

2022-2023

Annual Report

THE ROYAL AUSTRALIAN
AND NEW ZEALAND
COLLEGE OF OBSTETRICIANS
AND GYNAECOLOGISTS

ranzcog.edu.au

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 is an honour to present to you the 2023 RANZCOG Annual Report.

This year marks the end of my Presidency, and the term of the 12th RANZCOG Council. I want to take this opportunity to reflect on and celebrate all that we have achieved since I first took office back in November 2021.

The last two years have marked significant change, with the transition back to face-to-face working following the COVID lockdowns and the adjustment to the new normal. I have been delighted to be able to connect with many of you at our successful events, including the Gold Coast Annual Scientific Meeting (ASM), the Hobart Regional Symposium, and the Aotearoa New Zealand ASM. The return of face-to-face interaction has also given us the opportunity to resume our workshops, training and education for a range of our member cohorts. The value that our members and trainees gain from events such as these cannot be understated.

With the opening up of borders and return of international travel we took the opportunity to feature RANZCOG on the world stage, establishing positive working relationships with our colleagues in the United Kingdom, Canada, the United States, Malaysia, Indonesia, India and Samoa. I have been privileged to be invited to present the Obstetrics and Gynaecology (O&G) landscape in Australia and Aotearoa New Zealand, at several international conferences this year. In January, I attended the All India Congress on Obstetrics and Gynaecology, building on our relationship with our colleagues from across India and the region. In June, I attended the Society of Obstetricians and Gynaecologists of Canada Conference, and the Royal College of Obstetricians and Gynaecologists World Congress. These opportunities are fantastic for the College to increase its advocacy work, and to ensure that our standards

are world class when compared to our international colleagues. Our work in the global health space continues to expand, with close relationships with the Pacific Society for Reproductive Health, Asia and Oceania Federation of Obstetrics and Gynaecology, and the International Federation of Gynaecology and Obstetrics. RANZCOG has well and truly cemented itself as a leading voice for our specialty and women's health across the globe.

The College has had some major wins over the last 12 months, securing funding for a range of projects, including the pregnancy guidelines, endometriosis guidelines, and the Obstetrics and Gynaecology Education and Training (OGET) project, delivering O&G training to medical professionals in regional Australia. We have not only met but exceeded our gender equity and diversity targets. We have been appointed to the National Women's Health Advisory Council, where we can work with other key organisations and government bodies to ensure the provision of quality health care to women across Australia.

There are challenges that have continued to be at the forefront of the College's work, such as the workforce issues affecting our specialty across Australia and Aotearoa New Zealand. We have been making great strides in finding solutions for maldistribution, hosting the RANZCOG Rural Women's Health Roundtable, and developing the Mapping Project which has been an enormous undertaking for the College.

The College has been successful in its application to be accredited as one of the first Continuing Professional Development (CPD) homes, a program that will commence in 2024, and I extend my gratitude to the CPD Committee and staff from the CPD team for their tireless efforts in this space.

We have made great progress in our education and training, including the development of the RANZCOG Assessment, Learning and Examination Centre (ALEC), and major changes in the Fellowship of RANZCOG curriculum. None of this would have been possible without our dedicated members from the Examination and Assessments Committee, Education Standards Committee, and staff from the Education Directorate.

One of the most significant pieces of work in this term has been the Australian Medical Council and Medical Council of New Zealand Reaccreditation. This has been a College-wide undertaking and I am inspired by how well our members and staff came together to complete this critical piece of work for the future of the College.

To the RANZCOG Board, the Councillors of the 12th RANZCOG Council, Chief Executive Officer Vase Jovanoska and all our staff, I thank you for your commitment to the College and to the women of Australia and Aotearoa New Zealand. It is thanks to you that we are able to educate, advocate, and grow as an organisation, and I am honoured to have worked with you all. I am proud to present this year's Annual Report, and look forward to seeing RANZCOG continue to excel into the future.

Dr Benjamin Bopp
President, RANZCOG



From the CEO

Vase Jovanoska

On behalf of all of us at the College, I am delighted to bring you the 2023 RANZCOG Annual Report.

This has been a year of significant progress for the College both at home and abroad. With the return of events in 2022, we were pleased to see so many of our Fellows engage with the College and with each other. At the Gold Coast ASM, and at the Hobart Regional Symposium, we saw our highest number of registrations to date. We also saw many members travel to Rotorua for the Aotearoa New Zealand ASM. The resounding success of these events are testament to how our members value the opportunity to connect with each other and further their professional development.

In May 2023, we hosted the RANZCOG Rural Women's Health Roundtable at Djeembana, bringing together members, government representatives, consumers, and other stakeholders to discuss O&G services in rural areas. Hosting events of this nature are significant pieces of work for the College and are critical for us to continue to advocate for our members, trainees, and the women of Australia and Aotearoa New Zealand. We have also worked successfully with the Department of Health and Aged Care to launch the National Women's Health Advisory Council. Our advocacy work has gained significant momentum throughout the year, and we are eager to continue this into the future.

RANZCOG has continued to increase its influence in women's health on an international scale. We have continued to build relationships with our colleagues in Canada, the United Kingdom, the United States, India, Sri Lanka, Indonesia, and Malaysia. Expanding our network internationally is a significant step in ensuring our education programs and resources are of the highest standard.

We have progressed and successfully completed a number of projects across the College. We were delighted to see the completion of the Mapping Project this year, a major piece of work that identifies access to women's health services across Australia. The Mapping Project will directly inform the development of the RANZCOG Rural Health Strategy, with the aim of ensuring all women have access to the care they need, no matter where they are located.

Our commitment to the provision of culturally safe health care has been demonstrated with the development of the Cultural Safety Statement of Intent and the Cultural Safety Steering Group. We have also made progress with our work in gender inclusion and diversity, having neared completion of the Gendered Language Project.

With the widespread shift to hybrid working arrangements, we have reconsidered the use of our premises at Djeembana, and in doing so have been able to build a state-of-the-art examination centre which we are very excited to formally open in November 2023. The Assessment, Learning and Examination Centre (ALEC) at Djeembana is not only a resource for RANZCOG, but will also be available for external organisations to hire for examinations and will generate income for the College.

This year we had a full Australian Medical Council/Medical Council of New Zealand Reaccreditation, a process that occurs once every ten years. Every area of the College, as well as our members and trainees, contributed to the reaccreditation process, and we are incredibly grateful to everyone for their efforts. The preliminary findings were positive, and we look forward to receiving the final reaccreditation report later this year.

This year is also an election year for RANZCOG, and I congratulate all who have been elected to represent their O&G colleagues on the RANZCOG Board, Council and various committees. I would like to thank President Dr Benjamin Bopp for leading the College for the last two years, and welcome President-Elect Dr Gillian Gibson. I look forward to working together in the 13th Council term.

The contents of this Annual Report reflect the hard work of many, and I would like to extend my gratitude to the dedicated staff of RANZCOG who make all this possible. I would also like to thank the Board and Council members of the 12th Council term for their commitment to the College, our members, trainees and the women of Australia and Aotearoa New Zealand. It is through the work of our members and staff that we can ensure excellence and equity in women's health.

Vase Jovanoska
CEO, RANZCOG

Education & Training

The past year has, as usual, been busy for education, with a number of key areas demanding attention. The College's reaccreditation by the Australian Medical Council (AMC) and the Medical Council of New Zealand (MCNZ) has taken centre stage, with the successful submission of a detailed written report in May 2023 ahead of the accreditation visit during July Council week. Also prominent was the continuing review of training program curricula, with the new FRANZCOG curriculum approaching finalisation for implementation in 2024.

The examinations space has been highly active, with the introduction of new examinations technology and a shift in standard setting methodology across all exams. And exciting times lie ahead as the College works on constructing its examinations centre at College Place – open for business from October 2023.

Support for trainees and training supervisors continues, most notably with the transition of the Certificate, Diploma and Advanced Diploma programs to the College's online portal, Integrate. Continuing work in the areas of subspecialty training, Specialist International Medical Graduate (SIMG) assessment, accreditation, evaluation, and selection contributes to the aim of improving education and training within the College.

RANZCOG thanks all members and trainees who contribute significant time and effort in ensuring the effective delivery of education activities and their unswerving support for program improvement.





From the Dean of Education

Prof Ian Symonds

The past year has seen a shift in focus from managing the impact of the COVID pandemic to preparing for the upcoming AMC accreditation process and continued development of the new FRANZCOG curriculum.

The new curriculum, to be implemented from 2024, focuses initially on Basic Training and the common core elements of Advanced Training. The College has expanded upon the original seven CanMEDS roles to include an eighth on cultural safety, recognising the importance of this aspect. The new curriculum will include an entrustable approach to procedural skills and formally incorporate simulation-based education as a mode of teaching and learning.

In assessment, standard setting for all College exams will move from MAPS to Borderline by the end of 2023. Additionally, a new formative assessment process using a modified version of the Mini Clinical Evaluation Exercise (mini CEX) will be introduced from Semester 2, 2023. Providing more structured feedback for trainees, this also marks an important step towards a more workplace-based assessment process. The next step will be the introduction of multi-source feedback in 2024.

Advanced Training also continues to evolve with the full rollout of a new ATM in Medical Education and the implementation of the Sexual and Reproductive Health Advanced Training Pathway.

The introduction of a new CPD program with the College becoming a 'CPD home' is a significant development in ongoing education support for our Fellows and Diplomates.

I would again like to acknowledge the hard work and professionalism of all the College staff in the Education Directorate who make this work possible and contribute so much to development of these projects.

