



RANZCOG acknowledges and pays respect to the Traditional Custodians of the lands, waters and communities across Australia, on which our members live and work, and to their Elders, past, present and future.

RANZCOG recognises the special status of Māori as tangata whenua in Aotearoa New Zealand and is committed to meeting its obligations as Te Tiriti o Waitangi partners.

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Vision

Excellence and equity in women's health

Mission

To continue to lead in education and training in obstetrics and gynaecology, and advocacy in women's health

Values



Advocacy

We are a leading voice for equity, social justice, fairness and evidence-based policy.



Education

We embrace the opportunity to learn, share knowledge and experience through innovation, discovery and research.



Excellence

We are committed to performance at the highest standard in our work, training, research and support.



Integrity

We act honestly, ethically and with accountability towards everyone and in everything we do.



Kindness

We act with compassion and care towards ourselves and one another.



Respect

We expect and promote inclusivity, valuing individual rights, beliefs and choices.



From the President Dr Benjamin Bopp

It has been a year of significant renewal for our College.

Following 18 months of renovations during a relentless global pandemic, full relocation into our new College home, Djeembana, at 1 Bowen Crescent, Melbourne, was a highlight, with an opening celebration on 27 February 2022. The following week included some return to normality of College life, with our first face-to-face meetings held since 2019 at the RANZCOG Symposium and Graduation and Awards ceremony.

This year also provided the valuable opportunity to reconnect with members and trainees through numerous hospital site visits across many states, and at other College activities and events. In the advocacy space, several ministerial meetings at both state and federal level took place and allowed us to get in front of important stakeholders to promote key issues important to the organisation, such as rural and regional maternity workforce, access to care and support for trainees.

The College continued our strong association with Government and allied industry bodies, such as the Australian Technical Advisory Group on Immunisation (ATAGI), Australian Medical Council (AMC) and National Association of Specialist Obstetricians and Gynaecologists (NASOG), to discuss mutual topics of interest between our organisations, for the benefit of our members and the women's healthcare landscape.

With the transition to the 12th Council in November 2021, came the opportunity to focus on renewed advocacy as well as a concerted effort to engage with consumer groups, to help give a broader perspective to the work of the College, provide access to information, and further strengthen our position as the peak body in women's health.

International borders reopening meant a welcomed opportunity to return to Aotearoa New Zealand to foster our binational ties and learn about the widespread system reforms taking place, as well as exchange learned experiences from the pressures of the past two years.

We networked extensively with colleagues and leaders from the International Federation of Gynaecology and Obstetrics (FIGO), Royal College of Obstetricians and Gynaecologists (RCOG) and the Asia and Oceania Federation of Obstetrics and Gynaecology (AOFOG), and our bid to hold the 2026 AOFOG World Congress in Sydney was successful.

Following extensive consultation with members, our new Strategic Plan for 2022–2024 was launched in early 2021 with the six key priority areas of Education and Training, Member Engagement, People and Wellbeing, Sustainable Organisation, Stakeholder Engagement, and Community, Equity and Advocacy.

Technology has been essential for our organisation to flourish over the past year and delivery of important information through technology has meant that the College could reach out to wider audiences. We hosted a strong series of both clinician- and consumer-focused webinars, featuring multidisciplinary panels on numerous

topics. Our new website and extensive audio-visual investment in College Place have also proven highly successful.

Member and trainee wellbeing remains a focal point and priority for the College with the review of an externally conducted bullying, discrimination and harassment survey and, over the coming year, the commencement of implementation of the Fostering Respect Action Plan. As an extension of this initiative, the College will continue to meet with hospital administration at training sites, to discuss and address member and trainee concerns.

I would like to acknowledge our College staff for their commitment and hard work, as well as our many Committees and Working Groups, College Council and the RANZCOG Board for their leadership and professionalism.

Byomin & Off.

Dr Benjamin Bopp *President, RANZCOG*



From the CEO Vase Jovanoska

I am honoured to present this year's RANZCOG Annual Report.

The start of the financial year saw those of us in Melbourne entering our sixth lockdown, and since then, we have been in a steady transition back to the office and into a new hybrid mode of work. It has been an interesting year in working out and balancing the needs of the College with the requirements of a constantly changing health landscape, where there is still so much uncertainty.

Nevertheless, we have navigated through and have managed to host some fantastic showcase events over the past year, starting with the opening of Djeembana, College Place at 1 Bowen Crescent, Naarm (Melbourne) and the first RANZCOG Symposium in February/ March 2022. It was a great opportunity to reconnect, and for some of our trainees to celebrate their elevations to Fellowship at a face-to-face ceremony.

We have also held special cultural events for National Reconciliation Week and NAIDOC Week, as well as hosting the Council of Presidents of Medical Colleges (CPMC) for a well-attended hybrid meeting at our new offices.

Technology continues to lead the way in which we work and this past year we advanced many of our significant technology projects at the College.

These have enhanced and streamlined our resources and systems for our members and trainees

Our new member and trainee portal, Integrate, was launched in August 2021 with functionality to manage user profiles, interactions, annual renewals, declarations for Fellows, and practice profiles. Development of a new CPD module was completed in June 2022 and launched in July to align with the new CPD framework on the annual cycle. The next phase of development will be in non-specialist training program logbooks, workflows and assessments.

The new-look RANZCOG website was launched in July 2022 and features a fresher, cleaner and more functional interface for online visitors to the College and to share the valuable work we do.

Our new eLearning hub, Acquire, was launched in May 2022 with new branding and user-experience improvements. Acquire consolidates four legacy eLearning portals with ongoing work in-progress to refine and improve the eLearning experience.

We completed the pilot of our new end-to-end examinations platform, Practique, in March 2022, and launched the new system in June 2022. Our first written examination using the new system was delivered successfully in July 2022.

In early 2022, after extensive Collegewide consultation and collaboration with our members, trainees, the RANZCOG Board, Council and staff, we launched our Strategic Plan 2022–2024. The Plan sets the tone and our organisational goals for the next three-year period.

Over the last year, we have held 22 examinations for Certificate, DRANZCOG, FRANZCOG and Subspecialities, both online and in person, for 801 candidates. I would like to congratulate the 95 newly elevated Fellows and 25 new Subspecialists elevated this year. I want to acknowledge our hard-working staff across Australia and Aotearoa New Zealand who have worked together to deliver all examinations and assessments for our trainees.

I am pleased to report that the College received a positive response to our Australian Medical Council (AMC) 2022 Monitoring Submission, with no outstanding conditions. The AMC commended the College on our initiatives to encourage Indigenous students in Australia to enter the FRANZCOG program, and advocacy and support programs in Aotearoa New Zealand; several pilots including online communication skills courses to support trainees in effective communications with colleagues, patients and their families, and two emotional intelligence

and sustained wellbeing courses; improved levels of trainee satisfaction pertaining to the quality of exams; comprehensive and appropriate processes for addressing bullying, harassment and discrimination issues.

The College's AMC 2023 Full Accreditation Report will be submitted in May 2023. The extensive process will include consultation with many stakeholders across the organisation, formal hospital site visits, a visit to College Place, examination observation and a final written submission to the AMC

I would like to take this opportunity to thank our members, trainees and staff for participating in RANZCOG's Discrimination, Bullying and Harassment survey, which after some months culminated in the Fostering Respect Action Plan. The Plan will provide a tangible set of actions by which we will work and strive, to create a culture within our workplace and the O&G speciality across Australia and Aotearoa New Zealand that is free from, and does not tolerate, bullying, discrimination, and harassment.

This year we have continued to have valuable engagement with our consumers, who contribute to the work of the College through involvement with Statement and Guideline creation, and through their membership positions on a significant number of College Committees and Working Groups. I would like to thank all our College consumer representatives and those public consumers who provide us with insight and feedback. Your contribution gives us the opportunity to continue pursuing our mission of Excellence in women's health.

I would like to thank all our staff in Australia and Aotearoa New Zealand for their hard work and commitment to the College.

I would like to extend thanks to the 11th RANZCOG Council, Board and immediate past-President Dr Vijay Roach for their leadership and seamless handover during the transition to the 12th Council in November 2021. I also thank and acknowledge the 12th Council for their ongoing input, strategic focus and representation across our committees, and the tireless effort

and commitment you have made to the College since commencement. Likewise, I would like to acknowledge the work of all our members and trainees who volunteer many hours of work for the College.

Finally, I wish to acknowledge and thank the RANZCOG Board and President Dr Ben Bopp, for their leadership and support. Great things have been achieved at RANZCOG over the past year and I am pleased that this Annual Report highlights some of those achievements.

Vase Jovanoska
CEO, RANZCOG



Over the past year, the College has continued to adapt and respond to the challenges set by the COVID-19 pandemic, offering support for trainees, SIMGs, members and accredited training sites through continued delivery and refinement of our education, training, and accreditation activities.

Selection interviews, examinations, assessments, SIMG interviews, accreditation visits, committee meetings and many other formal activities continued in either online or hybrid format, with few activities deferred or cancelled. From an operational perspective, our key focus has been to ensure our trainees can continue their career progression and fulfil their training requirements in a safe and timely manner.

Preparations for our upcoming 2023 reaccreditation by the Australian Medical Council / Medical Council of New Zealand have continued, with ongoing improvement and review of processes. Our College remains committed to ensuring robust systems are in place to ensure trainees are well supported in their progression through our training programs.

RANZCOG continues to be indebted to our members and trainee representatives for the significant time and effort they contribute to ensuring our education activities are delivered effectively and for their ongoing support in program improvement initiatives.





From the Dean of Education Prof Ian Symonds

Since taking over as Dean of Education in November 2021, I have been focussing on three main areas changes in assessment, implementation of the changes in Advanced Training, and moving the curriculum documents for all our programs to a common model based on the CANMEDS format.

I would like to acknowledge the leadership and huge amount of work that Professor Michael Permezel contributed as the inaugural Dean of Education, and in particular the development of the new structure for Advanced Training. This, I think,

represents the most significant and important reform since the introduction of the independent training program structure

The focus on assessment reform has been around standard-setting for our examinations and improving feedback to trainees using formative workplace-based assessments.

In curriculum development, we now have a project plan for completing a revision in mid 2023. Apart from the change in format, this represents an opportunity to update what we want of

trainees to learn and be able to do by the completion of their training.

In addition to the above, we have begun preparations for Australian Medical Council (AMC) reaccreditation, which is scheduled to take place in July 2023.

Finally, I would like to acknowledge the staff of the RANZCOG Education Directorate for their professionalism and hard work over the last 12 months.

Prof Ian Symonds

Dean of Education RANZCOC

Training Support

Training delivery

The College continued flexible training arrangements due to the ongoing impact of COVID-19:

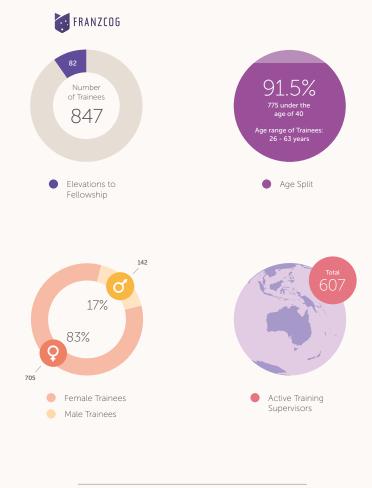
- Extensions were applied to training requirements impacted by the pandemic for the 2021 and 2022 training years.
- FRANZCOG trainees were able to commence Advanced Training prior to completion of specific Basic Training requirements.
- Allowances were made for trainees rotating to rural sites and subject to mandatory quarantine periods.

 Research study points were credited for trainees presenting at virtual scientific conferences.

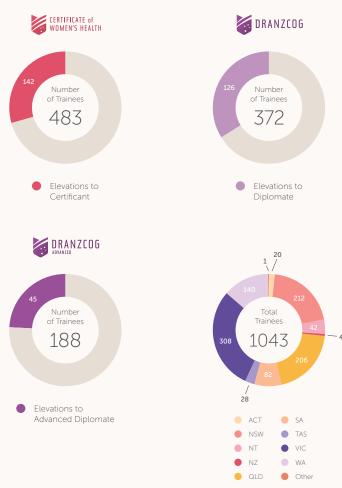
Improving the training experience

- The training experience evaluation framework was refined, and College resourcing was increased to identify and address areas of trainee concern.
- Research requirements were streamlined in 2022, including provisions for the recognition of prior research learning.
- The restriction preventing first year trainees from undertaking part-time training was lifted, providing greater flexibility for trainees to manage family planning or unforeseen circumstances such as serious illness or carer obligations.
- Work has continued to improve training supervisor skill development and training supervisor resources.
- The College has improved the timeliness and quality of oral examinations performance feedback to identify deficiencies and maximise subsequent exam attempt success rates.

Snapshot of the training program



Snapshot of the Certificate of Women's Health, DRANZCOG & DRANZCOG Advanced programs



Examinations

The College has continued to deliver high-quality examinations despite the complexities created by the COVID-19 pandemic, minimising the impacts on candidates, examiners, college staff and our venues.

Written examinations

- Written examinations were run in all states and territories of Australia and in Aotearoa New Zealand throughout 2021-2022.
- To minimise travel for candidates, subspecialist written examinations were hosted at RANZCOG State and Territory Offices as well as at Djeembana (College Place) in Melbourne.

