sustainability. Each year, USANZ calls for expressions of interest from members in presenting at these international sessions. We

encourage members to consider presenting or participating in these sessions that often provide diverse global viewpoints.

USANZ continues to provide free access to BJUI Knowledge (BJUIK) to USANZ Trainees, Full Members and Associate Urological Members. BJUIK is an online CPD/CME initiative developed by BJUI. In addition to providing high-quality and interactive e-learning that supports continuous professional excellence in Urology, members can record all their professional development activities on the platform anywhere and at any time using any device.

We also encourage members to participate in the PCOR-ANZ initiative, approved as an audit activity under the RACS CPD program. Thanks mainly to the efforts of Melvyn Kuan, our Western Australian Section has now joined PCOR, and we encourage members of that Section to participate in this very worthwhile initiative.

We encourage members to support the *USANZ BJUI Supplement* by continuing to submit papers for publication. Most urological journals are available online, either directly or through the College.

We urge members to support the Society's endeavours to keep abreast of the latest developments and the world's benchmarks and outcomes by attending Section Meetings, our ASM, and all the great satellite meetings that occur during the year. As we all know, attending these meetings fulfils many of the criteria we need for recertification by the College.

ANNUAL SCIENTIFIC MEETINGS

Annual Scientific Meetings

Adelaide 2024

Michael Chong, Convenor

Following a highly successful Melbourne ASM convened by the charismatic Declan Murphy and Janelle Brennan, USANZ 2024 in Adelaide had big shoes to fill. Motivated by a glorious Adelaide during its primetime Fringe Festival and a scientific program convened by Dixon Woon as a point of difference, 960 delegates from around the globe converged on Adelaide for USANZ 2024.

The meeting began with the Saturday workshops, which, as always, were well attended. The transgender workshop, run for the first time, proved especially popular and provided a prelude to the diversity theme that would resonate throughout the meeting. The scientific program mixed lectures on cutting-edge science, debates on controversies in practice, and a focus on global practice in developing nations.

We were privileged to invite Mr Hieu Van Le, former governor of South Australia, to deliver the Harry Harris Oration. Mr Le delivered a speech that held the audience in his grasp about his journey from Vietnam in its darkest days to a welcoming Australia, a land of opportunity where a refugee can rise to hold regal office. His speech resonated with several of our guests, who became emotional recalling their own family journeys. It was truly a moment to remember how fortunate we are to enjoy what we have.

The ASM was significant. Members voted overwhelmingly to allow the Aotearoa New Zealand Section to form its own organisation under the USANZ banner. It has been long acknowledged that our colleagues in Aotearoa New Zealand face a different landscape from their Australian peers. USANZ has always been a leader in corporate medicine, and this was another example of that.

The Gala Dinner was held at the National Wine Centre. It featured great food, South Australian wine, and a night of dance and music. Most of all, it was a pleasure to celebrate the achievements of our members, especially those who have contributed to the fabric of our Society for a long period of time.

I am grateful to all those who contributed to the meeting's success. A special mention to Kerry Santoro and Natalie Parker, who convened a popular ANZUNS program, and to Dixon Woon, the scientific convenor, who ensured everyone

went home with something new to consider. These meetings also cannot proceed without significant support from industry, whose contribution to our field cannot go unrecognised.

I am sure that Shane La Bianca and Trenton Barrett will deliver a wow of a show in Perth in 2025. I'm sure many will travel west to enjoy their hospitality, renew old friendships, make new ones, and maybe learn something too. I wish them every success for 2025.

Perth 2025

Shane E. La Bianca, Convenor

The 2025 USANZ ASM is returning to the sunset coast and will be held at the Perth Convention and Exhibition Centre, Western Australia, from 1 to 4 March 2025.

The USANZ ASM has become an internationally recognised world-class event. Trenton Barrett, the Scientific Committee Chair, has been working hard to develop a diverse program encompassing the full range of urological practice, with a strong local and international faculty keen to share their knowledge and expertise. We also look forward to welcoming official guests from the American Urological Association, European Association of Urology, Urological Association of Asia, British Association of Urological Surgeons, the Société Internationale d'Urologie and the Korean Urological Association.

Julie Sykes and Jane Neve, ANZUNS Convenor and Scientific Program Chair, respectively, have developed an excellent concurrent nurses' program. We appreciate our nursing colleagues' role in delivering exceptional urological care, and we welcome you all to the ASM.

Professor Bruce William Stanley Robinson, AM, FRCP, will deliver the Harry Harris Oration. Bruce is a respiratory physician and research scientist, internationally recognised for his work in cancer immunology, and asbestos-related diseases. He speaks five languages, is heavily involved in philanthropic work in the Asian region, founded The Fathering Project, and was the Western Australian of the Year in 2013. We look forward to hearing much more about his remarkable journey in medicine.

ANNUAL SCIENTIFIC MEETINGS

Anna Tartakovskaia, USANZ Conference Manager, and Michael Nugara, USANZ CEO, deserve much credit for facilitating this meeting. I would also like to give special thanks to the DC Conference and Association Management team.