Prof Ian Symonds

Dean of Education, RANZCOG

Training Support

Training delivery

As the College emerged from most of the restrictions caused by the COVID pandemic, some flexible training arrangements were discontinued. Blanket COVID-related provisions for progression to Advanced Training without completing Basic Training requirements ceased at the end of Semester 1, 2022. Trainees may, in some circumstances, continue to

have insufficient opportunities to meet Basic Training requirements within the allocated timeframes, so special considerations continue to be assessed on a case-by-case basis.

Improving the training experience

- The Certificate of Women's Health (CWH), Diploma and Advanced Diploma programs have been

transitioned from paper-based processes to the College's online portal, Integrate which was launched in July 2023. This represents a significant streamlining step for CWH and Diploma trainees.

- To provide trainees with up-to-date information, and facilitate better communication of improvements, a Training Updates page has been added to the website with links to relevant documents on the website.

- Updates have been made to the Elevation to Fellowship content on the website, including clearer information about the process and a Frequently Asked Questions page.
- To support the training experience for both trainees and trainee supervisors, a revised Training Supervisor Position Description has been developed, covering as much detail as possible.
- The Trainees' Committee developed two major papers which were presented to the Board in March 2023: "Minimising the negative

impacts of pregnancy on Training Progression" and "Gynaecological surgical training opportunities in FRANZCOG training". Strategies to address these challenging areas have been discussed by the Board, the Education Standards Committee (ESC), and the Training & Accreditation Committees (TAC). Work will progress to implement improvements through the remainder of 2023 and into 2024.

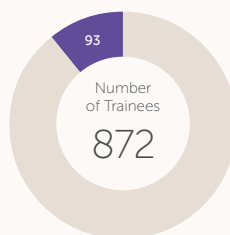
- The FRANZCOG Research Requirement Policy has been updated to note the review period required for Research Assessor Assessment

and to incorporate improvements to document flow to align with associated forms and thus be clearer for trainees.

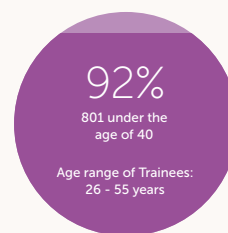
- In support of the Colleges's transition to a full digital examination delivery and marking platform, the new Risr/ Assess platform was tested, piloted and launched with great success.



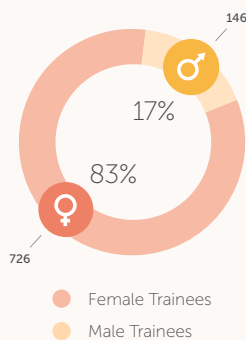
Snapshot of the training program



● Elevations to Fellowship



● Age Split

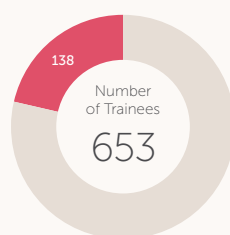


● Female Trainees
● Male Trainees

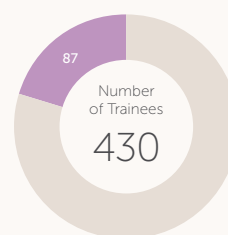


● Active Training Supervisors

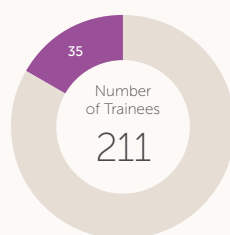
Snapshot of the Certificate of Women's Health, DRANZCOG & DRANZCOG Advanced programs



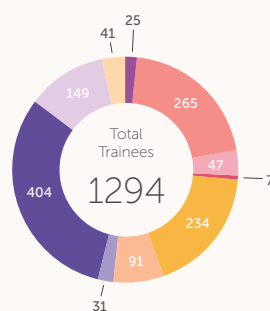
● Elevations to Certificant



● Elevations to Diplomate



● Elevations to Advanced Diplomate



● ACT ● SA
● NSW ● TAS
● NT ● VIC
● NZ ● WA
● QLD ● Other (including UK and Canada)

Examinations

The last year saw extensive changes in examinations for RANZCOG. The College launched a new digital platform for item banking, examination writing, examination delivery and standard setting for both written and oral examinations. The new platform Ristr/Assess (formerly Practique by Fry-IT) pilot undertaken with subspecialty written examinations proved so successful that the use of Ristr/Assess was quickly rolled out to all other College examinations.

Written examinations

- Written examination candidates have been hosted in a large range of locations around Australia and Aotearoa New Zealand. In addition to normal examination venues, the new

platform allows hosting in RANZCOG offices and other bespoke venues where the need arises.

Oral examinations

- The last year saw the return to face-to-face examinations for most oral examinations. The FRANZCOG Oral examination returned to face-to-face delivery at the Royal Women's Hospital Melbourne in October 2022 and the DRANZCOG Advanced Oral completed its final planned online examination in December.
- Digital marking and video recording of candidate oral examination attempts was implemented, allowing the College to deliver high-quality exam feedback to candidates.

- The FRANZCOG Oral and DRANZCOG Advanced Oral examinations successfully transitioned to the Borderline Regression Method of examination standard setting. In addition to being a candidate-focused approach to standard setting it also reduced examiner workload in the usual laborious standard setting process prior to an examination.

Examination pass rates (June 2022 to July 2023)

| Examination | Total Candidates | Passed | Pass rate (%) |
|----------------------|------------------|--------|---------------|
| CWH | 206 | 166 | 81% |
| CWH Upgrade | 16 | 12 | 75% |
| DRANZCOG | 123 | 108 | 88% |
| DRANZCOG Adv | 34 | 30 | 88% |
| FRANZCOG Oral | 154 | 145 | 94% |
| FRANZCOG Written | 134 | 103 | 77% |
| Subspecialty Oral | 23 | 22 | 96% |
| Subspecialty Written | 22 | 19 | 86% |
| Grand Total | 712 | 605 | 85% |

Examination Development



Exam Directors



Examiners (SAQ)



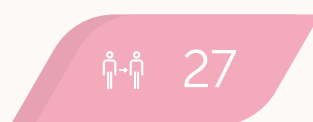
Examiners (Oral)



Examiners (Standard Setters)



Examiners (Verbal Feedback)



Members Applications to
Board of Examiners



Provisional Examiners Elevated



Question writers

Note: Examiners have multiple roles in different exams so their participation in each exam role is counted

Online examination revision and preparation courses

The 2023 *Refresher course for GPs: including DRANZCOG examination* webinar series involved 94 participants

who engaged with speakers, participated in live polling, and discussed case studies through Q&As. The course covers a diverse range of women’s health topics delivered by subject experts.

The FRANZCOG Oral Pre-examination courses (Mock OSCE) were successfully

held in September 2022 and February 2023. The program includes a rotational circuit of practice O&G cases for candidates to review, analyse, and provide clinical advice to an examiner. Group and individual feedback sessions are held following the course.

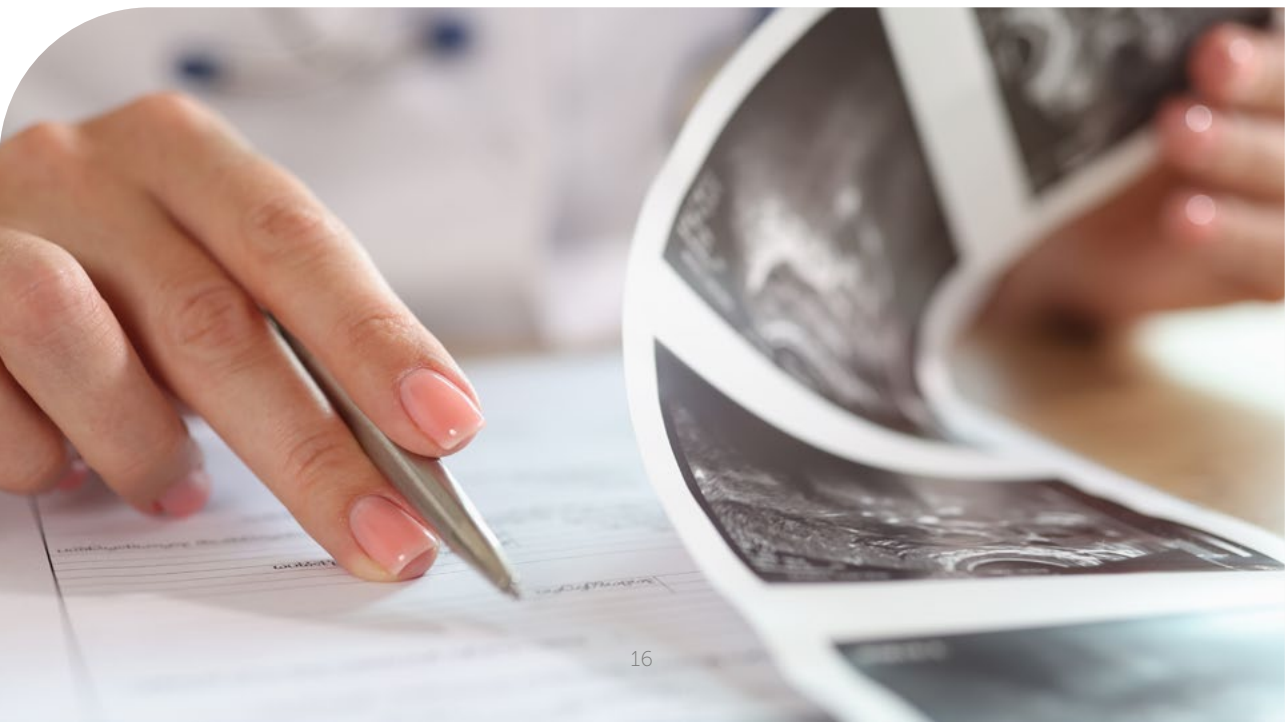
Subspecialties

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) | 13 | 2 | 74 | 13 |
| Maternal-fetal medicine (CMFM) | 35 | 6 | 86 | 21 |
| Ultrasound (COGU) | 10 | 1 | 44 | 5 |
| Reproductive endocrinology & infertility (CREI) | 23 | 5 | 91 | 18 |
| Urogynaecology (CU) | 15 | 2 | 55 | 10 |
| Total | 96 | 16 | 350 | 67 |



Selection

Subspecialty Training Program Selection 2023

For commencement in the 2024 training year, 32 applications were received for subspecialty training in 2023. Of these, 26 candidates were interviewed, and 22 were deemed eligible for selection to enter subspecialty training.