The College has transitioned to a new exam platform, Practique, which allows us to streamline the end-to-end delivery of exams and improves the candidate experience. We will use this platform for all written examinations from July 2022 onwards.

Oral examinations

- FRANZCOG, Subspecialty and DRANZCOG Adv oral examinations continued to be delivered online in 2021-2022. Candidates attended an examination centre in their capital city, while examiners participated from home or a location of their choice.
- The College has continued to improve processes for candidate performance

- feedback, use of multimedia and digital marking interfaces for examiners.
- Planning commenced for a return to in-person FRANZCOG Oral exam in October 2022, with the view to alleviate the backlog of candidates arising from the restrictions imposed by the online format.

Examination pass rates (July 2021 to June 2022)

Examination	Total Candidates	Passed	Pass rate (%)
FRANZCOG Written	135	122	90%
FRANZCOG Oral	187	156	83%
CWH Written	193	155	80%
CWH Upgrade*	18	18	100%
DRANZCOG Written	174	150	86%
DRANZCOG Advanced Oral	57	50	88%
Subspecialty Written	24	21	88%
Subspecialty Oral	13	11	85%

^{*}Each year, a small number of candidates sit a limited set of multiple-choice questions to upgrade from the Certificate of Women's Health to the Diploma of RANZCOG



Examination Development



Online examination revision and preparation courses

State and territory offices hosted a number of webinars, as outlined below. Both series enabled participants to engage with speakers through Q&As, live polling and case studies, and to access additional resources. Webinars were recorded and made available on Acquire for examination preparation.

Positive feedback was received from participants in relation to the webinar format and content specific to examination review and preparation.

FRANZCOG online revision course

Commencing 10 May 2022, the state and territory offices hosted this bi-national webinar series, consisting of two webinars per week over a seven-week period. A bonus session for examination preparation was held in week seven, attended by 63 participants. There were 108 registered participants.

This year participants had the opportunity to purchase previous webinar series, including the courses delivered in 2020 and 2021. There were 44 registered participants.

GP refresher including DRANZCOG exam preparation course

Commencing 26 April 2022, the state and territory offices hosted this annual webinar series consisting of two webinars per week over a five-week period. The program was designed for Diplomates, DRANZCOG and DRANZCOG Advanced trainees, and Certificate of Women's Health (CWH) trainees. The webinars covered a diverse range of women's health topics delivered by subject experts. Examination revision was delivered in week five and included practice

multiple-choice questions and strategies for examination preparation. There were 66 registered participants.

This year the College enabled participants to purchase previous webinar series, including the courses delivered in 2020 and 2021. There were12 registrations received.

Mock oral FRANZCOG course

The mock OSCE prepares registered candidates to sit the FRANZCOG oral examination in a practice setting, delivered by Fellows, senior trainees and College staff. The bi-national FRANZCOG oral pre-examination courses were held in September and November 2021, and February 2022. The course program includes a rotational circuit of practice O&G cases, asking candidates to review, analyse and provide clinical advice to an examiner. This is followed by a group feedback session and an opportunity for individual case feedback.

Subspecialties

The College offers five subspecialty training programs for certification in: Gynaecological Oncology (CGO); Maternal Fetal Medicine (CMFM):

Obstetrical and Gynaecological Ultrasound (COGU); Reproductive Endocrinology and Infertility (CREI); and Urogynaecology (CU).

Key Metrics

Subspecialty	Current Trainees	Attained certification	Current Certified Subspecialists	Accredited Training units
Gynaecological Oncology (CGO)	12	4	77	14
Maternal-fetal medicine (CMFM)	30	6	81	21
Ultrasound (COGU)	9	2	48	5
Reproductive endocrinology & infertility (CREI)	24	2	86	17
Urogynaecology (CU)	12	5	55	10
Total	87	19	347	67

Selection

Subspecialty selection 2022

36 applications were received for subspecialty training in 2022 (for commencement in the 2023 training year). Of these, 26 candidates were interviewed, and 22 were deemed eligible for selection to enter subspecialty training in 2023.

FRANZCOG selection 2022

In 2022 the College received 212 applications to enter Fellowship training,

of which 30 applied to train in Aotearoa New Zealand and 182 in Australia. The College is indebted to our hospital Specialists, ITP Coordinators and Training Supervisors for giving their time and expertise to ensure we select the best available applicants through interview panel participation, providing references, and provision of candidate institutional preference rankings.

Due to COVID-19, all selection interviews were conducted using Zoom web conferencing technology. The College facilitated training opportunities for all

applicants and panel members to ensure they had adequate training and support.

New FRANZCOG trainees accepted in 2022 (to commence training in 2023) is 111, the breakdown detailed below.

Aotearoa New Zealand

Aotearoa New Zealand had 30 applicants, of which 23 were offered a training position for the 2023 Training Year.

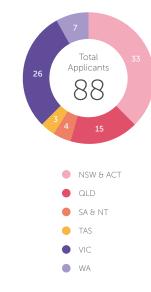
The break down by region is provided below:



Australia

Australia had 182 applicants, of which 177 were interviewed and 88 offered a training position for the 2023 Training Year.

The break down by region is provided below:



Panel and supporting staff statistics:

- 11 panels across Australia
- 1 panel in New Zealand
- 87 RANZCOG Fellows and FRANZCOG Trainees who participated in panel interviews
- 28 College staff supported the online interviews

Specialist International Medical Graduates

All Specialist International Medical Graduate (SIMG) interviews and most other meetings continued to be conducted online to mitigate risks around COVID-19 transmission.

In line with AHPRA's new standards, a Summary of Preliminary Review (SPR) process has been introduced to all SIMG application assessments. The SPR is a succinct précis of an SIMG's application used to assist with procedural fairness by ensuring applicant has seen the information that will go to assessors to make their decision. With this change, all applicants are now given an opportunity to add to or correct the SPR prior to any decisions being made.

SIMG summary for Financial Year 2021 - 2022

	Australia	Aotearoa New Zealand
Application Received	42	21
Paper Assessments	36	9

	Australia	Aotearoa New Zealand
Interview Assessments	36	12
Substantially Comparable	13	2
Partially Comparable	16	9
Not Comparable	7	1

- In Australia, one interview was conducted for the CMFM Subspecialty and Common Scope Pathway.
- 29 SIMGs completed their training and/or oversight requirements and were elevated to Fellowship. Ten of them were from New Zealand
- Three Subspecialists were awarded Subspeciality Certification. One for CMFM, one for CGO and one for CU.
- 44 international medical graduates applied to the College to undertake training in obstetrics and gynaecology in short-term training positions in Australian hospitals. Of these, seven applications were requests to extend previously approved positions and six

were for applications for Subspecialist positions.

In Aotearoa New Zealand, RANZCOG continued providing advice to the Medical Council of New Zealand (MCNZ) regarding applicant suitability for registration in the vocational scope of obstetrics and gynaecology (O&G). RANZCOG completed 12 SIMG interviews and provided nine preliminary (paper) advice reports for MCNZ.

Overseas-trained doctors are an important element of the O&G workforce in Aotearoa New Zealand and RANZCOG welcomed seven SIMGs as new Fellow members.



Curriculum Review

In 2022 the College made significant progress towards reforming several key areas of our curricula.

Graduate outcome statements

Significant work was initiated across FRANZCOG and the subspecialty training programs to draft revised graduate outcome statements (GOS). The GOS outline the expectations of each training program by framing appropriate and relevant skills and knowledge that qualified practitioners should have at completion of training. The GOS will be used as the foundation for a full review of the curriculum detail in 2022-2023. Ongoing work entails embedding attributes relating to cultural competency and safety, as well as zero tolerance for bullying, harassment and discriminatory behaviours.

New curriculum structure design

In 2021 work commenced in transitioning the FRANZCOG curriculum content to a new structure design model. As the review progresses in the coming year, each curriculum topic will undergo an extensive appraisal and specification process in transitioning to the new structure. A similar approach has been planned for the Subspecialty and Diploma Training Programs in 2022-23.

FRANZCOG Advanced Training

A revised Advanced Training Pathway Framework was approved in principle by College in 2021. This year work continued into 2022 with delineation of the details of each pathway, based on a by-semester modular approach.

- A new Advanced Obstetrics
 Advanced Training Module (ATM) was
 implemented at the beginning of 2022
 as a means of enhancing advanced
 training in complex obstetrics.
- Development of a Medical Education ATM continued, to build on the foundations of the Clinical Educator Training Program undertaken in FRANZCOG Basic Training. A pilot of this ATM commenced in early 2022.
- Several modules were developed for a new Sexual and Reproductive Health Advanced Training Pathway.
 It is anticipated that this pathway will be available for FRANZCOG trainees from the start of the 2023 hospital employment year.
- Work also progressed on delineation of the Advanced Training Pathway requirements for those planning to enter subspecialty training, or with a significant interest in a subspecialty discipline.

Workplace-based assessment

Work is ongoing in the curriculum development and Learning & CPD areas to improve training in and mechanisms for providing feedback to trainees to support the introduction of additional workplace-based assessments.

The College is a recommended framework and indicative time for incorporating a revised approach to workplace-based assessment in our training programs. Foundation work has commenced on:

- improved use of Multi-Source
 Feedback, particularly in early years of
 FRANZCOG training
- introduction of a Mini-Clinical Evaluation Exercise in FRANZCOG Basic Training
- the use of Case-based Discussion across training programs.

Medical and surgical abortion

In August 2021, the RANZCOG Board approved the mandating educational exposure to medical and surgical abortion for FRANZCOG trainees (in the absence of a conscientious objection). Relevant curriculum updates were applied and came into effect for trainees commencing from the 2022 hospital employment year.

Accreditation

RANZCOG reaccreditation

The Australian Medical Council and Medical Council of New Zealand will be undertaking a full reaccreditation of the College in 2023. Preparing for this oncea-decade occurrence is a major priority for the College.

Significant preliminary work toward re-accreditation was undertaken in 2021-2022. including:

- The College providing a written submission to the AMC regarding its performance against the AMC accreditation standards (Feb 2022).
- Commencing a full FRANZCOG curriculum review and refresh.
- Commencing a broad review of our training policies and procedures.
- Revision of accreditation standards for FRANZCOG training sites (Feb 2022).
- Reforming regulations around parttime training.
- Formation of the AMC/MCNZ
 Accreditation Steering Group, to oversee and coordinate preparative and organisational activities.

Training site accreditation

Due to the ongoing COVID-19 pandemic, virtual accreditation visits continued to be undertaken in place of physical visits in 2021-2022. Accreditation schedules were also modified in recognition of the impacts that the pandemic had on hospitals in some regions, restricting their ability to prepare for and adequately engage in accreditation visits.

Accreditation standards

The College implemented revised accreditation standards for FRANZCOG

training sites in February 2022. Significant changes included:

- Enhanced standards and criteria relating to clinical experience.
- Improved standards and criteria relating to workplace culture, in particular bullying, harassment and discrimination.
- Strengthened standards relating to opportunities for gynaecological training.
- Improvements to criteria relating to training/teaching time, research/ study/clinical audit time, and administration time for trainees.
- Clarification of criterion relating to research support.

Accreditation visits

Training site accreditation continues to be a major focus, ensuring that key requirements for clinical and educational experience are being met for all trainees in participating hospitals and training sites. The College undertook the following virtual training site visits in the past year:

FRANZCOG reaccreditation visits (including 1 intervention)

Subspecialty reaccreditation visits

Subspecialty review visits (intervention)

DRANZCOG review visit (intervention)

Revised accreditation standards for subspecialty training units have been developed and reviewed, with a view to implementing these from 2023. These standards will more closely align with the FRANZCOG standards where possible and include specific criteria relating to training unit culture.

Monitoring of training sites

In addition to strengthening accreditation standards, new or improved mechanisms have been introduced to assist with ongoing monitoring of training sites.

- FRANZCOG trainee six-monthly assessment survey analysis new process to review all feedback after each semester and identify issues arising on an individual site basis, to determine the need for earlier visits or other interventions
- Major gynaecological surgery opportunities – new process introduced whereby letters are sent to underperforming sites every six months once data is available.
- Hospital progress reports improved processes for review of training site progress reports and actions arising from site visits.

Training Program Evaluation

RANZCOG has made significant progress in improving our formal evaluation of training and education activities, including the development of a new Evaluation Framework and the establishment of a new Evaluations Researcher role to support and improve program evaluation activities.

Evaluation framework

The need to develop a comprehensive Evaluation Framework for College education and training activities was identified by the College in 2021. Evaluation will be a key area of focus during the College's full accreditation in 2023.

The new Evaluation Framework:

- consolidates existing evaluation work being undertaken.
- identifies gaps, shortfalls, and items for review.

 establishes clear reporting lines to College committees.

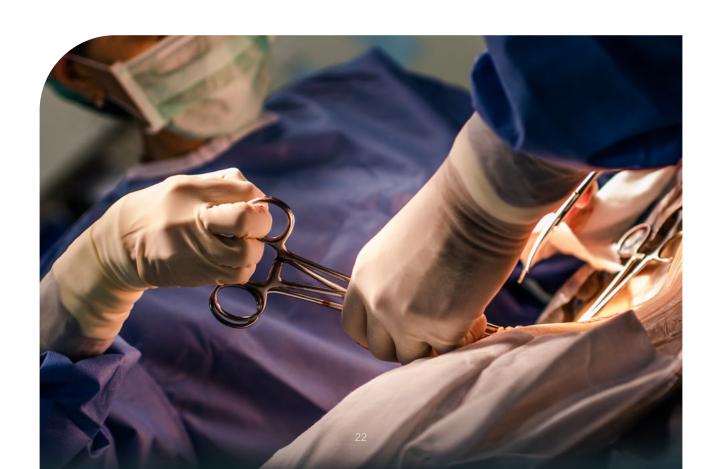
The new Framework helps ensure that evaluation activities are undertaken in a timely fashion and reported appropriately to committees. College committees then oversee remediation or other activities required to continuously improve the College education and training programs, their delivery and/or underpinning processes and procedures.