Perth is a bustling, vibrant, exciting city that offers a fantastic setting for our meeting. The Organising Committee and I look forward to welcoming you to Perth in March 2025.

Melbourne 2026

Renu Eapen, Convenor

Our 2026 ASM, the landmark scientific and social event in the USANZ calendar, returns to Melbourne, taking place at the Melbourne Convention & Exhibition Centre from **28 February to 3 March**. After a distinctly memorable Melbourne ASM in 2023, we are excited to continue this success and bring you a state-of-the-art, dynamic, and diverse scientific program in 2026. Myself and, Scientific Committee Chair Dr Devang Desai will work with a terrific committee to put together a fantastic program featuring local and international talent, which we know you will enjoy.

Of course, you can look forward to returning to the cultural and sporting capital of Australia, roaming the many laneways and enjoying the coffee, art, music and diverse culinary excellence that makes Melbourne so special.

Please mark the dates in your diary, and we'll see you in Melbourne in February 2026!

REPRESENTATIVE AND SECTION REPORTS

Specialty Elected Councillor to RACS

Mark Frydenberg

It has been another eventful and challenging year for RACS. Stephanie Clota was appointed the new CEO and has made a positive impact since her arrival.

A major milestone was the passing of the vote for the new RACS Constitution, which allowed for a Council that sets strategy but a skills-based board to oversee risk and financial performance in the future. This change will modernise the College, and we have already seen the benefits it brings as since the appointment of a Recovery Committee, the financial situation has largely stabilised, a bank loan facility at this stage is not required regularly, cash flow is adequate, and RACS is projecting a small operational surplus for 2024. Implementing the new board will likely take 12 months, with an interim board to oversee until this is finalised.

Another major milestone has been AMC re-accreditation. After only receiving a temporary re-accreditation for 6 months, the team at RACS has dealt with most actions required by the AMC with a successful outcome. They should be congratulated for an outstanding job well done in a very short time frame. I know that the team at RACS greatly valued the collaboration with USANZ and appreciated their input into the document.

Advocacy remained a major focus of RACS through 2024. There were some major advances, such as legislated protection of title for surgeons, but ongoing challenges relating to paediatric, oral, and cosmetic 'surgeons' and the relative disconnect between different government bodies complicates the issues. RACS has also been very concerned about the Ministerial Council's acceptance of all recommendations of the Kruk report, with a rapid response by AHPRA constructing an expedited pathway for SIMGs. There is no detail or clarity regarding supervision, the supervision period is too short, and there is no linkage to scope of practice or working in areas of need. There has been a strong pushback to the Government from RACS and all Colleges. Rising indemnity premiums and the viability of some private hospitals are challenging surgeons and influencing the viability of some forms of surgery within the private sector.

Undoubtedly, we face challenging times as the Government does not appear to be very supportive of Colleges. In the lay media, surgeons remain 'under fire' with allegations of inappropriate surgery in the Four Corners 'pain factory' episode and allegations of fraud against Medicare of funds by surgeons and anaesthetists. These have all been challenging, and RACS will continue to advocate on for surgeons of all specialities.

I would like to thank Henry Woo, as a fellow urologist, for his tireless contributions to Council and all my fellow Councillors, who do their very best to promote the practice of surgery in Australia and AoNZ. I will finish my term as a RACS Councillor in May 2026 and urge members to start considering if they will nominate as the urology representative on RACS Council during the elections in 2025. While I will still have one more report to provide you, it has been an honour serving urologists on RACS Council, and I thank you for your support during my USANZ/RACS tenure.

New South Wales

Clair Whelan

The NSW Section has had another highly successful year, marked by collaborative achievements, professional development, and significant contributions to the broader urological community. This report highlights key events, developments, and milestones from the past year and outlines upcoming initiatives to further support our members in the year ahead.

Annual Section Meeting

An outstanding turnout of members and urologists from across the region attended the 2024 NSW Section Annual Meeting in Orange. The meeting provided a valuable platform for networking, knowledge exchange, and professional development. As the food bowl of Australia, we also ensured delegates had ample time to savour all the central west has to offer. I thank Dr Nick Mehan for expertly co-convening the meeting with me. Nick's leadership ensured a well-organised and impactful event..

We were privileged to have an exceptional line-up of keynote speakers, including Prof James Eastham

REPRESENTATIVE AND SECTION REPORTS

and Mr Ben Challacombe, who provided in-depth insights into the latest advancements in urological research, surgical techniques, and emerging technologies. We were awestruck by the work of gynaecologist Dr Andrew Browning in improving maternal care in Africa, and we showcased local talent across a range of medical specialties.

The central theme of the meeting was 'Sustainability', with a focus on systems to deal with waiting lists, UTIs, theatre waste, and the sustainable use of resources as our patients age. We also covered innovations in robotic surgery, and advancements in urological oncology. This theme provided actionable takeaways for attendees.