FRANZCOG Training Program Selection 2023

In 2023, the College received 215 applications to enter the Fellowship Training Program, of which 27 applied to

train in Aotearoa New Zealand and 188 in Australia. The College appreciates the time and expertise provided by hospital Specialists, ITP Coordinators and Training Supervisors through interview panel participation, references, and provision of candidate institutional preference rankings. This is vital to ensure that the best available applicants are selected each year.

The procedures have been process-mapped for clarity and ease of use, and 2023 also saw a change in selection software. In order to ensure that each applicant has a similar experience during their selection interview, all participants attend virtually.

FRANZCOG Training Program Selection 2022

The final results of selection in 2022 were reported in last year's Annual Report as the timing of the process differed slightly to this year.

Specialist International Medical Graduates

SIMG summary for Financial Year 2022 - 2023

| | Australia | Aotearoa New Zealand |
|---------------------------|-----------|----------------------|
| Application Received | 52 | 13 |
| Paper Assessments | 49 | 10 |
| Interview Assessments | 33 | 8 |
| Substantially Comparable* | 19 | 0 |
| Partially Comparable** | 11 | 8 |
| Not Comparable | 2 | 0 |

*Equivalent to 'in Aotearoa New Zealand

**As satisfactory as 'in Aotearoa New Zealand

All Specialist International Medical Graduate (SIMG) interviews and most other meetings continued to be conducted online.

- 52 Applications were received in Australia for the SIMG Pathway consisting of:
 - » 48 applications for General Obstetrics and Gynaecology
 - » 2 applications for Maternal Fetal Medicine
 - » 1 Application for Reproductive Endocrinology and Infertility
 - » 1 application for Gynaecological Oncology.
- 21 SIMGs completed their training and/or oversight requirements and were elevated to Fellowship. Ten of those SIMGs completed their requirements in Aotearoa New Zealand.
- 1 Subspecialist was awarded Subspecialty Certification in Maternal Fetal Medicine.
- 63 International medical graduates applied to the College to undertake training in obstetrics and gynaecology in short-term training positions in Australian hospitals. Of these, 22 applications were requests to extend previously approved positions and 11 were for applications for Subspecialist positions.

Curriculum Review

In 2023, the College progressed towards development of key sections of the FRANZCOG curriculum, aligning them to the CanMEDS Physician Competency Framework and based on a new structure of Clinical Skills and Knowledge in Practice (CSKIP), with an aim to launch the new curriculum in 2024.

CSKIP Topics

Comprehensive appraisal and specification processes continued throughout 2023 to review and prepare the CSKIP topics. Apart from offline reviews, three editorial workshops were run to address perceived gaps and areas of duplication, and to confirm the accuracy of teaching and learning strategies and assessment methods against the learning outcomes.

CanMEDS

Significant work is in progress to replace the three domains in the current curriculum (Clinical Skills, Academic Abilities, Professional Qualities) with the CanMEDS domains: Medical Expert, Communicator, Collaborator, Leader, Health Advocate, Scholar, Professional.

Cultural Safety in the Curriculum

While it was previously proposed that the cultural safety aspects be expressed and elaborated within each of the seven domains, it was later decided that an eighth domain of Cultural Safety be created. Work is in progress to develop the content of this role in collaboration with the Cultural Safety Steering Group.

Subspecialties Curriculum Review

Work is in progress to review the subspecialties curriculum, in a fashion similar to that adopted for the FRANZCOG curriculum.

Workplace-based assessments

Significant work has been initiated to improve tools for providing feedback to trainees. This involves:

- Introduction of Mini Clinical Evaluation Exercise for Year 1 FRANZCOG trainees from Semester 2 2023, and Year 1 and Year 2 FRANCOG trainees from 2024.
- Development of Mini Multisource Feedback for Year 1 and Year 3 trainees, to be introduced in 2024.

Advanced Training Pathways and Modules

- The new Sexual and Reproductive Health Advanced Training Pathway (ATP) was launched in Semester 1 of 2023, whereby Advanced Trainees are able to focus their training in the area of sexual and reproductive health.
- The development of the Medical Education Advanced Training Module (ATM) was also concluded in 2023, with a total of seven units now available to trainees who may wish to complete this special-interest (optional) ATM.

Rural Specialist Advanced Training Pathway

The College was successful in its government funding application for the development of a Rural Specialist Advanced Training Pathway. The aim of this pathway to Fellowship is to support and encourage trainees to return to rural, regional and remote locations to complete their FRANZCOG training. The primary deliverables include:

- development of curriculum and training program documentation and requirements for the pathway
- building incentives and initiatives that encourage trainees to undertake the pathway
- engagement with relevant stakeholders, including hospital O&G units who will employ trainees in the pathway as Senior Registrars and ensure appropriate training experiences are available and provided
- instituting evaluation mechanisms to assess the efficacy of the pathway's delivery, and achievement of short- and long-term aims.

CPD and eLearning



The College has received initial accreditation from the AMC as a CPD home. A new membership class, CPD Affiliate, has been established for doctors who may choose the College as their CPD home in 2024. Additionally, Certificants and Diplomates are able to join the RANZCOG CPD program.

In July 2022, RANZCOG launched the new CPD cycle alongside a new CPD online portal with an improved user interface and dashboard. The College also delivered a series of CPD information webinars to offer guidance and support on the new CPD requirements from the Medical Board of Australia and

MCNZ. The CPD program has assisted provisionally vocationally registered doctors with the MCNZ. Additionally, the CPD web pages have been updated to provide further information about the program, together with guidance on CPD requirements for cultural safety, professionalism, ethics, and health equity.

CPD compliance (18-month cycle, July 2022 – December 2023)

| Member Type | Total | Compliant | Australia | Aotearoa New Zealand | Overseas |
|------------------------|-------|-----------|-----------|----------------------|----------|
| Fellows | 2,527 | 2,527 | 2,123 | 338 | 66 |
| Associate Member | 1 | 1 | 0 | 1 | 0 |
| Educational Affiliates | 32 | 28 | 17 | 11 | 4 |
| Non-Member CPD | 1 | 1 | 0 | 1 | 0 |

In line with its Strategic Plan, the College delivered learning and professional development opportunities through various means, including webinars, online workshops, and in-person events at RANZCOG Symposiums and the Annual Scientific Meeting.



3.29 million page views

2.34 million sessions

The College continues to review and assess all eLearning modules for updates to content and instructional design, ensuring that they remain aligned with CPD educational standards. The College has made enhancements to several key resources for trainees and supervisors, and has also created resource hubs for Fellows (CPD) and trainees (FRANZCOG/DRANZCOG).

The College has also established working groups for the Foundations of Surgery

and Basic Obstetric skills where members will review the program content and supporting resources and their alignment to the new curriculum. A Prevocational Working Group has been established to evaluate the PVP strategy and its alignment with the National Framework for Prevocational Medical Training.

New and updated eLearning modules launched

- Quality Improvement and Audit
- Effective Communication Skills
- Helping Patients Making Informed Decisions
- Feedback for Trainees
- Clinical Education Training Program
- Management of STIs and STI Syndrome
- Simulation Education and Training

CPD Information Webinars:
9 webinars, 430 participants

Foundations of Surgery Workshop:
198 participants

Communication Skills Workshop:
41 participants

Emotional Intelligence Workshop:
51 participants

Respectful Workplaces Workshop:
130 participants

Quality Assurance Programs

The College's Quality Assurance Programs have continued to evolve, delivering important education and professional development to a diverse range of stakeholders who are involved in clinical work. In line with the Strategic Plan, the quality assurance programs are undergoing updates to remain fit-for-purpose.

The demand for face-to-face Fetal Surveillance Education Program (FSEP) workshops has increased significantly, with consistent uptake from existing hospitals, as well as requests from new hospitals. The Online FSEP (OFSEP) program has been updated to include an Escalation of Care module, with a focus on human factors and behaviours in the provision of intrapartum care. RANZCOG acknowledges the support received from BehaviourWorks Australia and the Victorian

Managed Indemnity Authority (VMIA) in developing this module.

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 400 enrolments in 2022-23. The College is exploring opportunities to update the course content and the online interface.

Colposcopy was added as an area of interest to the RANZCOG practice profile in 2022-23. This enables the College to identify and support colposcopists within the College, with closer alignment to the CPD Framework. CPD for colposcopy

can be claimed under education and performance review, with the intention that points for audits/data review will be accessible once the National Cervical Screening Register (NCSR) quality assurance reports become available to individual colposcopists.