Analysis of FRANZCOG trainee surveys

Analysis of 2021 FRANZCOG trainee six-monthly assessment (6MA) and exit survey responses was completed and reports presented to the College.

 6MA survey – overall levels of satisfaction with the FRANZCOG training program are good among the 2021 cohort, with 73.8% of trainees reporting being satisfied. Areas for further attention include access to regular teaching sessions, research opportunities, support and feedback, consultant feedback in ward rounds, and return to work support.

• Exit survey – 93% of trainees responded that the training program met or exceeded their expectations. Trainees mostly provided positive ratings regarding the adequacy of their training across key O&G areas. However, for some areas, a significant proportion of trainees rated their competence as "Average" or "Below Average", indicating the need to improve training delivery for these.





CPD and eLearning



RANZCOG delivered learning and professional development opportunities through webinars, workshops and online learning. In line with the Strategic Plan, the College has focussed on improving member experience across our online platforms. The College

has delivered phase 1 of Integrate, our new member database. Members are now able to use a single interface to pay their subscriptions, complete their administration requirements, and keep their profile updated. Further developments are in progress, but the

continuing professional development (CPD) interface is now ready for members to use in line with the new CPD cycle commencing 1 July 2022.

Member Type	Total	Compliant	Australia	Aotearoa New Zealand	Overseas
Fellows	2411	2395	2034	341	36
Associate Member	1	1	0	1	0
Educational Affiliates	20	N/A	10	9	1
Non-Member CPD	2	1	0	2	0

RANZCOG has moved across to a new eLearning Platform, Acquire. This platform replaces Climate and provides significantly improved functionality and accessibility. Work is currently underway to improve content across a range of eLearning modules, with priority being given to the mandatory training modules.



1.6 million page views

95,000 sessions

Based on member and trainee requirements, RANZCOG has delivered workshops in 2021–22 across a range of topics. The Training Supervisor Workshop is now well-established and supports new and experienced supervisors in mitigating challenges around workplace demands and training needs, while delivering a valuable and meaningful training experience.

RANZCOG has successfully piloted the Communication Skills Workshop, which builds from the Communication Skills learning modules. This workshop allows trainees to understand their communication styles and provides strategies around giving and receiving feedback.

A new workshop around Emotional Intelligence and Compassion was designed and delivered in 2021–22. The workshop is designed to help members understand the impact of emotions and stress on performance and wellbeing, and to provide them with practical tools to understand and manage their emotions.

The Foundations of Surgery workshops have been offered in Australia and in Aotearoa New Zealand on 2021-22 and is designed to provide first year trainees with training on safe surgical techniques in a structured environment. In Aotearoa New Zealand, the workshop was combined with the Basic Obstetric Skills course in November 2021.



Communication Skills Workshop: 10 workshops, 163 participants

Foundations of Surgery Workshop: 9 workshops, 108 participants

Communication Skills Workshop: 2 pilot workshops, 21 participants

Emotional Intelligence Workshop 4 workshops, 62 participants

The College has established a working group to support members who are transitioning into retirement. In the initial phase, the working group is collecting feedback through online forums and discussions. The group will contribute to the development of resources and the delivery of webinars in 2022–23.

Honours and awards

Every year, RANZCOG recognises members for their service and commitment to women's health. In 2021–22, the following recipients received RANZCOG honours and awards.

Recipient	Location	Award
Emeritus Professor Alistair MacLennan	SA	Distinguished Service Medal
Professor Lesley McCowan	NZ	Distinguished Service Medal
Dr Rupert Sherwood	VIC	Distinguished Service Medal
Dr Jared Watts	WA	RANZCOG Excellence in Women's Health Award
Dr John Hall	QLD	RANZCOG Excellence in Women's Health Award
Professor Danielle Mazza	VIC	RANZCOG Excellence in Women's Health Award
Dr Debra Kennedy	NSW	RANZCOG Excellence in Women's Health Award
Dr Ken Apen	NSW	RANZCOG Excellence in Women's Health Award
Māori Indigenous Health Institute (MIHI)	NZ	RANZCOG Excellence in Māori Women's Health
Professor Caroline Homer	VIC	Honorary Fellowship
Professor Paul Lancaster	NSW	Honorary Fellowship
Dr John Tait	NZ	President's Medal







From the Dean of Research and Policy Prof Cindy Farguhar

Since taking over as the Dean of Research and Policy, I have been focussed on establishing processes that will enable the College to more easily develop evidence-based statements and guidelines. In 2021-22, we surveyed our members to understand how the current statement portfolio was being used, and to understand member perspective on priorities and gaps in our portfolio. We have since established a governance framework that incorporates contemporary methods in the development of statements and guidelines.

We have made significant progress in the development of statements and guidelines, and these have been prioritised based on member feedback. The College has established an abortion guideline development group, as well as seven other statement development panels to progress this important work. These panels are working in conjunction with the Statement and Guideline Development Group and report to the board through the Women's Health Committee.

This work is constantly evolving, and it is pleasing to note the overwhelming member support through expressions of interest in participating on these panels, as well as offers to support the work in other ways. I would also like to acknowledge the College staff and their hard work and professionalism in ensuring the progress of this work.

Prof Cindy Farguhar

Dean of Research and Policy, RANZCOG

Research and policy

RANZCOG has over 80 clinical statements on a broad range of obstetrics and gynaecology topics. The College is undertaking a significant body of work in developing and updating evidence-based guidelines and statements.

In 2021–22, 21 statements were updated along with the corresponding consumer resources. The College surveyed members on the current portfolio of statements, with a view to identifying gaps and undertaking development work on critical topics. The information from this survey was used to guide decisions

on topic prioritisation and a workplan for future statement and guideline development.

The College has also developed a governance framework, and corresponding handbook and manual, to support the development of evidence-based clinical practice guidelines, and the development and updating of clinical guidance statements. RANZCOG has set up a group for the development of abortion guidelines, and panels for the development of statements on the following topics:

- Female genital mutilation/cutting
- Home births
- Diagnosis of gestational diabetes mellitus
- Placenta accreta spectrum
- Provision of routine intrapartum care in the absence of pregnancy complications
- Caesarean delivery at maternal request
- Influenza vaccination during pregnancy (and in women planning pregnancy)

Quality assurance programs

RANZCOG's quality assurance programs are instrumental in supporting better health outcomes for women and their families. Through a suite of programs and workshops that are delivered in-person and online, we provide training to a diverse range of stakeholders who are involved in clinical work. Subject areas include fetal surveillance, nuchal translucency and colposcopy. In line with our Strategic Plan, we have ensured that these programs are updated regularly to remain contemporary and fit-for-purpose.

Despite the challenges posed by the pandemic, the Fetal Surveilance Education Program (FSEP) has seen consistent uptake from hospitals. The webinars remain popular given travel and workforce limitations; however, we have also seen a renewed demand for face-to-face education.

The College continues to work towards improving the online FSEP (OFSEP) offering. In partnership with the Victorian Managed Insurance Authority (VMIA) and BehaviourWorks Australia, RANZCOG is developing an online module to incorporate behavioural insights around escalation and communication into OFSEP. We have completed a rapid literature review and stakeholder interviews as the first phase of this work and will develop the module in preparation for a 2023 launch.

The Nuchal Translucency Ultrasound, Education and Monitoring Program (NTUEMP) continued to provide online education and administration of the certification and audit processes for operators. The online modules have remained popular among operators as well, with close to 500 enrolments in 2021–22.

RANZCOG surveyed nuchal translucency (NT) stakeholders to gain better understanding of program gaps, pain points and areas for improvement. These survey results have contributed to early discussions on the future direction of the program and will provide guidance on development strategy.





195 in-person workshops, 3,900 attendees

140 webinars, 3,700 attendees

15,000 online users, 12,000 completions

250+ certification applications

across 525 centres

1,600+ audits

500+ enrolments in NT suite of modules



Global health

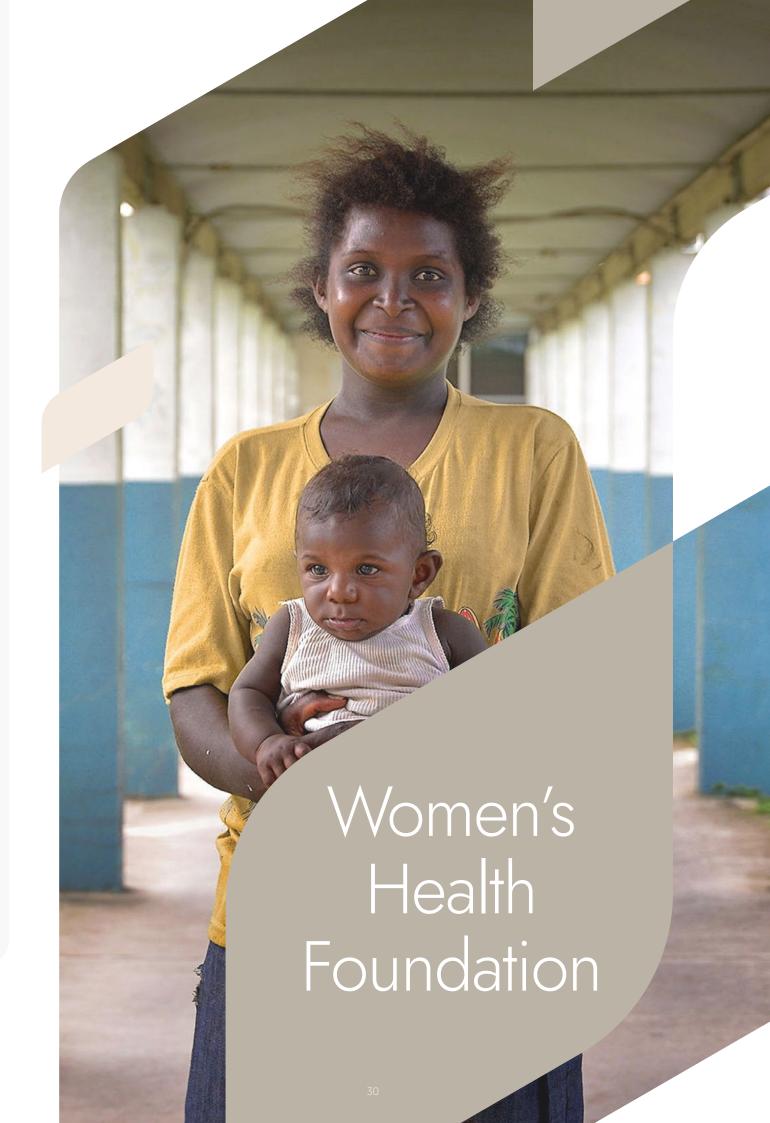
RANZCOG continued to work with our partners in the Pacific to improve women's health through workforce-capacity-building, via support for training, education and research, as well as collaboration and advocacy.

- Three Pacific O&G specialists, two from Papua New Guinea (PNG) and one from Vanuatu, were awarded Associate Membership of RANZCOG, bringing the total number of Pacific Associate Members to 65 from 11 Pacific Island countries.
- The Pacific O&G Clinician Webinar Series was established to provide Pacific Associate Members and O&G trainees access to professional development on O&G topics from leading professionals.
 - » Seven webinars were held overall this year — these covered RANZCOG-specific topics, such as the CPD Program for Pacific O&G

- Specialists and Getting the most out of your association with RANZCOG.
- » Four paediatric and adolescent gynaecology webinars were also delivered as part of this general series.
- A private RANZCOG Global Health Facebook group was established to improve RANZCOG's engagement and information-sharing with Pacific O&G clinicians.
 - » Open to Pacific O&G trainees and Associate Members, as well as College members and trainees with an interest in and/or experience in global health, the group also aimed to provide O&G clinicians across the

- Pacific, Australia and Aotearoa New Zealand the opportunity to engage with each other, share information and participate in discussions in a supportive environment.
- » Membership of the group grew to 98 members.
- With the reopening of Australia's borders, Pacific O&G specialists were once again able to travel to Australia to attend a RANZCOG event courtesy of RANZCOG scholarships.
 - » Two PNG O&G specialists were awarded RANZCOG Women's Health Foundation scholarships to attend the Regional Scientific Meeting in Darwin.







The RANZCOG Women's Health Foundation has distributed \$320,000 to support research in areas such as fetal growth, Caesarean birth, surgical skills and reproductive health.