Award Recipients

Congratulations to the following:

- **Chris Farrell Prize for a registrar paper:**
Dr Zoe Williams - Urological manifestations of Stevens–Johnson syndrome/toxic epidermal necrolysis and their management: a scoping review
- **George Schnitzler Award for best registrar:**
Dr Varun Bhoopathy

These awards are a testament to the dedication and excellence within our Section.

2025 NSW Section Annual Meeting:

Drs Ray Stanton and Eddie Latif are already planning next year's meeting, scheduled for 6-8 November in the Hunter Valley.

USANZ SET Trainee Achievements

Notable achievements from our SET trainees include:

- **Exam Success:** Congratulations to Dale Wood, Varun Bhoopathy and Bridget Heijkoop for their successful completion of the USANZ Fellowship Exams, marking the culmination of years of hard work and dedication.
- **Fellowship Achievements:** on track to completing their training in February 2025 are Brayden March, Duncan Self, Sean Heywood, Darius Ashrafi and Alfin Okullo, a testament to their clinical excellence and commitment.

We continue to provide exceptional support to our trainees, ensuring that the next generation of urologists is well-equipped for the challenges ahead.

Section Leadership

The Section has determined to separate the position of Annual Meeting Convenor from that of Section Chair. A/Prof Peter Chin has been appointed the NSW Chair and Section Representative for the next three years once Prof Prem Rashid's term as Past-President on the Board of Directors is complete. We thank Prem for his service over many years on the Board and trust that his successor will be well-mentored to the role.

The NSW Section is proud to continue serving its members with dedication and excellence. The events and achievements of 2024 demonstrate the strength of our urological community, and we look forward to another year of growth, innovation, and collaboration. Together, we will continue to advance urology practice and improve patient outcomes.

Northern

Peter Burke

A/Prof Devang Desai convened the Northern Section Meeting held in Toowoomba from 1 to 3 November. The Section Meeting has attracted higher attendance over the last two years. New sessions introduced into the program, including a Friday morning registrar/PHO workshop, and a live surgery workshop, have been very well-received. We are also striving to increase attendance by our nursing colleagues.

Dr Madeleine Bain was the recipient of the Frank Gardiner Award for best registrar presentation at the section meeting.

Dr Andrew Keller will convene our next Section Meeting to be held on the Sunshine Coast in October 2025.

In the Northern Section there is an ongoing issue with urological service provision in regional and rural areas due to workforce shortages and retention. QLD Health acknowledges the issue, though it is a difficult problem to solve, and this in

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turn puts pressure on tertiary centres. A proposed model calls for more outreach services to keep patients in their respective towns, though this will require better funding models from QLD Health.

The number of SET trainees accepted to the program in Northern Section has increased over the last two years. Congratulations go to Dr Catriona Duncan on passing her Fellowship exams this year.

Northern Section member, A/Prof Devang Desai, has been selected as the scientific committee chair for the 2026 USANZ ASM to be held in Melbourne.

In closing, I would like to acknowledge the enormous contributions made to the Northern Section and the Society by recently retired Dr Peter Heathcote. Peter was inducted as a Fellow of the Society at the 2024 USANZ ASM. During his career, Peter has trained countless nurses, medical students, junior doctors, registrars and urologists. His exceptional technical ability, high standards, affable personality, dedication to patients and unwavering support and commitment to his colleagues, our society, and everything it stands for, is an inspiration. Peter served on the USANZ Board of Directors for several years and was President from 2017 to 2019.

South Australia/Northern Territory

Ashani Couchman

Following a busy year of meetings in 2023, 2024 did not disappoint. The USANZ & ANZUNS ASM in Adelaide, convened by Dr Michael Chong, Convenor, and Dr Dixon Woon, Scientific Committee Chair, in collaboration with Kerry Santoro, ANZUNS Meeting Convenor, and Natalie Parker, ANZUNS Scientific Program Chair, delivered an exciting, varied and interesting program that was very well-received by both the delegates and international/local faculty. The vast amount of work and dedication required to deliver such a high-quality program with the ever-present and supportive USANZ team cannot be underestimated. We thank them for the intensity and focus that resulted in such a successful meeting.

Within the Section:

- The Section increased its investment to SA-PCOCC, which was supported for the year 2024/2-2025.
- As a group, we agreed to communicate better via a WhatsApp portal that Dr Sophie Plagakis is administering. This has already gained traction, and I am hopeful it will encourage better communication within the membership.
- Encouragement and support of the younger generation is vital to the Section, with the firm view that this will encourage a return to the state as consultants, enriching the membership and cementing long-standing relationships. The four hospital units have long held independent interviews for the non-training position for which the same cohort of registrars apply; this has led to some confusion and strain. To streamline this process and provide clarity for the non-training registrars and urology units alike, we will aim to centralise the interview panel to allow forward-looking allocations and appointments for more than one year.
- Our state meeting was a great success with a wide variety of topics. The following prizes were awarded:
 - Best Presentation
Assoc Prof Michael O'Callaghan
– *External validation of MRI based prostate cancer risk calculators in an Australian cohort*
 - St Paul's Ball Award (Best Registrar Presentation)
Dr James Kovacic –
Uromune in recurrent UTI
- Next year's state meeting will be convened by Dr Sophie Plagakis, with assistance from Assoc Prof Matt Hong. I am sure the meeting will be a success building on the 2024 meeting.
- We welcomed Dr Laurence Liu, who commenced training this year in South Australia, and welcomed Dr Rowan David back to continue his training in his home state.