335 face-to-face workshops,
6,312 clinicians

61 webinars,
1,654 attendees

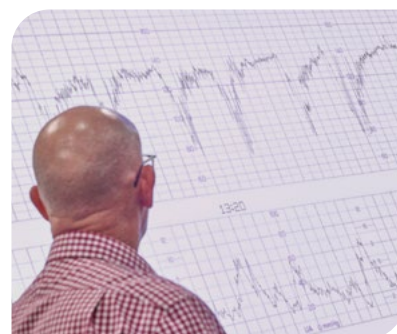
14,243 online users,
8,949 certifications



1,537 audit operators
across 540 centres

400+ enrolments in
NT suite of modules

200+ certification
applications



Accreditation

Virtual accreditation visits continued across FRANZCOG training sites and Subspecialty training units for the remainder of 2022, with a switch to a hybrid model to also include face-to-face visits commencing in 2023. Several considerations are factored in when deciding if a training site/unit should have a virtual or face-to-face visit, such as criticality, location (including whether multiple visits can be conducted in combination), and whether the last visit was virtual. Each site/unit visit is reviewed to assess the suitability of a virtual/face-to-face visit on a case-by-case basis.

Accreditation standards

Minor updates to the FRANZCOG accreditation standards ensure they remain relevant in accrediting modern training sites. Some of the changes made for the current version include:

- Addition of an appropriate space for the purpose of breastfeeding/expressing in "Facilities for FRANZCOG trainees".
- Additional requirements for Simulation Training access and availability to support education.

Accreditation standards for each Subspecialty training program came

into effect in early 2023 having been approved by the relevant subspecialty committee, the Subspecialties Committee, and the RANZCOG Board.

Accreditation visits

Training site accreditation continues to be a major focus to ensuring that the 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 for 2022 and commenced some face-to-face visits in 2023:

21 FRANZCOG visits
(consisting of 15 virtual & 5 face-to-face visits)

3 Subspecialty
reaccreditation visits

1 Subspecialty review
visits (intervention)

In 2022, the shift to a 5-year accreditation cycle for FRANZCOG was approved to align with the accreditation period for Subspecialty training units, with commencement in the latter part of

that year. This has seen the introduction of a comprehensive report at the 3-year point of the cycle. The interventions framework is also available to support training sites within the program.

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 to identify issues arising on an individual site basis, and determine if there is a need for some type of intervention.
- **Major gynaecological surgery opportunities** – new process introduced to advise individual FRANZCOG training sites if they are underperforming in this area.
- **Hospital progress reports** – improved processes for review of training site progress reports and actions arising from site visits.

Training Program Evaluation

Evaluation framework

The RANZCOG Evaluation Framework sets out a regular program of feedback surveys to gain an understanding of trainee experiences in the College's training programs.

In 2023, evaluation of FRANZCOG trainees (including those elevating to Fellowship) in the 2022 hospital employment year was carried out. The new Subspecialty Trainee Feedback survey was also launched.

In response to a gap in knowledge regarding feedback from hospital O&G departments and private practices about the efficacy of the FRANZCOG Training Program, a two-stage Hospital Stakeholder survey was also introduced.

Analysis of FRANZCOG and Subspecialty trainee surveys

- **Six Monthly Assessment survey** – 68.5% of trainees reported being satisfied with the FRANZCOG Training Program in 2022; this was a slight downturn from 2021 satisfaction ratings. Areas for further attention include access to regular teaching sessions, research opportunities, consultant presence and feedback in ward rounds, and return to work support.
- **Exit survey** – 91.3% 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.

- **Subspecialty survey** – 79% of trainees received appropriate opportunity to develop new surgical skills and 95.3% of trainees received appropriate opportunity to develop clinical skills. Areas for further attention include access to regular scholarly elective opportunities and feedback, as well as striking a better balance between training and service delivery.

Analysis of Hospital Stakeholder surveys

- **Stage-one survey** – 14 O&G areas of practice were identified as training priorities by College Chairs and committee members. The most-mentioned areas of practice were Gynaecological Surgery, Outpatient Gynaecology, Obstetric Clinical Management, and Soft Skills.
- **Stage-two survey** – Birth Unit Management was ranked as the number one training priority by heads of O&G departments and private practices, and the recently qualified Fellows employed at their workplaces were rated as being most competent in Obstetric Clinical Management

College Reaccreditation

RANZCOG’s 10-year reaccreditation assessment by the AMC and MCNZ commenced with the first phase of assessment in March 2023. This multi-phase assessment process reviews the FRANZCOG, SIMG and five Subspecialty Training Programs against the AMC standards and is paramount to the continuity of College activities and improvement of the training programs. The reaccreditation report was submitted on 1 May 2023, along with the CPD homes submission.

The written assessment identified the College’s strengths and weaknesses, and

areas of development and achievement. Significant areas of discussion were access to gynaecological surgical training, gender equity and diversity in Board and Council membership, appointment and inclusion of Aboriginal and Torres Strait Islanders, and Māori representation, curriculum development, developments of new pathways to FRANZCOG, mentoring program, improvements to accreditation standards, and improvements in the SIMG pathways. The submission also discussed the impacts of the COVID pandemic and how the College adapted to continue to provide high-level education and training in obstetrics and gynaecology.

The assessments include observation of an oral examination, written submission addressing the standards, feedback from stakeholders, meetings with RANZCOG accredited training sites, and meetings with College staff, committee members and consumer representatives in July 2023.

The College thanks the members, staff, community representatives and the many other stakeholders for their significant contribution to this important piece of work. Findings and recommendations from the reaccreditation process will be submitted to the College in late 2023.



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, providing a platform that can be leveraged for future projects, support and activities.

Specialist Training Program (STP)

The Commonwealth funded STP will continue for the 2022–2025 period, with the focus remaining on regional, rural, remote and private health care settings. The number of funded posts for O&G remains unchanged for all funding streams. New funding agreements were issued to the College in late 2021, with a review of all current active posts conducted in 2022. The findings from this review will inform post funding in 2025. In the current funding period (2022–2025), the College administered 32 STP posts, 3 Integrated Rural Training Pipeline (IRTP) posts, 6 training posts, and 1.62 FTE supervisory positions in the Tasmanian Project.

General Practitioner Procedural Training Support Program (GPPTSP)

The College manages the obstetrics component of the GPPTSP. Aiming to improve access to maternity services for women living in regional, rural and remote communities, the program provides funding to support GPs to attain procedural skills in anaesthetics and obstetrics. Funding for 10 positions in obstetrics is provided each year in the 2022–2025 funding period.

Obstetrics and Gynaecology Education and Training (OGET) Project

The College developed and rolled-out the OGET project in July 2022 as part of a one-year pilot. The pilot was delivered across four hubs, selected by the OGET Steering Committee. In November 2022, the Commonwealth Government approved an extension and expansion of the pilot. The project will continue until the end of February 2025, expanding to seven hubs in 2023 to allow for one hub per State and Territory (excluding ACT and Tasmania).

Flexible Approach to Training in Expanded Settings (FATES)

In late 2022, the College became a participant in the Commonwealth-funded FATES initiative. The core objective of the initiative is to provide backing to specialised medical college initiatives that tackle priority domains and actions highlighted in the National Medical Workforce Strategy and other governmental priorities. These endeavours encompass addressing maldistribution and undersupply challenges, along with responding to community requirements by reinforcing capacity within the rural, remote, and Aboriginal and Torres Strait Islander specialist medical workforce.

In the current funding round (2023–2025), the College has committed to undertaking three major projects with a combined funding allocation of approximately \$1.7 million, including:

- Leadership Development for Regional, Rural and Remote Obstetrics and Gynaecology Specialists

- Support Project for Aboriginal and Torres Strait Islander Women's Health
- Advanced Training Pathway for Rural O&G Specialists

The College strongly believes that the value of these projects is closely aligned with the intended outcomes of the program, which encompass:

- Improved distribution and supply of specialist medical training in areas of undersupply, in order to meet the needs of the community, particularly in rural and remote communities
- More Aboriginal and Torres Strait Islander specialists providing services to their communities

In addition, the College has implemented a mentoring program for advanced trainees and new Fellows who work in rural and remote settings. This is funded through the STP support project, and aims to provide participants with opportunities to develop their networks, learn from others' experiences, and reduce isolation in rural and remote settings. The program supports 92 participants.



Member Engagement

The College continues to place emphasis on fostering engagement, providing CPD, and offering various learning opportunities to its members. This commitment is reinforced through the dedicated efforts of our committees and working groups across Australia and Aotearoa New Zealand.



Events & Activities

RANZCOG 2022 Annual Scientific Meeting



RANZCOG
Annual Scientific
Meeting 2022
GOLD COAST

Transformation: Making Waves

RANZCOG held the 2022 ASM at the Gold Coast Convention and Exhibition Centre on 10-12 October, with a Pre-Meeting Workshops Program on 7-9 October.

The ASM featured:

- 1,260 delegates, with 245 in virtual attendance
- 10 pre-meeting workshops
- 56 sponsors and exhibitors
- 220 accepted abstracts

The ASM three-day scientific program featured a mix of masterclasses, plenary sessions and concurrent streams, interactive sessions, and trade exhibitions.

Sponsored masterclasses covered a range of topics, including the journey into private practice, transition to retirement, research and guideline development, carrier screening, and contraception.

The main program included a range of clinical topics such as pelvic pain, paediatric and adolescent gynaecology, intrapartum care, pregnancy, preterm labour, menopause, genetics, sexual and reproductive health, and perinatal mental health.

The program also addressed key challenges in women's health, including rural and remote health, Aboriginal and Torres Strait Islander health outcomes, workforce, and wellbeing.