As part of our commitment to support Aboriginal and Torres Strait Islander Health, RANZCOG supported the 2021 Australian Indigenous Doctors' Association (AIDA) Conference as a major partner. Unfortunately, the event was cancelled due to the pandemic. However, RANZCOG has committed to support the conference in 2022

Through the Foundation, RANZCOG has also provided support for:

- the Advancing Women in Healthcare Leadership project (as a partner organisation)
- the Pacific Society for Reproductive Health
- Pacific ObG specialists attending our annual regional scientific meeting in Darwin
- the Young Gynaecologist Award, which provided two emerging gynaecologists with an opportunity to attend the Asia and Oceania Federation of Obstetrics and Gynaecology (AOFOG) Conference

The above work would not be possible without our supporters and donors. We would like to acknowledge the various trusts, foundations and committees that have made this possible through donations and ongoing engagement with the Foundation. We would also like to acknowledge our individual donors who continue to donate to the Foundation on a regular basis.

Foundation scholarships



Glyn White Research Fellowship

Recipient:

Dr Teresa Macdonald

Institution:

University of Melbourne

Year(s):

2021 - 2022

Project:

Is increased fetal growth velocity during pregnancy associated with perinatal and neonatal indicators of pathological overgrowth?

Norman Beischer Clinical Research Scholarship

Recipient:

Dr Tegan Triggs

Institution:

Mater Research Limited

Year(s):

2021

Project:

Reducing emergency caesarean birth for fetal distress in women with small or poorly grown infants using Sildenafil Citrate - The RidStress 2 Randomised Controlled Trial

UroGynaecological Society of Australasia (UGSA) Research Scholarship

Recipient:

Dr Victoria Buckley

Institution:

Nepean Hospital (primary), Royal Prince Alfred Hopital

Year(s):

2021

Project:

Prolapse surgery and the overactive bladder

RANZCOG NSW State Committee Fellow Research Grant

Recipient:

Dr Supuni Kapurubandara

Institution:

Westmead Hospital

Year(s):

2021

Project:

Improving the diagnostic workup of pelvic floor myofascial pain in women

Recipient:

Dr Amy Feng

Institution:

Blacktown Hospital

Year(s):

2021

Project:

LigaSure Retractable L-Hook compared with Harmonic Ace +7 as a single instrument for total laparoscopic hysterectomy: Is bipolar energy superior to ultrasonic energy? A randomised controlled trial

Jean Murray Jones Scholarship

Recipient:

Dr Andrea Atkinson

Institution:

The University of British Columbia

Year(s):

2021 - 2022

Project:

Reproductive Infectious Diseases Fellowship

Brown Craig Travel Fellowship

Recipient:

Dr Alexander Chen

Institution:

China Medical University Hospital

Year(s):

2021

Project:

To improve and gain intensive exposure to open, laparoscopic, and vaginal surgical skills under the mentorship of well-respected gynaecological oncology and urogynaecological surgeons in Asia

College House and the Supporter Wall

The RANZCOG Supporter Wall was a similar initiative to that of our colleagues at The Royal College of Obstetricians and Gynaecologists (RCOG), for the opening of their new College building in the United Kingdom. The wall has many panels that showcase individuals and groups who have made a specific financial contribution to the College.

College House, located at 254-260 Albert Street, East Melbourne was a cornerstone of RANZCOG's identity and history since 1983. College House hosted many meetings, Council Weeks and soirées and holds many happy memories for Fellows, Diplomates, trainees and staff who have passed through its doors. We are very cognisant of the rich history of the premises, and the contributions made by our founding Fellows in establishing it. The decision to relocate was not easy, but there was a pressing need for the College to move into a bigger, more contemporary premises which will take the College into its next chapter.

When the decision was made to relocate, the College engaged our members from the Historical Collections Committee to ensure that the history and the collections are preserved and available for our members to access. Funds from the sale of supporter wall panels, as well as the historical collection funds have been earmarked to be used to archive, digitise and preserve our historical collections.

RANZCOG pays tribute and acknowledges our members from past and current committees, Councils and Boards as well as donors who have contributed to the College over the past 40 years. Your support, hard work and service have formed a solid foundation for RANZCOG that will enable us to continue the important work of the College, and our commitment to the women of Australia and Aotearoa, New Zealand. We would like to thank the Historical Collections Committee for their support in ensuring the preservation of our history.







We would like to specifically acknowledge the following individuals and groups for their contribution to the supporter wall.

Dr Fatima Ashrafi	Dr Weiqing Huang	Dr Joseph Sgroi
Dr Masih Ashrafy	Dr Peter Hugo	A/Prof David Shaker
Dr Michael Bethune	Dr Tal Jacobson	A/Prof Charles Siles
A/Prof Norman Blumenthal	A/Prof Greg Jenkins	Dr Lourdes St George
Dr Benjamin Bopp	Dr Ajantha Kasturi	A/Prof John Svigos AM
Dr Andrew Buchanan	A/Prof Boon Lim	Dr Gary Swift
Dr Adeline Chan	Mrs Linda Lyon	Dr Ronald Vaughan
Mr William Chanen AM	Dr Althea Maria MaGee	Dr Mayooran Veerasingham
Dr Phillip Cocks	Dr Thu Mai	Prof Edward Weaver
Dr Paul Conaghan	Prof John McBain	Mrs Carolyn Wheeler-Rankin
Dr Tanya Davenport Dr Glenda McLaren		Women's Obstetric and
Dr Jan Dudley	Dr Ian Page	— Gynaecology Specialists
Dr Louise Farrell	Dr Alvin Prakash	— Dr Peter Ing Hieng Wong
Prof lan Fraser	Dr Roba Rasheed	— Dr David Young
		— Dr Nicola Yuen
Prof Neville Hacker	Dr Mary Schramm	



RANZCOG in NUMBERS



MEMBERSHIP & **PROFESSIONAL DEVELOPMENT**

2441 **FELLOWS**

2394 **DIPLOMATES** TOTAL MEMBERS 6000+ Not including trainees

ELEVATIONS 106 Fellows & Subspecialists

CPD REQUIREMENTS COMPLETED 2350+ 2350+ Fellows

eLEARNING 95K 95K individual sessions

WORKSHOPS 25+ Across Australia & Aoetoroa New Zealand





QUALITY

330+

23K+

10

21





EDUCATION & TRAINING

+008

840+

1040+

32



EVENTS & PUBLICATIONS

SYMPOSIUM 440+ 440+ Registrations

REGIONAL SCIENTIFIC MEETING 150+ 150+ Registrations

O&G ONLINE 560K+ 560K+ page views

ANZJOG 1.88 Impact Factor 1.88

CONNECT AVERAGE 38% OPEN RATE



MEDIA & **SOCIAL MEDIA**

NEW FOLLOWERS 5242 5242 new followers across social media channels

WEBSITE USERS 500K

WEBSITE PAGE VIEWS 1.3M +1.3M+ page views



RANZCOG continues to advocate for and engage with our members, and the consumers and communities they serve. Our commitment to advocacy and engagement remains a key priority area for the College, and the past year has been more important than ever in our continuing pursuit of excellence in women's health.

Against the backdrop of a global pandemic, we ramped up our advocacy efforts in lobbying Government and other important stakeholders, to address the challenges faced by our workforce, consumers and communities in Australia and Aotearoa New Zealand.

The following is a comprehensive list of notable activity in this area over the past year.

Submissions and consultations

The College continued to provide feedback to over 65 external stakeholder submissions and consultations throughout the year, advocating for better health care for women and babies in Australia and Aotearoa New Zealand.

Some of the issues that we have advocated for encompass various women's health issues, national and jurisdictional policy considerations, regulatory, compliance and clinical standards, workforce and social issues around gender equity, and climate change.

Although not a complete list, RANZCOG contributed to the following work at a **national level:**

 Feedback to the Department of Health on their Primary Health Reform Draft Recommendations; consultation on How Accreditation Practices Impact Building a Specialist Medical Workforce; the MBS consultation on proposed pelvic MRI item for investigation of subfertility; the Draft National Mental Health Workforce Strategy; the National Medicines Policy (NMP) Review; advice on Medicare service provision and claiming behaviour within the OBGYN sector; consultation draft of Future focused primary health care: Australia's Primary Health Care 10-Year Plan 2022-2032; Draft National Strategy for Radiation Safety and its Implementation Plan; Draft National Strategy for Radiation Safety and its Implementation Plan; potential refinements to the new regulatory framework for personalised medical devices.

 The College also provided feedback to the National Health and Medical Research Council (NHMRC) on their 'Guidelines for Guidelines' online resource; the Australian Commission on Quality and Safety in Healthcare (ACSQHC) Sepsis Clinical Care Standard; public consultation and consideration of endorsement for the Opioid Analgesic Stewardship in Acute Pain Clinical Care Standard and Stillbirth Clinical Care Standard; and Cancer Australia Intercollegiate Advisory Group (ICAG) participation in the development of the Australian Cancer Plan.

The College also contributed to the following work at a **state level**:

 In Victoria, the College contributed to the Equality Australia consultation on Victorian intersex oversight panel proposal; the Department of Health and Department of Families, Fairness and Housing Victorian Health and Human Services Climate Change Adaptation Action Plan 2022–2026 and Victoria's Gender Equality Strategy 2022 consultation; the Victorian Department of Health Regulation Impact Statement – Medical practitioners' use of the title 'surgeon'.

- In New South Wales, RANZCOG contributed to the update on the NSW religious discrimination proposal.
- In **Queensland**, feedback was provided on the Queensland

Department of Health Draft Guideline for 'Term small for gestational age baby'.

- In South Australia, the College had input into South Australia's National Medical Workforce Strategy
- In the Australian Capital Territory, RANZCOG commented on ACT

Health's Draft Area of Need (AoN) Policy and Procedure and Joint Maternity Project.

RANZCOG acknowledges the work of our volunteer members and trainees who have provided the valuable and critical input into the above submissions and consultations.

Key stakeholder meetings

The College continued to meet with numerous representatives from federal and state governments, key decision-making bodies and external groups throughout the year, to ensure ongoing engagement and connection.

We met with ministers from the previous and current governments, including the Honourable Greg Hunt, Minister for Health and Aged Care; Honourable Natasha Fyles, Minister for Health, Northern Territory; Honourable Chris Picton, Minister for Health and Wellbeing, South Australia; and Stephen Wade, Minister for Health, Ageing, Mental Health and Substance Abuse, South Australia; to discuss workforce issues, rural and regional maldistribution; access to gynaecological procedures in public training settings; training fees; trainee and member wellbeing, including discrimination, bullying, harassment, and sexual harassment, access to abortion in public hospital settings as well as a funding for a number of College projects and proposed projects.

In addition to this, we met with the Honourable Dr David Gillespie, Minister for Regional Health; and Adjunct Professor Ruth Stewart, National Rural Health Commissioner to discuss the above topics as well as workforce maldistribution; RANZCOG's Obstetrics and Gynaecology Education and

Training (OGET) program, Specialist
Training program (STP), General
Practitioner Procedural Training Support
Program (GPPTSP), Aboriginal and
Torres Strait Islander Health Project, GP
Procedural Training Pilot Program and
the RANZCOG Mapping Project.

RANZCOG also met with the Department of Health, notably, the Australian Technical Advisory Group on Immunisation (ATAGI) to discuss COVID-19 vaccination advice for pregnant and breastfeeding women; the Department of Health to discuss Flexible Approach to Training in Expanded Settings (FATES) funding for the Australian Indigenous Doctors' Association (AIDA); Health Resourcing Group to discuss workforce; Preventative Health Policy Division about funding for the women's health strategy and updates to the Endometriosis Guidelines; Primary and Community Care Division; Primary Health and Palliative Care Branch regarding stillbirth autopsies; and the Provider Benefits Integrity Division regarding the misuse of MBS items.

Other stakeholder meetings included those with the Asia and Oceania Federation of Obstetrics and Gynaecology (AOFOG); Australian College of Midwives (ACM); Australian Commission on Safety and Quality in Health Care (ACSQHC); Australasian

Gynaecologic Endoscopy and Surgery (AGES); Australian Indigenous Doctors' Association (AIDA); Australian Medical Association (AMA); Australian and New Zealand College of Anaesthetists (ANZCA); Council of Presidents of Medical Colleges (CPMC); Foundation for Alcohol Research and Education (FARE); Marie Stopes Australia; Medical Deans Australia and New Zealand; Migrant and Refugee Health Partnership Council; National Rural Health Alliance (NRHA); National Association of Specialist Obstetricians and Gynaecologists (NASOG); Pre-Vocational Obstetrics and Gynaecology Society Australia and New Zealand (PVOGS); Royal College of Obstetricians and Gynaecologists (RCOG); Royal Australasian College of Surgeons (RACS); Royal Australasian College of Medical Administrators (RACMA); SPHERE (NHMRC Centre of Research Excellence in Sexual and Reproductive Health for Women in Primary Care).

Consumers and community



Consumers and the community are the epicentre of our work and our mission. We continue to learn and deepen our understanding of the needs of our consumers, and this past year we have created opportunities for further engagement and collaboration.

The College held a few consumerfocussed webinars on topics such as Vaccination in Pregnancy, Vaginal Birth After Caesarean (VBAC), Family Planning, Conception and Sexual Health, and Perimenopause. Through the work of the RANZCOG Consumer Network Working Group, and our many community and consumer representatives on formal College committees and working groups, we can gain insight and perspective into the consumer experience, to improve our education, training and advocacy.