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We thank Dr John Miller for his service as he steps back from the private sector into semi-retirement. His years of dedicated service have exemplified professionalism, kindness and resilience. His insightful guidance, calm approach to challenges, and ability to make everyone feel valued have been inspirational.

Finally, it is an honour to be the incoming Vice-President of USANZ, and I aim to fulfil my role to the best of my ability with great support from within the Section, the leadership team at USANZ, and the USANZ office.

Tasmania

Richard Cetti

The 2024 USANZ Tasmanian Section Meeting, convened by Dr Anthony Eaton in November, was a resounding success. The meeting featured a robust multidisciplinary program, and attracted 31 delegates and 22 sponsor organisations.

We were honoured to host Prof Declan Murphy as the guest speaker. His insightful presentations covered PSMA PET imaging and strategies for navigating challenging scenarios during radical prostatectomy—timely topics given the upcoming introduction of Tasmania’s first public robotic surgical platform.

The afternoon sessions featured expert discussions on private hospital economics and medicolegal issues in urology, providing valuable perspectives for attendees. This year also saw a record-breaking submission of registrar abstracts, with 14 selected for presentation.

Congratulations to Dr Catalina Palma from the Launceston General Hospital, whose abstract, ‘*Evaluation of Techniques for Controlled Cutting of the Resonance Ureteral Stent: Options for Management of Severe Stent Encrustation*’, won the prestigious Robbie Roberts Prize. Dr Palma will receive \$2,500 to support her attendance at the USANZ 2025 ASM in Perth. Additional accolades went to Dr Alice Thomson (Austin Health) and Dr Bodie Chislett (The Northern Hospital), who delivered highly commended presentations.

The Business Meeting, led by Prof Damien Bolton,

included the President’s Address, which covered key topics such as the new training program, the impact of the Kruk Report, and Section budgets. A special acknowledgment goes to USANZ staff for all their hard work behind the scenes.

The Tasmanian Section proudly continues its tradition of hosting an accredited Victorian trainee in Launceston each year, supported by Trainee Supervisor Dr Philip Tan, who was recognised with the RACS Educator of Merit – Tasmanian Supervisor of the Year Award.

We were also delighted to welcome back Dr Luke Gibson (SET Launceston, 2018), who has returned to Tasmania to join the team at the Royal Hobart Hospital.

Victoria

Janice Cheng

Section Meeting

The Victorian Section Meeting, convened by Dr George Mirmilstein and the Geelong Urology community, was held on Friday, 11 October 2024. The theme was ‘Learning for Life’ since a large proportion of the Geelong unit has a particular interest in education and training.

Due to the many abstracts received, 2024 marked the first time the meeting included poster presentations. Some established and emerging innovations and technologies that enhance adult learning were explored, including a debate on ‘Simulation vs Immersion’.

The best podium presentation award went to Dr Mohammadmehdi Adhami for the presentation titled ‘*Oncological outcomes post focal low-dose-rate brachytherapy for low-intermediate risk prostate cancer – results from Australia’s LIBERATE registry*’; and the best poster presentation was awarded to Dr Ming Hei Fu for ‘*Utility of PSMA PET/CT for staging of favourable risk intermediate risk prostate cancer*’.

Congratulations to Dr George Mirmilstein and the Geelong Urology community for running such a successful and educational meeting. We look forward to Bendigo’s meeting next year.

REPRESENTATIVE AND SECTION REPORTS

Major health sector developments in the Section

Matters arising from AMA Victoria Council meetings

USANZ reaffiliated with AMA Victoria as of January, with the following matters of relevance discussed at Council meetings so far:

Health Service Budgets and Health Services Plan:

Details are pending; however, the Allan Government has announced an additional **\$1.5B** in Health Services Budget. Some of these funds are expected to go to maintaining surgical service delivery. Some grant funding is expected to go to hospitals that do not yet have EMRs (Electronic Medical Record programs). Forced Health Service amalgamations have been relinquished.

At the heart of the Health Services Plan is the creation of Local Health Service Networks - geographically defined Local Health Service Network groupings (5 in regional Victoria and 6 in metropolitan Melbourne) that integrate health services. Again, details are pending, but it is expected to reshape healthcare delivery across Victoria significantly.

MBS

MBS billing reviews have so far aimed to improve governance and more continuous monitoring, and a move to prepaid rather than postpaid services.

Victorian government MBS Billing Policy relevant to members includes the consequences of consenting to receive ongoing services as a private patient, and the requirement for informed written or electronic consent.