The College delivered a successful social program that featured a Welcome Reception, Diplomates cocktail function, New Fellows and Awards Presentation ceremony and reception, as well as the President's Appreciation Dinner, and the ASM Meeting Dinner.

The following workshops were delivered as part of the three-day pre-meeting program:

- Ultrasound Workshop
- Diplomates Day (Gynaecology)
- Complex Second Stage of Labour Management Masterclass
- Cultural Safety Workshop
- Diplomates Day (Obstetrics)
- Laparoscopic Workshop
- Training Supervisor Workshop
- Urogynaecology Workshop
- Respectful Workplaces for Trainees
- Respectful Workplaces for Fellows

'Congratulations to the ASM Chair & Co-Chair and Organising Committee on an impressive program. What an entrance back to the world of face-to-face educational events! Fabulous range from diversity to highly technical and scientific topics'

'An amazing event with a jam-packed program full of extremely interesting and prudent topics, well done'

'Fabulous range of diverse topics that were both highly technical and scientific. This was one of the most informative and useful events I have ever attended'

Event Attendees

RANZCOG 2022 ASM



Aotearoa Annual Scientific Meeting 2022 Christchurch

*'Stimulating, thought
provoking sessions'*

*'Networking and being
challenged by excellent and
passionate speakers'*

*'The emphasis on raising
challenging ethical and
evidence issues'*

*'Just the right balance of
didactic sessions, with good
amount of time in between for
meeting and catching up with
people was wonderful and
really important'*

Event Attendees
Aotearoa ASM 2022

With the themes 'Doing things differently' and 'Tū ora mai – Live in health', Aotearoa ASM 2022 in Ōtautahi Christchurch, was a long-awaited face-to-face event. Held at the new Te Pae Convention Centre, around 200 people attended the ASM. The program included nine sessions covering topics such as wellbeing, health in Aotearoa New Zealand, maternal fetal medicine, and health equity. Overall, 25 speakers presented across the two days.

A series of ASM workshops took place before and after the event. These included a FRANZCOG Trainees' Day, FSEP workshop, Baby Friendly Hospital Initiative session, He Hono Wāhine Marae Visit, and a Perineal Care and OASIS workshop.

Feedback on the ASM was positive with 92% of attendees describing themselves as satisfied or very satisfied with the event. Importantly, 90% of respondents said that their practice would change after attending the ASM.



Aotearoa Annual Scientific Meeting 2023 Rotorua



The 2023 ASM had the theme of 'What matters in health?', and a whakatauāki gifted by Te Arawa (local Iwi) 'Tukua mai kia piri, tukua mai kia tata' as a welcome, and also as an encouragement for us to come together to help shape and reform the health system, no matter where we are from.

In 2023, in keeping with RANZCOG's commitment to te Tiriti o Waitangi, what

had in the past been an optional marae day prior to the ASM became a core part of the ASM. Day one of the ASM was held at Te Papaouru Marae and began with a pōwhiri, followed by several sessions focused on health equity and cultural safety. Days two and three were at Novotel Lakeside Rotorua and included nine sessions on topics such as birth trauma, health communication, physician wellbeing, cancer recovery, and ultrasound.

The ASM dinner at Pātaka Kai restaurant at Te Puia included a Geyser tour and a menu with Māori flavours and cuisine. The dinner also provided the opportunity

to celebrate Dr Gillian Gibson's election as RANZCOG's next President.

Post-ASM workshops included a FRANZCOG Trainees' Day, an Academics Group Meeting, and an Advanced Laparoscopic Workshop.

In all, around 200 people attended ASM 2023 and feedback from attendees was overwhelmingly positive.

RANZCOG Regional Symposium

On 1-2 April, RANZCOG held the 2023 Regional Symposium in a face-to-face capacity at the Hotel Grand Chancellor, Hobart. Pre-meeting workshops ran 30-31 March in the lead-up to the event.

The Symposium featured:

- 250 delegates
- 4 pre-meeting workshops
- 15 sponsors and exhibitors
- 128 accepted abstracts



The scientific program featured a range of topics across the obstetrics and gynaecology specialty, including important updates on regionally focused programs for members practicing in regional, rural, and remote areas; as well as a trade exhibition. The College also delivered a social program consisting of a Welcome Reception, President's Appreciation Dinner, and the Symposium Dinner.

'I enjoyed all the presenters'

'All the practical topics about rural GPO training and tips were great!'

'I loved the sessions on pelvic pain, particularly Sam Mooney's intensely practical advice on medications in the management of pelvic pain'

Event Attendees

RANZCOG Regional Symposium

Flourish Women+ Health Summit

'Day was wonderful, could have been a whole week with the amazing korero shared!'

'The best thing was.... the collaborative spirit and respect shown to each other, and opportunity for diverse voices and the active listening that was fostered'

'Connecting with like-minded people – feeling less alone and more part of something larger. Great to see so many wonderful doctors interested in progressing health equity and championing the consumer voice!'

Event Attendees

Flourish Women+ Health Summit

In September 2022, after several COVID-related cancellations, Flourish brought together around 100 individuals and organisations from communities, health, research, and government to focus on the health and wellbeing of women and gender-diverse people in Aotearoa New Zealand.

The highly interactive event was led by Te Kāhui Oranga ō Nuku Consumer Representative Karen Vaughan and hosted with partner organisations the New Zealand College of Midwives,

National Council of Women, the Royal New Zealand College of General Practitioners, Women's Health Action, NZ College of Sexual & Reproductive Health, and Family Planning and Rural Women NZ. The Associate Minister of Health Hon Ayesha Verrall spoke at Flourish on the development of the Women's Health Strategy. Common themes emerged from the discussions at Flourish and formed a vision for the strategy.

Flourish vision for Women's Health Strategy

- A life-course approach considering the specific needs of women.
- Addresses the economic and social determinants of women and gender diverse people's health inequities.
- Prevention and health promotion as well as treatment.
- Health services that are whānau centred and holistic.





RANZCOG Rural Women's Health Roundtable

In May 2023, RANZCOG hosted its first Rural Women's Health Roundtable. The discussion helped inform the direction of the planned RANZCOG Rural Women's Health Strategy, which will play a key role in advocating for the equitable delivery of healthcare for women across rural, regional and remote Australia. This will include a focus on workforce, training and models of care across different jurisdictions.

The Roundtable was attended by more than 50 delegates, representing members and trainees, midwifery groups, consumers, and key stakeholders from Commonwealth, state and territory governments, non-government organisations and other service providers. The College is now working on the development of the strategy.



RANZCOG
Rural Women's
Health Roundtable

Awards Presentation Ceremonies



New Fellows Presentation and Awards Ceremony

On 9 October 2022, RANZCOG held a New Fellows Presentation and Awards Ceremony at Home of the Arts on the Gold Coast. As part of the Presentation Ceremony, 80 newly elevated Fellows and recently certified subspecialists were formally presented to the Fellowship. Their achievements were celebrated by 300 guests in attendance. The College also presented the following awards:

| Recipient | Award |
|--------------------|--|
| Dr Lauren Ferris | FRANZCOG Oral Exam Highest Achiever, April 2021 |
| Dr Sara Ooi | FRANZCOG Oral Exam Highest Achiever, April 2021 |
| Dr Jason Phung | FRANZCOG Oral Exam Highest Achiever, June 2021 |
| Dr Fatima Vally | FRANZCOG Oral Exam Highest Achiever, August 2021 |
| Dr Melissa Acreman | DRANZCOG Advanced Oral Exam Highest Achiever, May 2022 |
| Dr Ken Apen | RANZCOG Excellence in Women's Health Award |
| Dr John Hall | RANZCOG Excellence in Women's Health Award |
| Dr Peter Scott | RANZCOG Service Certificate (Posthumous) |



Fellowship Ceremony 2022, Ōtautahi Christchurch

This Presentation Ceremony was held at Te Pae Christchurch Convention Centre on 21 August 2022. Nine newly elevated Fellows were presented to Fellowship, and were joined by guests including whanau, friends and the RANZCOG Board. The Aotearoa New Zealand ceremony combined Māori tikanga with College protocols. The following awards and honours were also presented:

| Recipient | Award |
|--|---|
| Dr Jennifer Lyon | Outstanding Achievement in the FRANZCOG Oral Examination 2019 |
| Dr Caitlin O'Rourke | Outstanding Achievement in the FRANZCOG Oral Examination 2021 |
| Dr Jane Fielder | RANZCOG Organisational Values Award 2022 |
| Dr Ian Page | Distinguished Service Medal 2020 |
| Dr Bev Lawton | Māori Women's Health Award 2020 |
| Māori/Indigenous Health Institute (MIHI) | Māori Women's Health Award 2021 |
| Dr Celia Devenish | President's Medal 2020 |
| Dr John Tait | President's Medal 2021 |

Fellowship Ceremony 2023, Rotorua

On 23 June this year, 19 newly elevated Fellows and recently certified

Subspecialists were presented to Fellowship. They were joined by guests including whanau, friends, and the RANZCOG Board. The newly redeveloped Sir Howard Morrison Centre, with its partnership between

mana whenua, the Morrison whānau and Te Arawa, fostered the special Aotearoa New Zealand feel of the ceremony. The following awards and honours were also presented:

| Recipient | Award |
|----------------------|--|
| Dr Juliet Whittaker | Outstanding Achievement in the FRANZCOG Written Examination 2022 |
| Dr Pip Davey | RANZCOG Wellbeing Award 2022 |
| A/Prof Michelle Wise | RANZCOG Excellence in Women's Health Award 2022 |
| Hon. Kiri Allan | Māori Women's Health Award 2022 |
| Dr Pete Benny | 35 Years of Service Award (Fellow) |

Snapshot of State and Territory Events

- Orientation evening for Year 1 trainees conducted at each office
- Queensland Obstetric Anal Sphincter Injuries (OASIS) Workshop
- Fellows and Diplomates Education Evenings held in NSW, QLD, WA and SA/NT
- WA Fellows Education Case Review Webinar
- Victorian Senior Registrar Matching Information Night
- State and Territory and New Zealand Committee Chair's Meeting
- Five Registrar Education Days – QLD & NSW
- Combined Colleges Career Expo – SA
- Medical Career Expo – NT and WA
- Three Fetal Surveillance Education Program (FSEP) Workshops – NSW
- Queensland Journal Club

Snapshot of Aotearoa New Zealand Events

Aotearoa Clinical Directors' Network

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

Urogynae Day

35 Fellows from around Aotearoa New Zealand came together on 6 May to talk about the challenges in the Urogynaecology space, and how to balance access to care with patient safety.