Endorsements and nominations

RANZCOG endorsed several key documents including:

- Australian Commission on Safety and Quality in Health Care's Sepsis Clinical Care Standard (13 June 2022)
- Australian Commission on Safety and Quality in Health Care's Opioid Analgesic Stewardship in Acute Pain Clinical Care Standard (20 April 2022)
- Foundation for Alcohol Research and Education's Every Moment Matters campaign (November 2021)
- Cancer Council Australia's National Cervical Screening Program: Guidelines for the Management of Screen Detected Abnormalities, Screening in Specific Populations and Investigation of Abnormal Vaginal Bleeding (29 June 2022)

We also put forward a number of College representatives to a wide range of external projects, with key initiatives including:

- Australian and New Zealand Society of Blood Transfusion Ltd (ANZSBT)

 Quality use of non-invasive prenatal RhD testing project Steering
- NSW Health Syphilis in Pregnancy Steering Committee
- Rural Doctors Association of Australia (RDAA) — Specialist College Rural Stakeholder Committee
- SPHERE Centre for Research
 Excellence Australian Contraception and Abortion Primary Care Practitioner Support Network Expert Advisory
 Group

- Monash Centre for Health Research and Implementation (MCHRI) — Partner Advisory Committee
- Therapeutic Goods Administration (TGA) — Women's Health Products Working Group
- Australian Council on Healthcare Standards — Review of Gynaecology Clinical Indicator set, and Review of Maternity Clinical Indicator set
- Royal College of Pathologists of Australasia — Member, Stillbirth Investigations Steering Committee

Thank you to our members who gave their valuable time in representing RANZCOG on these important pieces of work.

Equity and diversity

As an organisation committed to diversity and inclusion, the College is conducting a gendered language project to assess how we can treat the language we use in the most inclusive way. Our work on diversity and inclusion is ongoing and we look forward to reporting about other initiatives in due course.



Aotearoa New Zealand

Te Rautaki Māori me Te Ara Whakamua: Māori strategy

In 2021, the first RANZCOG Māori strategy was completed, providing a basis for progressing mahi to enact our commitment to te Tiriti o Waitangi. After a workshop with Māori members, a draft was developed and refined though consultation, eventually being approved

by He Hono Wāhine, Te Kāhui Oranga ō Nuku and the RANZCOG Board.

Commitment to te Tiriti o Waitangi and implementation of Te Rautaki Māori me Te Ara Whakamua is a key objective in the RANZCOG 2022–2024 Strategic Plan.

Te Rautaki Māori me Te Ara Whakamua Whakataukī:

Ko te pae tawhiti whāia kia tata, ko te pae tata whakamaua kia tina. Seek out the distant horizons, while cherishing those achievements at hand.

As the name suggests, Te Rautaki Māori me Te Ara Whakamua (The Māori Strategy and the Pathway Forward) outlines both a strategic direction and action plan, focusing on RANZCOG's vision of excellence and equity in women's health.

Te Rautaki Māori me Te Ara Whakamua is grounded by the tohu (logo) of Te Kahui Oranga o Nuku. The three elements of this tohu represent aspects of the College: stakeholders, members and the organisation.

Wāhine Māori - Stakeholders

Ō Nuku stems from Papatūānuku (Earth Mother) and ties the female element to RANZCOG's mahi.

In Te Rautaki Māori me Te Ara Whakamua, the tohu represents RANZCOG's strategic area of 'Stakeholders', representing wähine Māori, those who the health system needs to better serve.

Organisation - RANZCOG

Te Kahui o ngã whetû is a common Mãori phrase which speaks of the constellation of stars. The Southern Cross constellation is a defining feature of location for people in the Pacific and New Zealand.

In Te Rautaki Māori me Te Ara Whakamua this tohu represents RANZCOG's strategic area of 'Organisation'.



Members - Our people

Oranga stems from the root word ora. This translates to well, alive, together, satisfied.

In Te Rautaki Māori me Te Ara Whakamua, the tohu represents RANZCOG's strategic area of 'Members'.

'My hope is that Te Rautaki
Māori me Te Ara Whakamua can
challenge some of our current
norms in a positive way. Let our
delivery suites, operating rooms,
outpatient clinics and private
rooms be spaces where our
patients can see, hear and feel "we
value and celebrate our culture."

Leigh Duncan

Chair He Hono Wāhine

'If we are to make a difference for women in Aotearoa New Zealand, we must make a difference for wāhine Māori and we are increasingly clear this means doing things differently.'

Celia Devenish

Chair Te Kāhui Oranga ō Nuku

Progress towards to Te Rautaki Māori me Te Ara Whakamua during the year has included:

- Appointment of two Māori members to RANZCOG's Council
- Te Tiriti o Waitangi training for RANZCOG Council and Board members, as well as staff in Australia and Aotearoa New Zealand
- Changes to FRANZCOG selection criteria to include contribution to marae, hapu, iwi, wananga in leadership and altruism scoring
- Supporting He Hono Wāhine members to attend the Pacific Region Indigenous Doctors Congress in Vancouver, where He Hono Wahine Fellow Dr Kasey Tawhara was a keynote speaker

- Partnership with Te ORA Māori Doctors
 Association hosting a webinar hui
 with RANZCOG Fellows and trainees
 presenting on O&G related topics to
 promote O&G as a career option
- Development of a Te Reo Māori Style Guide to support increased usage of te Reo Māori in RANZCOG documents and communication
- A Māori Trustee appointed to Mercia Barnes Trust and equity criteria added for research grants
- Efforts to increase the focus on equity in guideline development, both within RANZCOG and in externally developed guidelines
- Review of CPD points for MIHI cultural competence course to provide strong incentive for Fellows to complete (it is mandatory for trainees)

- Māori member appointed to the Bully, Discrimination, Sexual Harassment Advisory Group
- Peer networking established for Māori trainees
- Increased use of Māori tikanga in RANZCOG events, such as the Fellowship Elevation and Awards Ceremony

In June 2022, Kaumatua Luke Crawford introduced a mauri stone (sacred stone) to RANZCOG. The Ngai Tahu (South Island iwi) pounamu (greenstone) was gifted to He Hono Wāhine and RANZCOG by Kaumatua Wendy Dallas-Katoa. The mauri stone is a taonga (treasure) and will be part of RANZCOG events and hui going forward.



Advocating for hauora wahine in Aotearoa

Health reforms

With significant changes to the New Zealand Health system announced in April 2021, including merging the 20 District Health Boards into a single entity and the creation of a new Māori Health Authority, a significant focus for Te Kāhui Oranga ō Nuku has been following the development of change and advocating for change that will improve equity and outcomes for wāhine.

Te Kāhui Oranga ō Nuku prepared a submission on the Pae Ora (Health Futures) Bill calling for the inclusion of a Women's Health Strategy, and Chair Sue Fleming and Aotearoa New Zealand Vice President Gill Gibson presented on this to the Pae Ora Legislation Committee. With strong representation on this from a number of organisations, the Committee recommended that the Bill be amended to include a requirement to develop a women's health strategy and this was included in the final legislation.

RANZCOG is firmly of the view that a requirement for a women's health perspective with a Women's Health Strategy is essential. Women's health provides a foundation for the health of the community. The health needs of women are different from men depending on their life stage, and these

differences are important when it comes to decisions around type of care and health resourcing.

RANZCOG Submission to the Pae Ora Legislation Committee

RANZCOG has also sought to engage throughout the transition to the new health system, inviting transition team members to meetings and providing input where possible. In an effort to provide clear and consistent messages, Te Kāhui Oranga ō Nuku developed 10 Top Actions to Improve Hauora Wāhine/Women+.

10 Top Actions to Improve Hauora Wāhine/Women+ A health system where wāhine/women+ can thrive Wāhine/women+ A wāhine/women+ health strategy at the centre A hauora wāhine/women+ plan Community based care close to home Integrated, accessible, fully funded Equitable access without cost barriers multidisciplinary care A comprehensive maternity system Visible integrated leadership within the new and governance Accountability for quality A national, integrated IT system Robust systems and workforce planning Workforce planning

COVID-19 advice

Te Kāhui Oranga ō Nuku continued to work closely with the Ministry of Health and the New Zealand College of Midwives on advice for women on COVID-19 vaccination and referral, and care pathways for pregnant women with COVID-19.

In September and October 2021, RANZCOG produced a series of videos featuring Māori and Pacific O&Gs encouraging vaccination for hapū māmā.

In February 2022, a webinar on the Australian O&G experience of the Omicron variant provided valuable insight for both members and other organisations, which helped Aotearoa New Zealand to prepare for spread in pregnant women.

Other advocacy

Te Kāhui Oranga ō Nuku and other Aotearoa New Zealand members provided expert advice to several groups including:

- Ministry of Health Maternity Guidelines Review Steering Group
- ACC Neonatal Encephalopathy Taskforce
- National Maternity Monitoring Group
- Sexually Transmitted and Blood-Borne Infections Strategy Advisory Group
- National Cervical Screening Programme Advisory Group
- Surgical Mesh Roundtable and Mesh Credentialing Committee
- Maternal Birth Injury Expert Advisory Group
- ACC Lactate Testing Guideline Expert Working Group
- Antenatal Screening for Down Syndrome and Other Conditions Technical Working Group

Te Kāhui Oranga ō Nuku completed submissions, including providing feedback on:

 HPV Primary Screening Clinical Practice Guidelines

- Surrogacy law, regulation and practice and the need for law reform
- Abortion Clinical Practice Guidelines
- Guidelines for Consultation with Obstetric and Related Medical Services (the Referral Guidelines)
- Accident Compensation (Maternal Birth Injury and Other Matters)
 Amendment Bill
- The Primary Maternity Services
 Notice and Maternity Facility Access
 Agreement
- National Credentialling Framework:
 Pelvic floor reconstructive,
 urogynaecological and mesh revision
 and removal procedures
- Revised maternity guidelines including SGA/FGR Clinical Practice Guideline, Hypertension and Pre-eclampsia in Pregnancy Guidelines and the Postpartum Haemorrhage Consensus Guideline
- The Midwifery Council's revised
 Midwifery Scope of Practice statement

Mercia Barnes Trust

RANZCOG donated \$70,000 and administrative support to the Mercia Barnes Trust to support young Aotearoa New Zealand researchers in the area of women's and reproductive health.

Along with member donations, the Mercia Barnes Trust also received a donation of \$10,000 from Istar Ltd in recognition of the contribution of Dr John Tait and Professor Peter Stone.

Grant recipients in 2022

• Dr Magda Ratajska

Exploring a novel target for therapeutic intervention in hereditary serous ovarian cancer (for \$35,000)

• Dr Claire Henry

Diagnostic potential of extracellular vesicles from cervical mucus for endometriosis (for \$35,000)

 Dr Chiemi Lynch-Sutherland Insights into invasion: harnessing the potential of unique placental genes (for \$10,000)

Research completion highlights

 Associate Professor Jo James completed initial research on the Trophoblast stem cells study.

"The work undertaken during this project was critical in establishing the techniques and foundation for ongoing work, and provided novel data around differentiation of term TSCs and their use in organoid generation."

 Dr Mak Sarwar completed research on Investigation of Src/PI3K coinhibition for the targeted treatment of chemo-resistant high-grade serous ovarian cancer.

"...we can speculate that this laboratory-based research using clinically applicable drugs will lead to future phase I/II clinical trials for patients with HGSOV."

• Dr Kenny Chitcholtan completed funded research on An in vitro study: Investigating antitumour activity of a novel iron-chelating compound DpC in mouse and human ovarian cancer cell lines. This study is ongoing as part of wider research.

"Advanced ovarian cancer develops drug-resistance very quickly, and there is no effective treatment provided for patients. Therefore, there is an urgency to look for a novel anticancer drug that could have potential benefit in women with advanced ovarian cancer one day."

Events and activities

The College has continued to prioritise engagement, CPD and learning opportunities for members, in conjunction with our dedicated committees and working groups.

During a difficult period, we conducted several successful events and activities by moving larger-scale events to a hybrid delivery model, and by conducting more local events either in a fully virtual or hybrid format.

RANZCOG continues to be committed to delivering high-quality events, workshops and engagement opportunities in an evolving environment, as we move forward.

A summary of events delivered in the last 12 months is outlined below.

RANZCOG Symposium 2022 – Melbourne

The RANZCOG 2022 Symposium was held in Melbourne, Victoria at the recently opened CENTERPIECE,

between Monday 28 February and Tuesday 1 March 2022. The Symposium was offered via hybrid delivery, with delegates being able to access the online content for three months postevent. There were 441 registrations: 159 face-to-face and 282 virtual.

On Friday 25 and Saturday 26 February, Diplomates Days were held as premeeting workshops at the Seminar Rooms of the newly opened College Place (Djeembana).

The theme of the Symposium, 'New Perspectives', explored pelvic pain, including discussing new endometriosis guidelines, self-care, reproductive genetic screening, and the future of rural and remote women's health from clinicians working in that space.

The second day was dedicated to future challenges: how and when to inform women of their birthing choices, working in the private sector, looking at inclusivity and how to assist women from minority backgrounds, and finally looking at the member's lifecycle – from

the beginning of our careers to our retirement, and beyond. Intermingled among the program, trainees presented research through the presentation of their abstracts, as well as an ePoster Gallery.

In addition to the **43 invited speakers**, the Symposium Working Group was delighted to receive **202 abstracts**. Of these, 5 abstracts were presented as Free Communications and 143 as ePosters.



Opening of College Place, Djeembana – Melbourne

In 2021, RANZCOG moved its head office and main administration body to a new location, 1 Bowen Crescent, Melbourne. In conjunction with the Symposium and RANZCOG March Council Week, the new home of the College was officially opened on the evening of 27 February 2022.