Changes to PGY2s for noting

The Australian Medical Council's (AMCs) revised National Framework for Prevocational Medical Training. From 2025, all PGY2 training programs

nationwide must meet the requirements of the revised Framework, which consists of a minimum of 3 terms (at least 10 weeks) with a maximum of 25% of the year spent in a single subspecialty. As a result of this, the traditional PGY2 streaming approach used in many Victorian health services will be superseded by the requirements for PGY2s to attain clinical experiences A (Undifferentiated Illness Patient Care), B (Chronic Illness Patient Care), and C (Acute and Critical Illness Patient Care) instead.

From 2026, all health services must meet the 6-month Rotation Guidelines:

- The 6-month rotation involves allocation to a speciality with two subspecialty components.
- The rotation is part of a diploma or certificate qualification.
- There is a requirement to work for six months in the rotations at the PGY2 level for entrance into the specialty program.

Achievements of USANZ SET Trainees

We congratulate Dr Tatenda Nzenza and Dr Ellen O'Connor for passing their Fellowship Exams in April/May 2024; and Dr Matthew Farag and Dr Niranjan Sathianathen for passing their Fellowship Exams in August/September 2024.

Other news - Victorian Urology Forum

Since the inception of this online networking group in May 2024, approximately 20-25% of section members have joined. Currently, Marlon Perera and Janice Cheng moderate this group and its subgroups. Ideas to increase engagement, collaboration and increase memberships are ongoing.

REPRESENTATIVE AND SECTION REPORTS

Western Australia

Shane La Bianca

The WA Section held its 2024 Meeting at the Rendezvous Hotel at Scarborough Beach on Friday 8, and Saturday 9 November.

Isaac Thyer deserves congratulations for convening an excellent meeting with a broad scientific and educational focus and an entertaining social theme.

Trade support was very strong, and we thank the sponsors and exhibitors for their attendance.

We also thank the invited guests who shared their knowledge and expertise: Rick Catterwell from Adelaide, Joseph Ischia from Melbourne, and Eric Chung from Brisbane. We very much appreciated their time and effort in preparing and presenting, and thanks to them, the meeting was a great success.

This year, there was a tie for The England-Watson Prize awarded for the Best Paper presented at the meeting. The prize went to USANZ SET3 trainee **Brad Reynolds**, and (non-SET registrar) **Ashley Lee**, both of whom were deserving winners.

John Worsfold, former player with the West Coast Eagles, Premiership Captain and coach, delivered The Tony Low Oration. He gave an excellent talk on his life journey in Australian Rules Football.

Several WA members retired this year. They were acknowledged at the meeting and will be presented with certificates of appreciation.

USANZ PRIZES AND AWARDS

USANZ Prizes and Awards

BAUS Trophy

USANZ awards this trophy for the Best Scientific Podium presentation by a Full Member of USANZ at the Annual Scientific Meeting. The recipient's name is engraved on the BAUS Trophy alongside all previous BAUS prize recipients. The award also includes complimentary registration to attend the BAUS Annual Meeting the following year.

Platinum Trophy

The Platinum Trophy is for the Most Innovative Research presented by a Full Member of USANZ. The prize includes a trophy and free registration for the USANZ Annual Scientific Meeting the following year.

Best Oncology Presentation

The Award for Best Oncology Presentation was introduced at the 2023 USANZ ASM. The aim is to recognise outstanding oncology research conducted within Australia and New Zealand and presented as a submitted abstract at the ASM. Either the first or senior author must be a USANZ Full Member. The Award winner will be invited to present the USANZ Lecture at the subsequent ANZUP ASM and ANZUP will provide complimentary meeting registration.

Low-Arnold Award in Female and Functional Urology

This award is for the Best Podium or Poster Presentation in the field of Female or Functional Urology presented at the Meeting by a Full Member of USANZ. The award consists of a \$1500 cash prize.

Keith Kirkland and Villis Marshall Awards

These awards are for the best presentations by SET Urology trainees in the Keith Kirkland/Villis Marshall session at the Annual Scientific Meeting. The Keith Kirkland Award is for the best presentation where the research endpoint has a direct clinical impact/related to individual patient care. The Villis Marshall Award is for the best presentation of research undertaken by full time research trainees or studies in which epidemiological, economic, or basic science/translational content are the primary outcomes examined. The awards consist of a cash prize of \$1,000 from USANZ and an AUF Travelling Fellowship to the value of \$2,500 to present their work overseas.

Alban Gee Award

This award is for the best poster presentation by a USANZ Member (including SET Urology Trainees) at the Annual Scientific Meeting. The award consists of a cash prize of \$500 from USANZ.

Christchurch Medal Award

USANZ introduced the Christchurch Medal to recognise Urologists who demonstrated outstanding acts for the benefit of others immediately following the devastating earthquake on 22 February 2011 in Christchurch, New Zealand. The criteria are:

- a) Christchurch Medal Bravery Award for acts of bravery in hazardous circumstances, where the nominee risked personal injury and/or death to save the life or render assistance to someone in need.
- b) Christchurch Medal Community Service Award in recognition of urologists who have given exceptional community service, where the nominee has substantially contributed to the improvement of the quality of life of members of a community through humanitarian endeavours.