Pacific Hui

In May 2023, RANZCOG held the first hui aimed at fostering the Pacific O&G workforce in Aotearoa New Zealand. Pacific FRANZCOG trainees, medical students and early career doctors attended, along with College staff and Fellows. Dr Kara Okesene-Gafa led the day.



Media and communications

RANZCOG's communications efforts have been focused on building the College's profile across the media and social media, showcasing the College's work and its key policy positions, and promoting a broader interest in obstetrics and gynaecology. The College's communications output has continued to attract strong engagement and uptake, with keen support for the College's advocacy work.

Electronic direct mail

The Connect newsletter remained the primary communications vehicle between RANZCOG and its members, trainees, staff and other stakeholders. Published every Monday, the newsletter is distributed by email to more than 8,000 subscribers.

Over the course of the year, RANZCOG also distributed targeted EDMs several times each week. These covered a range of subjects, from promoting upcoming events, to informing recipients of new training opportunities, to raising awareness of new policy statements from the College. Care was taken to ensure EDMs were precisely targeted and

that recipients were not bombarded with too many emails from the College, which has helped to ensure that unsubscribe rates remain comparatively low.

Pānui

Te Kāhui Oranga ō Nuku Pānui (e-newsletter) continued to provide timely communication to members on Aotearoa New Zealand-specific information, including advocacy, events, guideline updates and relevant health sector news. In early 2023, Pānui underwent a re-brand and new look.

Social media

Throughout the 2022-23 financial year, RANZCOG has recorded continued growth across all four of our social media platforms – Instagram, Facebook, Twitter and LinkedIn – as the College has worked to expand its online profile.

RANZCOG's social media continues to provide a conduit via which members, trainees and the general public can interact with the College on a wide variety of issues. These channels have also enabled the College to enter into a

broader dialogue with our community, with posts on RANZCOG activities, member profiles and advocacy drawing a strong, positive response.

All four of RANZCOG's social media channels recorded substantial increases in followers and engagement. The College's Facebook page passed the 8,500-follower mark towards the end of the financial year; the LinkedIn page surpassed 6,000 earlier in the year and is now well on its way to 7,000 followers, having recorded a 27.7% increase in 12 months.

RANZCOG website

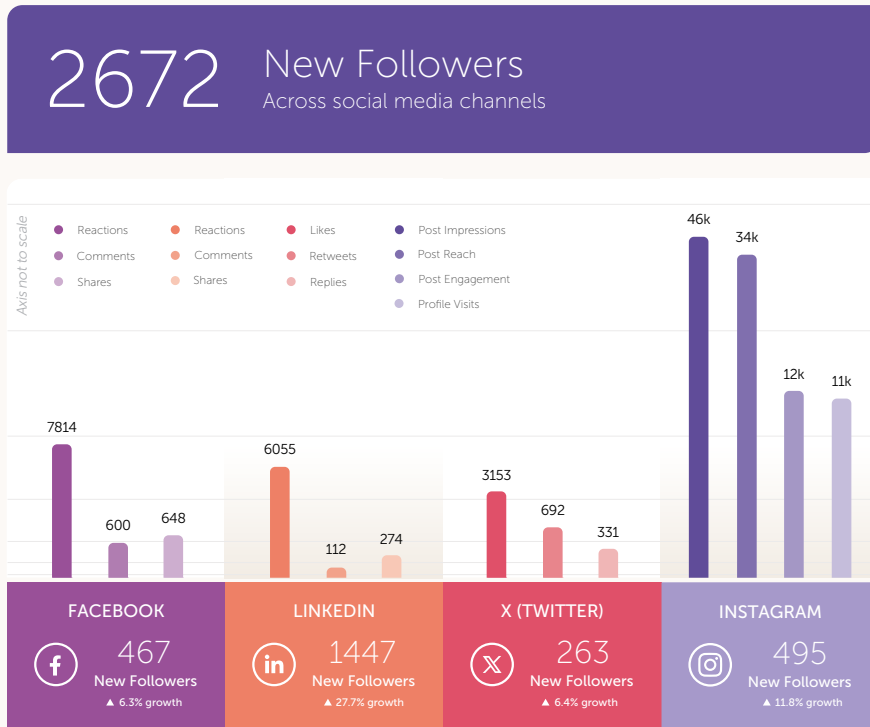
Since launching in July 2022, the RANZCOG website has continuously evolved to address the needs and feedback of online users.

The most visited pages on the College website were those relating to training, as well as the statements and guidelines directory. On average, users spent over four minutes reviewing statement and guideline pages.

Most viewed statements and guidelines on the RANZCOG website

| Statement / Guideline |
|--|
| Managing the adnexa at the time of hysterectomy for benign gynaecological disease (updated March 2023) |
| Guidelines for the Use of Rh(D) Immunoglobulin (Anti-D) in Obstetrics |
| RANZCOG Position Statement on the Health of Women Seeking Asylum, Refugees and Women Held in Detention |
| Detection and Management of Women With Fetal Growth Restriction in Singleton Pregnancies |
| Pre-Pregnancy and Pregnancy Related Vaccinations (updated March 2023) |
| Categorisation of Urgency for Caesarean Section |

Social Media Growth and Engagement



O&G Magazine



SPRING 2022



SUMMER 2022



AUTUMN 2023

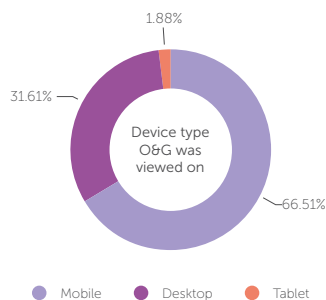


WINTER 2023

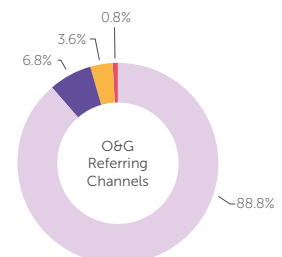


404,843 Website users

552,483 Website page views



● Mobile ● Desktop ● Tablet



● Organic Search* ● Direct** ● Referral ● Social

*Organic: users arrive via a search engine (e.g. Google)

**Direct: users arrive by typing a URL into the search bar or via a saved bookmark

Women's Health Foundation

The RANZCOG Women's Health Foundation has allocated more than \$250,000 to support research in key areas such as pelvic pain, ultrasound, reproductive health, and urogynaecology. Additionally, the Foundation has awarded numerous travel scholarships, enabling FRANZCOG trainees to enhance their proficiency in open surgery and expand their clinical expertise.

Through the Foundation, RANZCOG has extended its support to various initiatives, including:

- The Pacific Society for Reproductive Health.
- The Australian Contraception and Abortion Primary Care Practitioner Support Network.

- Global health, supporting multiple Pacific Associate Scholarships enabling Pacific O&G trainees and specialists to attend the 2022 Annual Scientific Meeting held on the Gold Coast.
- The RANZCOG Book Prize, presented to outstanding final-year Pacific O&G trainees at the University of Papua New Guinea and Fiji National University in the Master of Medicine (O&G) Program.
- The Liam and Frankie Davison Award, an annual accolade open to senior secondary school students residing in Australia or Aotearoa New Zealand recognising outstanding achievement in literary writing on women's health issues.

The College expresses heartfelt gratitude to its supporters and donors, whose contributions and continued engagement with the Foundation have made all these activities possible. The College also extends its appreciation to the various trusts, foundations, and committees, as well as individual donors, who generously contribute to the Foundation on a regular basis



Foundation Scholarships

Foundation Scholarship

Recipient:

Dr Fiona Li

Institution:

University of New South Wales

Year(s):

2023

Project:

Discrete Choice Experiment: Determining Patient Decision Making Factors in Management of Postmenopausal Vaginal Symptoms

Amount:

\$10,000

Foundation Scholarship

Recipient:

Dr Tarana Lucky

Institution:

IFEMENSO, Clinique Tivoli, Ducos Bordeaux, France

Year(s):

2023

Project:

3-month Fellowship from September-November 2023

Amount:

Up to \$5,000

Mercia Barnes Trust

RANZCOG increased its donation to the Mercia Barnes Trust, with a sum of \$75,000, in addition to providing administrative support. The Trust

supports young Aotearoa New Zealand researchers in the area of women's and reproductive health.



Research completion highlights

- Dr Raille Thompson completed research on risk factors for late preterm and term stillbirth.

"This analysis is the first to describe the similarities of risk factors for both late preterm (>28 weeks' gestation) and term (>37 weeks' gestation) stillbirth. We have shown that a single risk-prediction model for all late stillbirths is feasible."

- Dr Briar Hunter completed a review of clinical practice guidelines relating to preterm birth currently in use in Aotearoa New Zealand.