An invitation was sent out to all RANZCOG members and staff, and dignitaries, including past RANZCOG Presidents who were also personally invited. A total of **141 guests** registered to attend the event.

As part of the official opening, guests were privy to a Welcome to Country and Smoking Ceremony from local Boon Wurrung elders, Janet Galpin and David Tournier. As RANZCOG is a bi-national College, guests were also presented with a virtual Karakia from RANZCOG Kaumatua, Luke Crawford.

In consultation with the Boon Wurrung Land and Sea Council, and the Boon Wurrung Foundation, the new building was named Djeembana, meaning 'gathering place' in the Boon Wurrung Language. An official unveiling of the name took place with former RANZCOG President Heather Munro.

Following the formal proceedings, guests enjoyed a cocktail reception on levels five and six, with many taking up the option of attending tours of the building conducted by RANZCOG staff.

RANZCOG 2022 Regional Fellows Scientific Meeting – Darwin

The RANZCOG 2022 Regional Fellows Scientific Meeting was held from Wednesday 20 April to Saturday 23d April 2022, at the Darwin Convention Centre. The meeting was offered via a hybrid delivery, with access to the video presentations and some of the session slides post-event.

The theme of the meeting was 'Outback and Beyond' incorporating regional, Indigenous and global issues and interests.

The conference program included two days of pre-workshops followed by a two-day scientific meeting. The main scientific program included 25 presentations including presentations by:

- National Rural Health Commissioner, Adjunct Professor Ruth Stewart
- Professor Kerry Arabena
- Northern Territory Chief Health Officer, Dr Hugh Heggie
- the RANZCOG CEO

The main program also included trainee presentations, question and answer sessions, and a poster exhibition.

The meeting attendance included 126 in-person registrations, 39 online registrations and 16 workshop-only attendees.



Te Kāhui Oranga ō Nuku's Early Career Fellows Networking and Professional Development Event

Facilitated by Aotearoa New Zealand Vice President, Dr Gillian Gibson, the June workshop provided an opportunity for early career Fellows to engage with the RANZCOG Board, Council and Te Kāhui Oranga ō Nuku members and cover topics relevant to new Fellows.

Topics were relevant to new Fellows and included:

- Managing difficult conversations with colleagues (by a registered educational psychologist)
- An overview of the Health and Disability Commission (HDC),

- including common O&G complaints and case-studies
- Experiences from Te Kāhui Oranga ō Nuku members
- Career pathways and opportunities within the College

QLD/NSW State Scientific Meeting

The QLD/NSW State Scientific Meeting was held on Saturday **31 July to**Sunday **1 August 2021**. The theme was 'Connecting and Collaborating: Life after Lockdown'. The program was offered in a virtual format, preceded by a yoga health and wellbeing session (Saturday) and a wellbeing panel (Sunday).

The program focused on new insights and developments in: Maternal Fetal

Medicine, Maternal Medicine and Wellbeing, Gynaecological Oncology, Pelvic Pain, Implications of COVID-19, and the Future of Women's Health. Nine trainee and new Fellow presentations, and six panel sessions were offered at the conclusion of each session on the Saturday and Sunday. Registrations There were 134 registrations for the Scientific Meeting.

A pre-meeting workshop included Diplomates Day on 30 July for Certificate and Diploma (CWH/DRANZCOG) trainees and GPs, which offered half-day presentations in a hybrid format for 20 participants, and a half-day Birthing Workshop in a face-to-face format for 16 participants.

The four Abstract Award winners were presented at the Scientific Meeting Dinner held in December 2021.

Awards Presentation Ceremonies

Tuesday 1 March 2022 – The Edge, Federation Square, Melbourne

At this Presentation Ceremony, **51 newly elevated Fellows** and recently certified **Subspecialists** were presented to the Fellowship. They were joined by an additional 221 delegates and guests, including family, friends and the RANZCOG Board.

The following awards and honours were also presented:

- Outstanding Achievement in the DRANZCOG Advanced Oral Examination – Dr Edward Miller
- Outstanding Achievement in the FRANZCOG Oral Examination – Dr Rebecca Moses
- RANZCOG Excellence in Women's Health Award – Prof Danielle Mazza

- RANZCOG Distinguished Service Medal, 2021 – A/Prof lan Pettigrew and Dr Rupert Sherwood
- Honorary Fellowships Prof Helena Teede and Prof Caroline Homer

Sunday 22 May 2022 – Brisbane City Hall

At this Presentation Ceremony, **30** newly elevated Fellows and recently certified Subspecialists were presented to Fellowship. They were joined by an additional 170 guests including family, friends and the RANZCOG Board.

The following awards were also presented:

- RANZCOG Excellence in Women's Health Award – Prof Grant Montgomery
- RANZCOG Distinguished Service
 Medal A/Prof Edward Weaver
- 35 Years of Service Award (Fellow) Dr Andrew Davidson

35 Years of Service Award (Diplomate)
 Dr Stephanie Girle

June 2022 - Aotearoa Fellowship Elevation and Awards Ceremony

After multiple postponements, the first Aotearoa New Zealand Fellowship Elevation and Awards Ceremony in three years was held at Te Papa, Wellington. There was a special and uniquely Aotearoa feel to the ceremony, with Māori tikanga combined with RANZCOG protocols.

This was the largest Aotearoa-based ceremony to date, involving:

- 21 newly elevated Fellows
- 4 recently certified Subspecialists
- 3 award recipients

Regional Fellows 2021–22 Clinical Webinar Series

The Regional Fellows Clinical Webinar Series is an effective way for Fellows working in rural and regional practice to access professional development on obstetrics and gynaecology topics from leading professionals.

Each webinar features a guest speaker presenting on a specific topic for 20–30 minutes, followed by 30 minutes question time. Webinars are made available following the presentation on the RANZCOG eLearning platform, Acquire.

Snapshot of state and territory events

Orientation evenings for Year 1 trainees conducted at each office

2 national Fellows education evenings

1 national Diplomate education evening

3 NSW Fellows education evening

1 national Advanced Trainee education evening

6 registrar education days

Combined colleges career expo – SA

Emerging Consultants Workshop – SA/NT/WA

Educational evening – SA/NT/WA

4 FSEP workshops – NSW

Research day - ACT, November 2021

Journal club – QLD

26 state and territory Training and Accreditation Committee (TAC) meetings

26 state and territory Committee meetings

State and territory network meetings

The QLD, ACT and NSW state and territory offices hosted a hybrid network meeting, between July 2021 and June 2022, inviting all members to the event. These meetings allow members to engage with others within their region and learn about the career experiences of four key speakers at different stages of their profession.

Clinical Directors Network

The Clinical Directors Network is facilitated by RANZCOG and provides O&G Clinical Directors across Aotearoa New Zealand with the opportunity to meet quarterly, discuss common issues and strengthen working relationships. The network also provides RANZCOG with a strong connection to member issues and challenges.



Australian Government-funded initiatives

The College was successful in several funding submissions with the Australian Government Department of Health and Aged Care, and the Department of Foreign Affairs and Trade, for projects aimed at supporting rural, regional and remote services, private practice, Aboriginal and Torres Strait Islander trainees and Asia/Pacific specialists.

These projects align with the College Vision and Strategic Plan, and will provide a platform that can be leveraged for future projects, support and activities.

Educational Support Projects

Aboriginal and Torres Strait Islander
Health Projects include a training
pathway, cultural competency workshops
and scholarships for Indigenous trainees
to attend conferences and undertake
professional development.

Obstetrics and Gynaecology Education and Training (OGET) Pilot is being conducted across five rural hubs to provide training via case-based learning to all types of medical professionals involved in providing maternity services. A proposal will be submitted to conduct the program on a larger scale if the pilot is successful

The Mentoring Project involves developing a platform for members to connect with and identify mentors. This project was developed in response to feedback from new and rural trainees and Fellows to address feelings of isolation and lack of connection.

Specialist Training Program (STP)

The College was offered a new funding agreement in late 2021, with total funding of more than \$28 million covering the 2022-2025 period. The program continues to focus on rural and private health care settings. The number of funded posts for O&G has remained unchanged for all three major funding streams, including 32 Specialist Training Placement and Support (STPS) posts, three Integrated Rural Training Pipeline (IRTP) posts, and 7.62 FTE in the Tasmanian Project, which consists of six training posts and 1.62 FTE for supervisory positions. The Department of Health has planned a full review of all current active posts in mid-2022. Any findings from this review will be considered when confirming posts for 2024-2025

The placement is an excellent opportunity for trainees to reflect on the challenges of accessing health care faced by women living in rural and remote locations. It also informs them of the challenges faced by medical practitioners living and working in these communities.'

Adam

Queensland

'[Participating in the STP] has been a wonderful experience for us, and for the hospital as well. [The trainees] all get dedicated time away from the hospital and have enjoyed it immensely. Five of the registrars we have had liked it so much they have gone on to do MFM training. The first of those has completed their training, graduated and has now joined us, which is incredibly positive in achieving the long-term plan we were hoping for.'

Rob

Queensland



General Practitioner Procedural Training Support Program (GPPTSP)

The GPPTSP aims to improve access to maternity services for women living in rural and remote communities by providing \$40,000 grants to support GPs to attain procedural skills in anaesthetics and obstetrics. Funding for 10 positions in obstetrics will be provided each year in the 2022–2025 funding period. Eight grants were awarded in 2021. Applications for 2022 closed on 31 July 2022.

'[I was] able to complete training part-time while still working as a rural GP part-time — financially helped with loss of income from being GP to hospital registrar.'

Simon

South Australia

'The GPPTSP has covered the costs of the DRANZCOG Advanced examinations and will also allow me to update my ultrasound skills to reinforce my learning over the past two years. I have tailored my training to afford greater versatility in my ability to provide obstetrics services in regional and more remote areas. It is my intention to undertake another advanced life support course, given my interest in periodic remote work. In addition, I have been able to take time out from my work schedule to attend PROMPT courses, neonatal resuscitation courses. ALSO courses and various other professional development seminars.'

Genevieve

Victoria

The Mapping Project

The Mapping Maternal Health and Gynaecological Services in Rural, Regional and Remote Australia: Uptake, Barriers, and Recommendations – Research Project has received an extension from the Department of Health to be completed by February 2023. Yarning circles with 37 Aboriginal and non-Aboriginal women have been conducted in the Western Australia towns of Kalgoorlie, Northam, Narrogin, Moora and Merredin.

Yarning circles are being planned in the South Australian regions of Ceduna and Renmark Paringa. Ethics approval has been granted to undertake the research nationally under the National Mutual Acceptance scheme.

Over 60% of Obstetrics and Gynaecology (O&G) Western Australia Leads have completed a 30-minute survey to help the College better understand service delivery, with more O&G Leads expected to take part in the research. The survey covers the following themes: available O&G services, proximity to supporting services, models of care and workforce data

An interactive online mapping platform is also being built that will display population demographics and consumer O&G service utilisation data across rural, regional and remote Australia.

Obstetrics and Gynaecology Education and Training (OGET) Project

In late 2021, the College was successful in receiving approval from the Australian Government Department of Health and Aged Care to Pilot the OGET project in 2022. The Pilot will be delivered using a hub and spoke model across rural and remote Australia.

The aim of this program is to deliver upskilling and education for a range of medical professionals who play a role in the provision of maternity or maternity-

related services. A multi-disciplinary approach is imperative in delivering such a program, as many rural and remote areas are serviced by a broad range of health professionals.

The program will focus on case-based learning and case debriefs across a range of clinical scenarios. The case-based learning will be facilitated by the program lead either at the hub or through outreach. In addition to clinical skills, the training will also address other critical skills such as cultural competence, leadership, communication and people management.

The pilot's aim is to gather evidence on the effectiveness of targeted training in rural and remote areas and seeks to develop a framework for a sustainable model for maternity care in rural and remote areas through capacity-building and upskilling within local hospitals.

Reporting and evaluation are built into the project requirements and will help identify further opportunities to improve the quality of education and training provided. The hub and spoke model will create networking and knowledge-sharing opportunities in rural and remote areas. A successful pilot will provide the foundations for a scalable and sustainable program that can be customised and replicated across a broad range of health settings.

Five hubs located in Warrnambool (VIC), Orange (NSW), Cairns (QLD), Darwin (NT) and Broome (WA) had a launch date of late July 2022.

International Fellowship Program

In collaboration with the International Federation of Gynecology and Obstetrics (FIGO), RANZCOG offered the International Fellowship Program (IFP) for the first time in 2021.

In 2021, IFP offered a one-week intensive experience at an Australian hospital for early-career O&G specialists and Advanced Trainees from countries of the Asia-Pacific, as well as complimentary attendance at the FIGO 2021 World Congress.

The program is designed to enhance professional and personal development by giving 30 participants new clinical insights and experiences. Participants have to opportunity to develop their professional networks and connections, to ensure a continuing legacy of engagement and collaboration as they develop their careers.

Due to travel restrictions, the in-hospital part of the program was postponed to October 2022. However, the 30 participants were able to attend the FIGO 2021 Virtual Congress held between 24 and 29 October 2021.

Successful applicants who have been offered a place in the face-to-face Fellowship Program hosted by RANZCOG in 2022 were also offered complimentary attendance to the RANZCOG 2022 Annual Scientific Meeting (ASM), held on the Gold Coast in Queensland, Australia, from 10–12 October 2022

Media and communications

Growing our media and social media profile, and promoting the College, obstetrics and gynaecology, as well as our key policy positions, remained a priority in the 2021–22 financial year. RANZCOG has witnessed a positive uptake for our communications output and enthusiastic involvement in advocacy efforts both by the College membership and the community.