Daniel Christidis Scholarship

USANZ established this scholarship to honour the memory of Daniel Christidis, a respected and valued SET1 trainee member. Daniel was an outstanding doctor with significant leadership potential and dedication to research, who had already made a strong impression on his colleagues. The Scholarship is intended to assist USANZ members who are current urological trainees and eligible USANZ Associate Members to present their research at an international urological meeting.

USANZ PRIZES AND AWARDS

2024 Award Winners

ASM Awards

BAUS Trophy

Peter Gilling

Platinum Trophy

Nathan Lawrentschuk

Best Oncology Presentation

Dixon Woon

Low-Arnold Award in Female and Functional Urology

Samantha Pillay

Keith Kirkland Award

Andrew Silagy

Villis Marshall Award

Kathleen Lockhart

Alban Gee Award

Omid Yassaie

Scholarship

Daniel Christidis Scholarship

Alexander Ngoo

Society Awards

Society Medal

Anita Clarke

David Webb

David Winkle

USANZ Fellow

Peter Heathcote

Section Awards

Aotearoa New Zealand

Trainee Award: **Christian Robinson**

JMO Award - Friday Presentation: **Viktoriya**

Boncheva-Henderson

JMO Award - Thursday Presentation: **Khi Yung**

Fong

New South Wales

George Schnitzler Award for Registrar of the Year:

Sankara Varun Bhoopathy

Chris Farrell Award for Best Registrar Presentation:

Zoe Williams

Northern

Frank Gardiner Award for Best Registrar

Presentation: **Madeleine Bain**

South Australia/Northern Territory

Best Presentation: **Michael O'Callaghan**

St Paul's Ball for Best USANZ SET Trainee

Presentation: **James Kovacic**

Tasmania

Robbie Roberts Prize for Best Registrar

Presentation: **Catalina Palma**

Victoria

Best Registrar Poster Presentation: **Ming Hei Fu**

Best Registrar Podium Presentation:

Mohammadmehdi Adhami

Peter Lawson Award for Best Registrar:

Niranjan Sathianathen

Western Australia

The England-Watson Prize for Best Registrar

Presentation - joint winners:

Ashley Lee and Bradley Reynolds



UROLOGICAL SOCIETY OF AUSTRALIA AND NEW ZEALAND

Agenda

The 78th Annual General Meeting of the Urological Society of Australia and New Zealand will be held at 4.15 pm Australian Western Standard Time (AWST), Saturday 1 March 2025 in Meeting Room 2, Perth Convention and Exhibition Centre, Perth, Western Australia, Australia.

1. Welcome
2. Present
3. Apologies
4. Proxies
5. Minutes of the 77th Annual General Meeting held at 4.15pm on Saturday 24 February 2024 at Adelaide Convention Centre, Adelaide, South Australia, Australia
6. Business arising from the minutes
7. President's Report
8. Chief Executive's Report
9. Secretary's Report
10. Treasurer's Report
11. Annual reports of the Society
 - 11.1 Board of Urology (Lydia Johns Putra)
 - 11.2 Continuing Professional Development (Prem Rashid)
 - 11.3 Royal Australasian College of Surgeons (Mark Frydenberg)
 - 11.4 Annual Scientific Meeting 2024 (Michael Chong)
 - 11.5 Annual Scientific Meeting 2025 (Shane La Bianca)
 - 11.6 Annual Scientific Meeting 2026 (Renu Eapen)
12. General business
13. Meeting Close

Minutes of the 77th Annual General Meeting of the Urological Society of Australia and New Zealand held at 4.15 pm (ACDT), Saturday 24 February 2024 in Riverbank Rooms 3 & 4, Adelaide Convention Centre, Adelaide, South Australia, Australia.

1 Welcome

Acknowledgement of Country

I would like to acknowledge Aboriginal and Torres Strait Island people including the Kaurna people of the Adelaide Plains as the traditional custodians of the land on where we meet today. We recognise and respect their cultural heritage, beliefs and relationship with the land. I would also like to pay my respects to the Elders past, present and future.

Maori welcome

Haere mai ki te whare piki ora o Mahutonga tena kotou, tena kotou, tena kotou katoa. [Translated as 'Welcome to this house as a meeting place of those who follow the Southern Cross – a generous and heartfelt welcome acknowledging the Maori as the tangata whenua (people of the land) of New Zealand and respect their continuing connection to culture, land waterways, community and whanau/family.']

2 Present

Our quorum for this meeting is 31 members. I have had confirmation that we have exceeded that so I will formally declare the meeting open.