"A key finding was that only 67 of 235 guidelines met criteria to be scored as high-quality. Identified high-quality guidelines will inform the Taonga Tuku Iho National Best Practice Guide for Preterm Birth Care being developed by the members of the Carosika Collaborative."

- Dr Chiemi Lynch-Sutherland completed research on the potential of placental genes to be used for early detection and/or treatment of pre-eclampsia.

"Our work did identify a number of intergenic TEs that were dysregulated in PE, which we expect may be regulatory elements."

Mercia Barnes Trust

Recipient:

Dr Jordon Wimsett

Year(s):

2023

Project:

The BEAD Feasibility Study: Baby Head Elevation device at full dilatation caesarean section

Amount:

\$35,000

Mercia Barnes Trust

Recipient:

Ms Hadassah Patchigalla

Year(s):

2023

Project:

Understanding the Role of Extracellular Vesicles in Endometriosis

Amount:

\$10,000

Mercia Barnes Trust

Recipient:

Dr Juliet Whittaker

Year(s):

2023

Project:

Quality Indicators for Colposcopy Services

Amount:

\$10,112

Mercia Barnes Trust

Recipient:

Dr Keryn Harlow

Year(s):

2023

Project:

The change in Anti-Mullerian Hormone (ovarian reserve) associated with surgical excision vs conservative management of endometrioma: A longitudinal cohort study

Amount:

\$30,000



RANZCOG in NUMBERS



MEMBERSHIP & PROFESSIONAL DEVELOPMENT

2381

TOTAL FELLOWS  1376  1005

2289

TOTAL DIPLOMATES  1666  623

6000+

TOTAL MEMBERS
Not including trainees

134

ELEVATIONS
Fellows & Subspecialists

2527

CPD REQUIREMENTS COMPLETED
2527 Fellows

2.34M

eLEARNING
2.34M individual sessions

420+

WORKSHOPS
Across Australia &
Aotearoa New Zealand



EVENTS

1200+

ANNUAL SCIENTIFIC MEETING
1200+ delegates

50+

ANNUAL SCIENTIFIC MEETING
50+ sponsors & exhibitors

100

FLOURISH WOMEN+ HEALTH SUMMIT
100 attendees



EDUCATION & TRAINING

700+

EXAM CANDIDATES
700+ candidates across all
exam types

850+

TRAINEES
(FRANZCOG)

1200+

TRAINEES
(Certificate & Diploma)

32

SPECIALIST TRAINING
PLACEMENTS



QUALITY ASSURANCE & RESEARCH

335

EDUCATION SESSIONS
335 sessions delivered
F2F and online

7900+

FSEP PARTICIPANTS

6

SCHOLARSHIPS & GRANTS
AWARDED

6

STATEMENTS
UPDATED/DEVELOPED



PUBLICATIONS & SOCIAL MEDIA

2672

NEW FOLLOWERS
2672 new followers across
social media channels

8000+

CONNECT NEWSLETTER
8000+ subscribers

550K+

O&G ONLINE
550K+ page views

People & Wellbeing

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 its 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.

Fostering Respect

RANZCOG supports the cultivation of respectful O&G workplaces, where members and trainees can enjoy good mental health, maintain positive relationships, and feel a sense of meaning and purpose.

Trainees, like all others, deserve to be able to learn effectively in environments free from bullying, harassment and discrimination. This stance aligns with the College values of Kindness, Integrity and Respect.

RANZCOG launched its [Fostering Respect Action Plan](#) in August 2022. The plan outlines how the College will implement the [24 recommendations of the independent Bullying, Harassment and Discrimination Advisory Working Group](#).

In line with the Working Group's recommendations, the College's actions are grouped into four areas:

- Culture, leadership and governance
- Training and education
- Complaint handling
- Monitoring and evaluation.

The College has set 76 actions for it to complete by the end of 2025. Of these actions:

- 67 actions have a due date
- 9 actions are ongoing (these relate to stakeholder engagement).

As at 30 June 2023, RANZCOG had completed 15 (22%) of the 67 actions with a due date. Highlights included:

- reviewing and updating the College's complaint handling practices to align with a victim-centred approach
- appointing an [Independent External Reviewer](#), who has the power to examine how RANZCOG handles complaints and where it can improve
- introducing compulsory education on recognising and responding to bullying, harassment and discrimination.

The College also communicates expected standards of professional behaviour through its Respectful Workplaces Workshop, Training Supervisor Workshop, and the Royal Australasian College of Surgeons' Operating with Respect online module.

Cultural Safety

RANZCOG, in line with its organisational values of Advocacy, Education, Integrity, Kindness and Respect, is addressing the need to embed Cultural Safety into its training programs, codes of conduct and professional standards. A formal Working Group has been formed to review and address Cultural Safety within education and training, CPD, clinical guidelines and the workforce.

The first stage in this work is to develop a clear and formal statement of intent that speaks to the provision of benefits for patients and communities who have been marginalised, across multiple cultural dimensions which may include indigenous status, age or generation, gender, sexual orientation, socioeconomic status, ethnicity, religious or spiritual belief and disability.

This is of particular importance in the attainment of equitable health outcomes for Māori and Aboriginal and Torres Strait Islanders.

Aboriginal and Torres Strait Islander Health Projects

The College was again successful in securing funding from the Commonwealth Department of Health and Aged Care to be able to further support, attract and retain its Aboriginal and Torres Strait Islander members and trainees, and work towards growing the Indigenous workforce towards population parity.

Cultural competency workshops in partnership with the Australian

Indigenous Doctor's Association ran at the Annual Scientific and Regional Scientific meetings. The College was also able to award eight professional development scholarships to First Nations trainees to assist with attending College events.

The College continues to work in close partnership with external First Nations organisations and suppliers to be able to provide mentoring and support for First Nations members and trainees. The College is currently working on its next Innovate Reconciliation Action Plan and looks forward to sharing this summary in next year's Annual Report

Member and Trainee Wellbeing

With O&G workforce and service delivery challenges persisting post-COVID, the College's wellbeing support services are more important than ever.

The College regularly offers its Emotional Intelligence and Compassion Workshop to members and trainees. The workshop explores the stress response, self care and strategies for sustained wellbeing. It is approved for CPD hours; fees are charged for cost recovery only.

The Training Support Unit continues to be a point of contact for trainees in difficulty and for training supervisors. The unit offers tailored support, combining knowledge of College training and policies with pastoral care.

Fellows, SIMGs and trainees can access free, confidential support through RANZCOG's Member Support Program.

The College pays for up to four counselling or psychology sessions per person in any 12-month period.

The College reviewed and updated its [fatigue management guideline](#) in November 2022. This guideline addresses the risks of excessive working hours, setting out responsibilities at organisational, departmental and individual levels to mitigate the risks of clinician fatigue.

RANZCOG also held its second annual Wellbeing Week in September, and hosted [three wellbeing webinars](#):

- How to embed a wellbeing program in your workplace
- Mater Mothers' hot debrief after a critical event
- Facing adversity, finding connection.

The College announced its Wellbeing Award winners during Wellbeing Week. Launched in 2020, the awards recognise individuals and groups who proactively foster wellbeing in their workplaces. [View the 2022 award recipients and nominees.](#)



Honours and Awards

Every year, RANZCOG recognises members, individuals and groups who have made a significant contribution to the work of the College and/or to the betterment of women's health. In 2022-23, the following recipients received RANZCOG honours and awards.

| Recipient | Location | Award |
|---------------------------------------|----------------------------------|--|
| Dr Janet Vaughan | NSW | Distinguished Service Medal |
| Dr Michelle Wise | NZ | RANZCOG Excellence in Women's Health Award |
| Professor Gita Mishra | QLD | RANZCOG Excellence in Women's Health Award |
| Associate Professor Vivienne O'Connor | QLD | RANZCOG Excellence in Women's Health Award |
| Professor Adrienne Gordon | NSW | RANZCOG Excellence in Women's Health Award |
| Dr Elinor Atkinson | SA | RANZCOG Service Certificate |
| Professor Yee Leung | WA | RANZCOG President's Medal |
| Associate Professor Amarendra Trivedi | VIC | RANZCOG Service Certificate |
| Dr Denis Mukwege | Democratic Republic of the Congo | Honorary Fellow |
| Dr Peter Scott (Posthumous) | ACT | RANZCOG Service Certificate |



Sustainability, Research & Policy

Introduction The space RANZCOG operates in continues to evolve, and it is becoming increasingly important for the College to be innovative and agile in its operations to ensure longer term sustainability. In alignment with the Strategic Plan, the College continues to explore opportunities which support the ongoing sustainability of the O&G workforce. The College also continues to work on leveraging the expertise within the membership and staff to deliver evidence-based statements and guidelines, which support better health service delivery. Targeted efforts have been made to embed sustainable practices into all College operations, including events.



From the Dean of Research and Policy

Prof Cindy Farquhar

The past 12 months has seen a major shift in the development and publication of RANZCOG guidelines and statements. In the lead up to these changes, the College surveyed Fellows and Diplomates about the value of the statements and asked which statements should be prioritised. We developed resources to use for developing and updating statements and guidelines. In early 2022, we made a call for expressions of interest from Fellows, Diplomates, trainees, and other interested parties to join panels to develop seven statements and one guideline.

I am very pleased to report that we have now completed seven statements, and one guideline is out for public consultation. Sixty members were appointed to seven Statement

Development Panels and a further 13 members appointed to the guideline team. The work has involved 38 meetings across the year with ongoing contributions from the aforementioned members and staff. Members of the Women's Health Committee have chaired these panels and assisted in out-of-session reading and meeting preparations. Our consultation processes of the draft statements have resulted in feedback from over 100 fellows and other stakeholders (on average, 25 feedback submissions for each statement). It is encouraging to note that 14 members of the existing panels have expressed interest in joining future groups.