Social media

Over the past year, RANZCOG has seen growth across all four of our social media platforms – Instagram, Facebook, Twitter and LinkedIn – increasing and enhancing our online presence and voice. This growth reflected a significant increase in activity by RANZCOG on social media, posting a total of 3,049 times across all four channels, up from 2,598 in the previous year.

Instagram continued to show the most impressive gains:

 Post engagement (likes and comments) rose from 3,883 to 14219

- Profile visits rose from 3,407 to 22,039
- Post impressions (the number of times the post was shown to users) rose from 139,000 to 558,000
- Post reach (the number of unique accounts that have seen our posts)
 rose from 128.000 to 526.000 users

However, Instagram was not the only area to see strong performance, with all four channels recording substantial increases in followers. Our Facebook page also hit a notable milestone during the year, surpassing the one-million mark, with posts seen by 1,046,345 unique users.

Members, trainees and the public have engaged with RANZCOG across its social media channels on a number of issues, including access to abortion, COVID-19 and vaccination in pregnant and breastfeeding women, and Indigenous health. Our social media channels have also offered a versatile platform for the College to establish a more informal dialogue, with posts on RANZCOG events and activities, case

studies and profiles drawing a strong, positive response.

Further highlights

Throughout the second half of 2021, as COVID-19 waves hit Australia and Aotearoa New Zealand, the College continued to issue statements and advice, positioning the College as the authoritative voice on women's health and related issues. These were supported by interviews across mainstream press, online and on social media

Following College elections at the end of 2021, the new President, Board Directors and members of the 12th Council were profiled for the wider membership. These profiles were published online and were well-received across our social channels.

In February 2022, live-tweeting from the RANZCOG Symposium in Melbourne resulted in a significant spike in engagement with the College. RANZCOG's tweets earned 534,000

impressions over the two days of the Symposium. There were more than 111 tweets during the event using the hashtag #newperspectives. During the Symposium, the College shared with its membership RANZOCG's 2022–2024 Strategic Plan and how it proposed to tackle bullying, harassment and discrimination in the workforce.

Following the handing down of the Australian Federal Budget in March 2022, the College issued a statement to all members and trainees summarising the major health budget measures. The statement highlighted funding for RANZOCG to establish a National Advisory Council for Women's Health to evaluate and monitor the

implementation of the National Women's Health Strategy 2020–2030. It also detailed funding to transform and promote the Australian Clinical Practice Guideline for the Diagnosis and Management of Endometriosis into a 'living guideline' that will be regularly reviewed and updated to reflect community feedback and the latest expert medical advice.

In light of the US Supreme Court ruling on Roe v. Wade in June 2022, the College reiterated across social media its support for the availability of abortion being an essential aspect of safe healthcare delivery. The College also joined over 100 global healthcare organisations, including

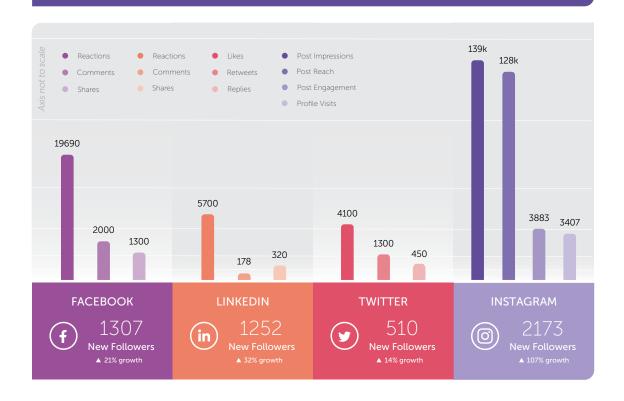
the Royal College of Obstetricians and Gynaecologists (RCOG) and International Federation of Gynecology and Obstetrics (FIGO), in condemning the decision by the US Supreme Court. This advocacy generated thousands of likes, shares and retweets and replies.

Pānui

Te Kāhui Oranga ō Nuku Pānui (e-newsletter) continued to provide timely communication to members of Aotearoa New Zealand-specific information, including around COVID-19, consultations, guideline updates and relevant health sector news.

Growth and engagement

5242 New Followers Across social media channels (+33% on the previous year)





RANZCOG believes a healthy medical profession is integral to patient safety, quality of care, and the sustainability of the health workforce. The College is committed to supporting the health and wellbeing of our members and trainees, including Fellows, Specialist International Medical Graduates (SIMGs), Diplomates and our staff across Australia and Aotearoa New Zealand. In its commitment to upholding wellbeing, the College encourages all members, trainees and staff to regard health and wellbeing as a collective and individual responsibility.

Discrimination, Bullying, Sexual Harassment and Harassment Survey

In August–September 2021, the College surveyed its members and trainees on the prevalence of discrimination, bullying, sexual harassment and harassment (DBSH) in O&G. The survey asked about DBSH from a colleague (not from patients) and did not include a timespan (for example, in the last five years). The College contracted an independent provider, BPA Analytics, to conduct the survey.

- Out of 6,605 surveys sent out, 2,105 members and trainees responded – a 32% response rate.
- When limited to active Fellows and FRANZCOG trainees, the response rate rose above 45%.

- The results included more than 1,500 personal stories of DBSH.
- Sixty-two per cent of respondents said that they had been subjected to DBSH in the workplace by a colleague during their career.
- The behaviour of highest prevalence was bullying at 44%, followed by:
 - » discrimination (35%)
 - » harassment (15%)
 - » sexual harassment (13%).
- In terms of members' status with the College:
 - » 71% of FRANZCOG trainees had been subject to any one of the four DBSH behaviours.

- » 73% of Fellows <10 years had been subject to any one of the behaviours.
- » 59% of Fellows >10 years had been subject to any one of the behaviours.
- The College <u>published the survey</u>
 <u>results</u> on its website in February 2022.
 The results included comparisons
 with the College's 2016 survey and
 benchmarking against other colleges
- Women had significantly higher prevalence ratings for DBSH than men: 70% compared to 47%
- FRANZCOG trainees reported the highest rates of bullying and sexual harassment.

- When we filtered data to those born in a non-English-speaking country who completed the majority of their specialist training outside Australia or Aotearoa New Zealand, the discrimination rate rose from 35% to 55%.
- The operating theatre was the most common setting where any four of the DBSH behaviours occurred, followed by wards.
- More than 40% of respondents had never reported DBSH. This increased to almost 75% for sexual harassment.
- The effect on future career options was the number one barrier to taking action on DBSH...

DBSH Survey Snapshot & Insights



6605

eSurveys Distributed



2105 Respondents



Rate

Response



328620

Pieces of Quantitative Data



23432

Pieces of Demographic Data



10325

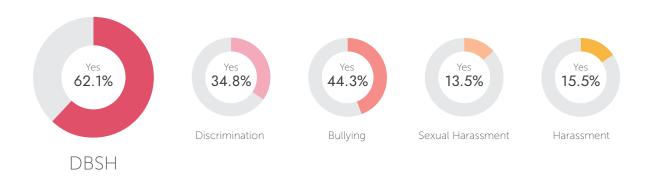
Narrative Comments

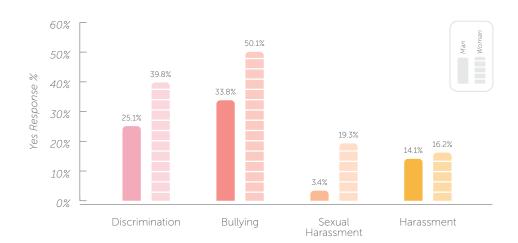


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Messages Sent to RANZCOG Board & the Advisory Working Group

Have you ever been subject to Discrimination, Bullying, Sexual Harassment, or Harassment (DBSH) in the workplace by a professional colleague?





Bullying, Harassment and Discrimination Advisory Working Group

'It is in everyone's interest to foster a culture of respect: teams perform better, individuals are empowered to do their best work and risks to patient safety are reduced. Every workplace has a legal responsibility to eliminate DBSH, and all health sector stakeholders share a moral responsibility to act.'

Bullying, Harassment and Discrimination Advisory Working Group, Report to the RANZCOG Board: From Advocacy to Action (p. 3)

- In 2021, the Board convened an independent Bullying, Harassment and Discrimination Advisory Working Group to inform the College's work in preventing mistreatment in O&G.
- The working group examined the College's activities including training, education, continuing professional development, advocacy, policies and complaint-handling.
- To inform its work, the working group invited submissions from members and trainees, consulted with several College committees, and reviewed the results of DBSH survey (see previous section).

- In February 2022, the working group submitted its report to the Board, including 24 recommendations covering:
 - » culture, leadership and governance
 - » training and education
 - » complaint handling
 - » monitoring and evaluation.
- The College published the working group's report on its website in February 2022.

Fostering Respect Action Plan

- The Board accepted in full the 24 recommendations of the Bullying, Harassment and Discrimination Advisory Working Group (see previous section).
- The College has started an action plan for implementing the working group's recommendations by 2026.
 The Executive Leadership Team has incorporated several draft actions into its operational plan for 2022–23.
- Once approved by the Board and Council, the College will publish the action plan on its <u>Fostering Respect</u> webpage.

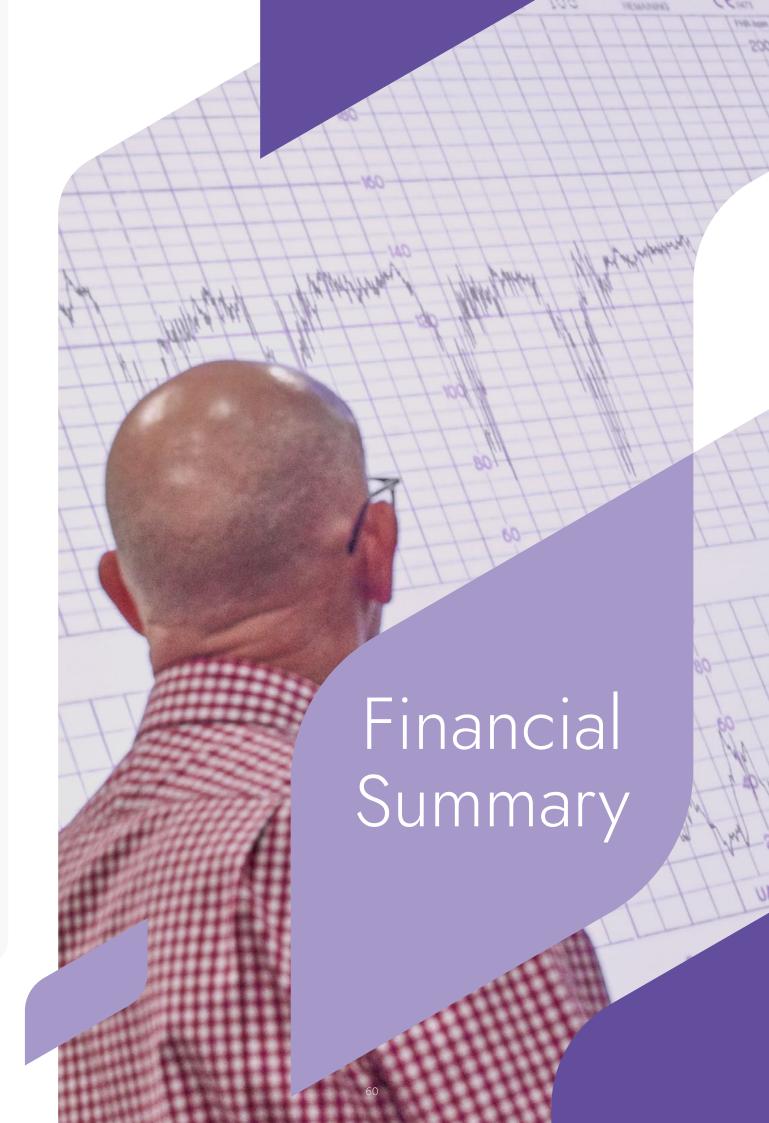
Member and trainee wellbeing



- RANZCOG Wellbeing Awards were launched in mid-2021. The award highlights initiatives undertaken that have supported the health and wellbeing of O&G members across Australia and Aotearoa New Zealand. The Wellbeing Working Group and the RANZCOG Board has endorsed three individual members and two group recipients of the award.
- A total of 36 RANZCOG Wellbeing Advocates were appointed through an expression of interest in late 2021. The Wellbeing Advocates cover all state and territories in Australia and five provinces in Aotearoa New Zealand. This group will coordinate and support initiatives that encourage wellbeing in their workplaces, as well as remove barriers to wellbeing.
- In late December 2021, the Wellbeing Advocates were provided peer-

- support training from medical peersupport organisation, Hand-n-Hand. The advocates have met twice in the first half of 2022, to discuss goals, ideas and barriers to ensuring mental health and wellbeing within their workplaces.
- A Pacific O&G COVID-19 and Mental Health webinar ran in mid-October to acknowledge and provide support to O&G clinicians across the Pacific. The webinar included an information session run by a registered psychologist and a panel discussion facilitated by Associate Member, Dr Amanda Noovao Hill.
- The Training Support Unit continued to offer support to trainees, training supervisors and SIMGs in all training programs. Frequently asked questions on training support were added to the RANZCOG website
- to help trainees, supervisors and SIMGs better understand when and how the Training Support Unit could help. A 'Having your own GP' section was added to RANZCOG's Member support and wellbeing hub webpage. The College also continues to promote our member support program, Converge, and other support services such as Drs4Drs and Hand-n-Hand, through our various social media.
- The 25th Gala Dinner for the
 Australian Indigenous Doctors'
 Association (AIDA) was held on
 Gadigal Country (Sydney) on 4
 June 2022. RANZCOG was a major
 sponsor for the event. Ten Indigenous
 RANZCOG members and trainees
 attended, who had their travel,
 accommodation and registration
 covered.