Present

George Acland, James Aspinall, Trenton Barrett, Alison Blatt, Damien Bolton, Janelle Brennan, Stephen Brough, Peter Burke, Alistair Cameron-Strange, Richard Cetti, Vincent Chan, Christopher Chang, Janice Cheng, Peter Chin, Michael Chong, John Chrisp, Eric Chung, James Churchill, Anita Clarke, Daniel Costello, Ashani Couchman, Caroline Dowling, Nigel Dunglison, Eva Fong, Darren Foreman, Paul Gassner, Troy Gianduzzo, Jacob Gleeson, Raj Gogia, Robert Goodwin, Richard Grills, Andrew Hadley, Rohan Hall, Dickon Hayne, Peter Heathcote, Gregory Jack, Lydia Johns Putra, James Johnston, Jennifer Kong, John Kourambas, Melvyn Kuan, Nestor Lalak, Nathan Lawrentschuk, Sunny Lee, Heath Liddell, Giovanni Losco, Kenny Low, Andrew Malcolm, David Mason, Jonathan Masters, Michael McClatchey, Patrick Meffan, Anthony Nixon, Helen O'Connell, Joanna Olphert, Rupert Ouyang, Stuart Philip, Sophie Plagakis, Kirby Qin, Weranja Ranasinghe, Prem Rashid, Handoo Rhee, Jay Roberts, Leanne Shaw, Robin Smart, Denby Steele, Andrew Troy, Vincent Tse, Flavio Vasconcelos Ordonez, Lodewikus Vermeulen, Michael Vincent, Audrey Wang, Roger Watson, Jared White, Alison Wilson Edwards, Henry Woo, Teck Sing Woon, Omid Yassaie, Alexander Yeates, Kamran Zargar

Observer

Xi Ang Wang

In attendance

Michael Nugara, Deborah Klein, Jonathon Street, Madeleine Bennison, Danielle Provera

By Invitation

Geoff Bloom, Nigel Finch, Graeme Green, Rose Dang

3 Apologies

Ted Arnold

MINUTES

4 Proxies

Aleksandra Vujovic, Mark Fraundorfer, Glen Devcich, Christopher Chesmasle, Adam Davies, Akhil Hamid, Alex Hocking, Andrew Keller, Anojan Navaratnam, Jeff Thavaseelan, Chew Lin Yip, Daniel Marshall, Daniel McConnell, Robert Davies, Deborah Friberg, Devang Desai, Glen Wood, Greg Malone, Hin Wai Yap, Imran Ali, Ivan (Hau Choong) Aw, James Chen, Jason Paterdis, Jerard Ghossein, Jonathan Chambers, Katherine Grey, Kim Broome, Manmeet Saluja, Mark Frydenberg, Matthew Brown, Michael Rice, Mikhail Lozinskiy, Nelson Wang, Paul Crow, Peter Gilling, Richard Pemberton, Steve McCombie, Sue Chapman, Suzanne Bueker, Tanya Ha, Ted Arnold, Timothy Smith, Tony Beavan, Venu Chalasani, Andre Westenberg, Yuigi Yuminaga, Jim Duthie, Liam Wilson, Andrew Lienert, Kevin Bax

5 Minutes from the previous Annual General Meeting

The Chair reported that the minutes of the previous meeting were published in the Annual Report with the AGM papers and requested members to submit any questions relating to business arising from the minutes.

Resolution 1:

To accept the Minutes of the 76th Annual General Meeting held on Saturday 25 February 2023 in Melbourne Australia as a face-to-face meeting, as a true and accurate record of the meeting.

MOVED: Ashani Couchman

SECONDED: Henry Woo

CARRIED

6 Business Arising from the Minutes

No questions were raised from the floor relating to business arising from the minutes.

7 President's Report

Helen O'Connell, President, spoke to her report:

The President paid tribute to USANZ Staff and to Directors leaving the Board of Directors after years of service, Peter Heathcote, Nestor Lalak, Melvyn Kuan and Raj Gogia.

The President welcomed Peter Burke, Lydia Johns Putra, Shane La Bianca and Richard Cetti to the Board of Directors.

No questions were raised from the floor relating to the President's Report.

Resolution 2:

To accept the President's Report

MOVED: Michael Vincent

SECONDED: Peter Heathcote

CARRIED

8 Chief Executive Officer's Report

Michael Nugara, CEO, spoke to his report:

2023 was the year we saw the full resumption of USANZ activities post pandemic; this included Section Meetings and the ASM moving back to the first quarter of the year. The CEO would like to acknowledge the commitment of Declan Murphy as the 2023 Convenor and Janelle Brennan as the 2023 Scientific Committee Chair.

USANZ partnered with the Continence Foundation of Australia in a joint meeting that combined our Functional Urology Symposium and the National Conference on Incontinence. The CEO would like to acknowledge Ashani Couchman, Vincent Tse and Eric Chung as key contributors on the joint organising committee.

A large piece of work that progressed through the year was the Aotearoa New Zealand autonomy project, which will be discussed in detail later at this meeting.

Included in the Annual Report is the Member Activity Report. This report informs members of the various activities conducted by the Society during the year for and on your behalf.

No questions were raised from the floor to the CEO Report.

Resolution 3:

To accept the Chief Executive Officer's Report.

MOVED: Raj Gogia

SECONDED: James Aspinall

CARRIED

9 Secretary's Report

Prem Rashid, Secretary, spoke to his report:

2023 saw no issues with the membership. Sadly, since the report was prepared, we have lost three members. The Secretary paid his respects to the families of Rajan Narula, Dennis Arnold and Michael Rochford.

The Secretary thanked Raj Gogia for his assistance on the Investment Committee.