Financial Summary

This is a summary of the College's full Financial Report for FY 2021 - 2022. Refer to the full audited Financial Report for details.

In the 21-22 financial year, while the College's core business continues to be delivery of Education and Training, our key priorities have also been Member Engagement, People and Wellbeing, Sustainable Organisation, Stakeholder Engagement and Community, Equity and Advocacy to support members and trainees deliver the best possible health outcomes for women and their families.

Total comprehensive income for FY21-22 was -\$1.7M. This financial result was impacted significantly by a couple of major events and associated accounting treatments including -\$2.5M for building revaluation and investment fair value movement of -\$1.9M. Despite the conservative approach in decision making, the market has been volatile for both growth and defensive investments, with valuations under pressure as the highest inflation figures in four decades were observed across the world. Overall RANZCOG's consolidated portfolio total return for FY22 was -8.6%. As at 30 June 2022, the College held \$15.5M invested in a combination of domestic and international equities, property managed funds as well as fixed income managed

This year, the College continued to invest in a number of online platforms and systems to improve user and learning experience for our trainees

and members. New website, CPD and e-learning platform were successfully launched and a new online exam platform was also implemented. The College is prioritising activities relating to Australian Medical Council (AMC) and Medical Council of New Zealand (MCNZ) reaccreditation. Preparation work has commenced with reaccreditation review to take place in 2023.

RANZCOG understands the importance of sustainability and environmental, social and governance (ESG) initiatives and reporting. The College is reviewing the current investment policy to integrate ESG factors into our investment decisions and ensure invest sustainably and responsibly. The College engaged Makao Group to provide advice regarding the Environmentally Sustainable Design of our new building. In 2022, the RANZCOG Council and Board approved the formation of a Climate Change and Sustainability Working Group. This working group will be formed in late 2022 and will oversee the College's climate change and environmental sustainability initiatives and advocacy. RANZCOG is committed to environmental sustainability and raising awareness about the health impacts of the changing climate, especially those affecting pregnancy. We have made a commitment to reduce carbon footprint of the college through

carbon offsetting RANZCOG flights and plan to become a Carbon Neutral Organisation in 2023.

The College's external auditors,
Saward Dawson continued to perform
comprehensive examination on the
College's financials, systems and control
framework and issued an unqualified
audit report.

Summary of Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2022

Operating income of \$26M, excluding fair value movement of investment, was slightly higher than last year (2021: \$25.5M). Income from subscriptions and training fees was \$13.2M (2021: \$11.6M). Income from events-related activities, including exams, assessments and workshops, was \$4.7M and in line with last year. Grant-related funding was \$6.8M (2021: \$5.8M).

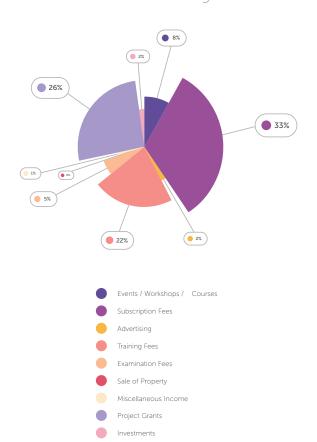
Revenue derived from membership fees, training fees, examination and assessment fees remained relatively consistent, with an average 10% increase recorded in comparison to the previous year.

The College continues to see a steady increase in the number of active Fellows and a minor decrease in trainee numbers.

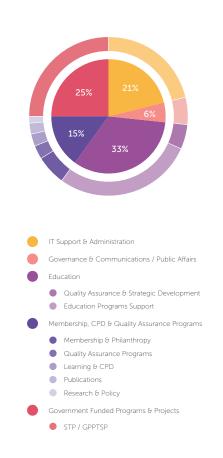
Operating expenses decreased by 6% to \$23.5M (2021: \$25M). Employee benefits expenses decreased by 5% to \$13.1M (2021: \$13.7M). Depreciation and amortisation expense increased 42% to \$1M (2021: \$741K). Employee expense for key management personnel (CEO and Executive Directors) was \$1.1M and in line with 2021. Travel and accommodation expenses were increased to \$440K (2021: \$237K). Occupancy expense was \$1M and in line with last year.

The College continues to actively participate in the Commonwealth funded Specialist Training Program (STP) and relevant support projects and educational activities. Major funding streams under the program are including Specialist Training Placements and Support, Integrated Rural Training Pipeline (IRTP) Project, Tasmanian Project, and General Practitioner Procedural Training Support Program (GPPTSP). In the 2022 financial year, \$6.8 million grant revenue was recognised which was offset against associated program expenditure of \$6.8 million.

Income Sources from College Activities



College Activities Expenditure



Summary of Statement of Financial Position

As at 30 June 2022

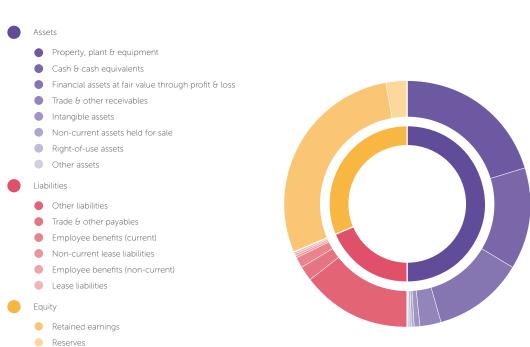
The College's financial position is sound with net assets of \$41.8M at the end of the financial year.

Total assets decreased by \$4.65M (6.5%) to \$66.1M (2021: \$70.7M) mainly due to revaluation of the building and decrease

in financial asset fair value. Cash and cash equivalents decreased by \$19M (51%) to \$17.7M (2021: \$36.3M) for the settlement of the College Place at 1 Bowen Crescent. Financial assets at its fair value decreased by \$1.5M (8.8%) to \$15.5M due to negative market movement.

Total liability decreased by \$2.9M (10.7%) to \$24.2M (2021: \$27.1M). This was mainly due to GST payment for the sale of College House. Reserve reduced to \$3.5M (2021: \$3.9M) due to movement in Trust Reserve and foreign currency translation reserve.

Balance Sheet



Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2022

	Note	2022 (\$)	2021 (\$)
Revenue and other income	4	24,339,859	31,886,575
Employee benefits expense		(13,085,685)	(13,794,964)
Depreciation and amortisation expense		(1,094,612)	(741,462)
Member services expense		(5,974,863)	(6,046,046)
Travel and accommodation expense		(440,651)	(237,376)
Occupancy expense		(913,146)	(1,076,891)
Other expenses		(2,040,171)	(2,547,908)
Finance expenses	5	(6,530)	(28,752)
Loss on revaluation of freehold land and buildings	10	(2,492,651)	-
Impairment on intangibles	11	-	(435,811)
Surplus/(deficit) for the year		(1,708,450)	6,977,365
Other comprehensive income			
Items that will be reclassified to profit or loss			
Exchange differences on translation of foreign operations		(42,133)	(2,592)
Other comprehensive income for the year		(42,133)	(2,592)
Total comprehensive income for the year		(1,750,583)	6,974,773

Statement of Financial Position

As At 30 June 2022

Assets	Note	2022 (\$)	2021 (\$)
Current assets			
Cash and cash equivalents	6	17,762,343	36,352,547
Trade and other receivables	7	3,890,165	6,389,725
Non-current assets held for sale	8	385,000	385,000
Other assets	12	359,702	426,592
Total current assets		22,397,210	43,553,864
Non-current assets			
Financial assets at fair value through profit and loss	9	15,560,662	17,034,175
Property, plant and equipment	10	26,925,124	8,923,688
Intangible assets	11	856,623	727,719
Right-of-use assets	13	376,655	527,783
Total non-current assets		43,719,064	27,213,365
Total assets		66,116,274	70,767,229
Liabilities			
Current liabilities			
Lease liabilities	13	172,232	178,842
Trade and other payables	14	2,311,883	5,195,604
Other liabilities	15	19,437,914	19,286,741
Employee benefits	16	1,944,109	1,997,304
Total current liabilities		23,866,138	26,658,491
Non-current liabilities			
Non-current lease liabilities	13	214,344	368,645
Employee benefits	16	178,104	131,822
Total non-current liabilities		392,448	500,467
Total liabilities		24,258,586	27,158,958
Net assets		41,857,688	43,608,271
Equity			
Reserves		3,567,656	3,984,881
Retained earnings		38,290,032	39,623,390
		41.057.600	47.600.271
		41,857,688	43,608,271



New Fellows



Dr Sujatha Anand	Dr Claire Foster
Dr Jan Ardui	Dr Edmund Gomez
Dr Angamuthu Arunkalaivanan	Dr Aleisha Gorski
Dr Ernst Tilo Asmussen	Dr Sally Gundersen
Dr Monique Atkinson	Dr Nyasha Gwata
Dr Fiona Bach	Dr Keryn Harlow
Dr Sasmira Bhatt	Dr Kerrie Hides
Dr Marlene Bothma	Dr Meghan Hill
Dr Angela Boulton	Dr Anna Hudspith
Dr Andrew Brewin	Dr Jill Hunady
Dr Sally Byford	Dr Gabriel James
Dr Cindy Chang	Dr Angela Jay
Dr Shirley Chen	Dr Jasveen Kaur
Dr Alexander Chen	Dr Ihab Khalil
Dr Kelebogile Chileshe	Dr Violet Kieu
Dr Komal Chohan	Dr Blake Knapman
Dr Su Yin Chua	Dr Reema Kohli
Dr Alexandra Cottam	Dr Vidhu Krishnan
Dr Jillian Cox	Dr Swetha Kumar
Dr Naman Dahiya	Dr Arachchige Kumarapperuma
Dr Anna Dalton	Dr Jan Lanki
Dr Suzanne Davis	Dr Lior Levy
Dr Caetlyn Davis	Dr Jenna Linehan
Dr Jacobus Du Plessis	Dr Karunamary Lional
Dr Lodewyk Du Plessis	Dr Ah Lai Liu
Dr Vincent Ebulue	Dr Qiumin Liu
Dr Nicola English	Dr Sarah Livingstone
Dr Abigail Evans	Dr Siming Lu
Dr Luis Fernandez de Castillo	Dr Sarah Lyons

New Fellows (cont.)



Dr Thayaparan Mahalingam	Dr Sacha Strockyj
Dr Jason Mak	Dr Lynelle Taylor
Dr Helen Manning	Dr Rebecca Taylor
Dr Kate Martin	Dr Raja Tewari
Dr Mandana Master	Dr Michelle Tham Metz
Mr Ross McBride	Dr Laura Trezise
Dr Alisha McCreery	Dr Tegan Triggs
Dr Melissa McGauran	Dr Toni Tse
Dr Matthew McKnoulty	Dr Leila Usher
Dr Rachel Murray	Dr Nora Vaitkiene
Dr Gemma Nightingale	Dr Kelly Van Den Haspel
Dr Nargis Noori	Dr Scott Walker
Dr Clare O'Loughlin	Dr Carmel Walsh
Dr Santvana Pandey	Dr Vanessa Watson
Dr Preeti Patil	Dr Simon West
Dr Katherine Phillips	Dr Lima Wetherell
Dr Amy Phillips	Dr Carole-Anne Whigham
Dr Hugh Porter	Dr Katherine Whitton
Dr Jessica Robertson	Dr Aimee Woods
Dr Alina Roman	Dr Huan Xie
Dr Chantelle Ruoss	Dr Melissa Yeoh
Dr Maheshwari Salimeda	Dr Li Yen Yim
Dr Anisha Sarkar	Dr Cheryl Yim
Dr Ashleigh Seiler	Dr Rebecca Young
Dr Andrew Simons	Dr Mahmoud Zidan
Dr Delia Smith	Dr Brittany Zivanovic
Dr Stephen Soong	
Dr Prue Standen	
D. D. d'a d'a Challan	

Dr Benjamin Stokes

Elevated Subspecialists



Gynaecological Oncology (CGO)

Dr Emma Allanson

Dr Elizabeth Goulding

Dr Antonia Jones

Dr Shaun McGrath



Maternal Fetal Medicine (CMFM)

Dr Bronwyn Andrew

Dr Christoph Lehner

Dr Jade Lodge

Dr Roberto Orefice

Dr Dharmintra Pasupathy

Dr Prayatna Shetty

Dr Hannah Skrzypek



Obstetrical and Gynaecological Ultrasound (COGU)

Dr Kedar Humnabadkar

Dr Wai Tai



Reproductive Endocrinology and Infertility (CREI)

Dr Leigh Searle

Dr Rabia Shaikh



Urogynaecology (CU)

Dr James Alexander

Dr Frida Carswell

Dr Mugdha Kulkarni

Dr Payam Nikpoor

Dr Chin Yong



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