No questions were raised from the floor to the Secretary's Report.

Resolution 4:

To accept the Secretary's Report

MOVED: Shane La Bianca

SECONDED: Nestor Lalak

CARRIED

10 Treasurer's Report

Michael Nugara, CEO, spoke to his report:

Financial Statements for the full year to 31 December 2023 have been circulated to the membership. USANZ received unqualified audit clearance and returned an overall surplus of \$952,000. It is important to note that this surplus includes unrealised gains on financial assets of just under \$800,000. USANZ revenue has declined by \$790,000, but we need to remember that in 2022, USANZ hosted an additional event. Operating expenses in 2023 have decreased by \$362,000. However, there were a couple of increases in operating expenses with regard to employment and travel costs.

On the Balance Sheets, USANZ's net assets are \$14.2 million, and the Society is in a solid position to endure any adverse events that may impact USANZ in the future.

The CEO handed over to Prem Rashid, Secretary, to speak to the Society's financial strategy.

The Society is aware of its reliance on sponsorship revenue, which is continually at risk of decline. The Secretary spoke to the financial strategy; USANZ has a goal of \$20 million in investable funds, and this will assist the Society longer term. The Investment Committee has invested funds over the last 5 years as we progress to reach this target.

Discussion followed regarding risk to sponsorship revenue.

MINUTES

Resolution 5:

To accept the Treasurer's Report, which incorporates USANZ's Financial Report for the year ended 31 December 2023.

MOVED: James Aspinall

SECONDED: Peter Burke

CARRIED

11 Annual Reports of the Society

- 11. Annual reports of the Society
- 11.1 Board of Urology (Nestor Lalak)
- 11.2 Continuing Professional Development (Prem Rashid)
- 11.3 Royal Australasian College of Surgeons (Mark Frydenberg)
- 11.4 Annual Scientific Meeting 2023 (Declan Murphy)
- 11.5 Annual Scientific Meeting 2024 (Michael Chong)
- 11.6 Annual Scientific Meeting 2025 (Shane La Bianca)

All reports were taken as read. No questions were raised from the floor to the Reports.

Resolution 6:

To accept the reports from the Board of Urology, Continuing Professional Development, the RACS Specialty Representative and Annual Scientific Meetings 2023, 2024 & 2025.

MOVED: Michael Vincent

SECONDED: Janelle Brennan

CARRIED

12 Special Resolution to amend the USANZ Constitution

The President introduced Geoff Bloom of Mills Oakley and handed over to Geoff.

The impetus for these changes began over three years ago and originated with the New Zealand Section wanting greater autonomy over issues relating solely to New Zealand. The New Zealand Section wanted a separate organisation to deal with New Zealand issues while staying part of USANZ. The USANZ Board supported this model.

Most changes will happen independently of USANZ; however, some changes will need USANZ cooperation, including the changes to the USANZ Constitution. The membership is being asked to vote on these Constitutional changes.

About one year ago, the New Zealand Section formally resolved it supported the package of changes, including the 'Separate AoNZ Society, USANZ Intact Model'. Each other Section of USANZ passed the same resolution.

Geoff spoke to the proposed amendments, highlighting:

- The proposed changes; and
- Conditions Precedent (including timing).

Resolutions 7 and 8:

Condition Precedent means the occurrence of the date for the commencement of the amendments to the Constitution, as stated in the cooperation agreement between USANZ and the AoNZ Society. The cooperation agreement has not yet been prepared or agreed.

Full Member Amendments means the amendments, marked in the copy of the Constitution in the meeting papers, to the following clauses:

- clause 16(b) – extending the definition of Full Member, in NZ only, to Vocationally Registered urologists,
- clause 16(e) – specifying that provisionally Vocationally Registered urologists in NZ will typically, like Specialist International Medical Graduates, be classified as Associate Urological Members, and
- clause 50(b) – providing that a person is only eligible to be USANZ Vice-President (and so President) if they hold a FRACS (Urol).

Question and answer session held. Reminder was issued regarding eligibility for voting.

Voting commenced.

Resolution 7:

All amendments except the Full Member Amendments.

That, upon the occurrence of the Condition Precedent, the amendments to the Constitution, as marked in the attached copy of the Constitution, except for the Full Member Amendments, are to take effect.

Count of hands = 74

Votes by Proxy = 63

Total = 137

MOVED: unanimous

CARRIED

Resolution 8:

Full Member Amendments

That, upon the occurrence of the Condition Precedent, the Full Member Amendments to the Constitution are to take effect.

Count of hands = 75

Votes by Proxy = 63

Total = 138

MOVED: unanimous

CARRIED

13 General Business

The President and Secretary thanked the membership, as this is a historic moment for the New Zealand Section. They also thanked Leanne Shaw, Michael Vincent, Mark Fraundorfer, Andrew Williams, and the USANZ Board and Staff for their hard work.

14 Close Meeting

The President thanked all members who attended the AGM and handed the room over to Henry Woo for the ANZAUS AGM.

USANZ AGM closed at 5:01pm

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