Finally, I would like to thank the College leadership, the Board, the Council, and the Women's Health Committee

for acknowledging that change was required and for allowing the Research and Policy team to get on with the change.

We are now moving into the next 12 months with another ambitious list of statements and guidelines. If you like what we are doing then please consider supporting this work by joining one of the statement development groups, or providing your feedback through the multiple feedback channels that are available.

Prof Cindy Farquhar

Dean of Research and Policy, RANZCOG

Research and Policy

RANZCOG has a portfolio of over 80 clinical statements and several clinical practice guidelines on a broad range of obstetrics and gynaecology topics. Historically, these statements have been based on expert consensus.

The College is committed to developing high-quality guidance to support best practice of its membership, including trainees. As part of this work, the College has adopted an evidence-based approach to translate the findings of high-quality research to provide more valid and trustworthy recommendations to healthcare practitioners.

The College established a governance framework and developed corresponding process documents that incorporate contemporary methods. The College has documented the evidence-based processes into the RANZCOG [Handbook](#) and the RANZCOG [Manual](#), which have guided the statement and guideline development work.

The College has progressed the development of the first binational

abortion guideline. Abortion is fully decriminalised in all Australian and Aotearoa New Zealand jurisdictions. As a leading advocate for women's health, the College supports equitable access to optimal sexual and reproductive health services, including abortion. Publication of the RANZCOG Abortion guideline is expected in 2023.

Following on from the publication of RANZCOG's Endometriosis Guideline in 2021, the College has been successful in securing Australian Government funding to update the endometriosis guideline into a living evidence format, for completion in May 2025.

RANZCOG, in collaboration with the Australian College of Midwives, Monash University and the Australian Living Evidence Consortium, was successful in an Australian Government tender to update the pregnancy guidelines and post-natal care guidelines in Australia (2023-28). The College provides subject matter expertise, guidance, and panel participation throughout the project life.

The College updated / developed the following statements:

C-Gyn 1 Female Genital Mutilation/Cutting

C-Obs 2 Home Births

C-Obs 20 Placenta Accreta Spectrum

C-Obs 31 Care in Labour in the absence of pregnancy complications

C-Obs 39 Caesarean Birth on Maternal Request

C-Obs 44 Pre-pregnancy and pregnancy related vaccination

Mapping Maternal Health and Gynaecological Services in Rural, Regional and Remote Australia

The Mapping project is a Commonwealth funded program that aims to produce a comprehensive map that documents the geographic coverage and type of maternal health and gynaecological services available across rural, regional and remote Australia. The project will also map the

uptake of services by consumers and identify the barriers to effective service delivery in these areas.

This work will be fundamental for workforce planning, identifying current gaps in workforce and training, and providing targeted recommendations to

improve understaffed maternal health and gynaecological services.

A survey was completed by each health service that focused on the current site and workforce environment. From May to June 2023 the project's findings were consolidated and the report finalised.

Historical Collection

The last year has been a time of revitalisation for the College's historical collections. With the College now settled into its new premises at Djeembana College Place, ambitious plans for the collections commenced.

The College continued its advocacy for, and promotion of, the historical collection by facilitating outward loans of objects from the College's collection to other institutions. Mary Howlett's midwifery box, as well as an Inhiband IUD and a diaphragm, were loaned to the Museum of Australian Democracy at Old Parliament House in Canberra,

where they form part of its current exhibitions. The College also facilitated a request to display two glass infant feeding bottles at the Old Treasury Building Museum in Melbourne as part of a new exhibition which opens in December 2023.

Additionally, the College appointed an Archivist to work across all of RANZCOG's historical collections – the Frank Forster RANZCOG Library, the RANZCOG Archives, and the historical object collection. This role will play a key part in bringing the College's plans for the collections to fruition.

Accessibility is the key short-term focus for the College in regard to the collections. A priority task for the collection in the coming year is to bring the historical collection on-site to Djeembana, where it can be accessed, catalogued, and displayed to the public. Sitting alongside this, another key task is digitising the historical collections and making them widely accessible by publishing them on the Victorian Collections online cataloguing and exhibition portal. The Victorian Collections system is used by over 600 organisations and will be a great vehicle for promoting the College's collections.





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

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



Stakeholder Engagement & Advocacy

RANZCOG is committed to proactive engagement with its diverse group of stakeholders, to create mutually beneficial and valuable relationships in pursuit of excellence and equity in women's health.

Australia

The College made over 40 submissions during the 2022-2023 financial year, with a focus on access to sexual reproductive healthcare, workforce, regional, rural and remote health, and quality and safety in women's healthcare. RANZCOG advocated on behalf of its members and trainees on a number of matters including continuity of leave entitlements, Medicare Benefits Schedule reform, bullying, discrimination, harassment, and sexual harassment, and access to medicines and devices in short supply.

The College engaged with federal and state and territory ministers, including meetings with the Honourable Ged Kearney MP, Assistant Minister for Health and Aged Care, Ms Rachel Stephen-Smith MLA, Minister for Health

of the Australian Capital Territory, the Honourable Brad Hazzard MP, Minister for Health of New South Wales, the Honourable Yvette D'Ath MP, Minister for Health and Ambulance Services of Queensland, the Honourable Mary-Anne Thomas MP, Minister for Health of Victoria, and the Honourable Amber-Jade Sanderson MLA, Minister for Health and Mental Health of Western Australia.

The College met with over 50 key stakeholders, including the Australian College of Midwives, Australian Health Practitioner Regulation Agency, Australian Indigenous Doctors Association, Australian Medical Association Council of Doctors in Training, Australian Medical Council, Australian National Women's Health Advisory Council, Australian Pelvic

Floor Procedure Registry, Australian Society for Cervical Cancer Prevention, Endometriosis Australia, Indonesian Association of Obstetrics and Gynecology, International Federation of Gynaecology and Obstetrics, National Association of Specialist Obstetricians and Gynaecologists, Obstetrical and Gynaecological Society of Malaysia, Pacific Society for Reproductive Health, Prevocational Obstetrics and Gynaecology Society, Royal College of Obstetricians and Gynaecologists, Rural Doctors Association of Australia, Society of Obstetricians and Gynaecologists of Canada, Sri Lanka College of Obstetricians and Gynaecologists, Tertiary Education Quality and Standards Agency, Therapeutic Goods Administration, and other medical colleges.

Access to Sexual Reproductive Health

At a national level, RANZCOG made two key submissions on access to sexual reproductive health to the Australian Department of Health and Aged Care. The submission to the Senate Community Affairs References Committee on the Inquiry into Universal Access to Reproductive Healthcare made recommendations in relation to access and affordability, while the College sought to protect and

maintain Australian women's right to safe healthcare in its submission to, and its subsequent participation in the public hearing of, the Senate Standing Committee on Community Affairs on its Inquiry into the Human Rights (Children Born Alive Protection) Bill 2022.

Jurisdictionally, RANZCOG advocated to all state and territory health ministers and ministers for women to improve

access to abortion in public settings and called governments to remove out-of-pocket costs for abortion. The College provided feedback to the Western Australia Department of Health as part of its consultation on Abortion Legislation in Western Australia, and RANZCOG was represented at the Clinical Excellence Queensland Termination of Pregnancy Roundtable meetings.

Regional, Rural and Remote Women's Health and Workforce

As part of its work on improving the equitable delivery of women's health services across Australia, RANZCOG made several submissions on rural and regional women's health and workforce, including to the Australian Department of Health and Aged Care on its Report on the consultation and design process to streamline and expand the Rural Procedural Grants Program and the Practice Incentives Program Procedural GP Payment, the Royal Australasian College of Physicians on its Draft Regional, Rural, and Remote Physician

Strategy, Australian Capital Territory Health on the Draft Health Workforce Strategy 2022-2032, and South Australia Health on its National Medical Workforce Strategy.

In addition to the College holding its own Rural Women's Roundtable, RANZCOG met with key stakeholders, including the National Rural Health Commissioner, Adjunct Professor Ruth Stewart, state and territory health ministers, and department of health representatives, regarding rural and

regional workforce and elective surgery backlog following the pandemic. The College participated in the Australian Department of Health and Aged Care National Medical Workforce Strategy Implementation Workshop, the Rural Doctors Association of Australia's Rural Maternity Services Think Tank, the Queensland Health Women's Health Workforce Forum, and the National Workforce Summit.



Quality and Safety in Women's Healthcare

Quality and safety in women's health remained a key priority, with RANZCOG making a broad range of submissions, including feedback to the Australian Department of Health and Aged Care on the Prostheses List Post-listing review of Urogynaecological mesh (mid-urethral slings), the Review of the Marketing in Australia of Infant Formulas: Manufacturers and Importers Agreement, the Select Committee Inquiry into Urinary Tract Infection Treatment Access, and several Medical Services Advisory Committee applications.

The College participated in a number of Australian Commission on Safety and Quality in Health Care consultations, including the Framework for Australian Clinical Quality Registries, the Draft Cosmetic Surgery Standards, the Diagnostic Imaging Standards, and the Review of the Australasian Clinical Indicator Report (obstetrics and gynaecology). The College also made submissions to the Australian Health Practitioner Regulation Agency on its Draft Data Strategy, the Female Genital Cosmetic Surgery Draft Procedure, the Review of accreditation arrangements to prepare for the 2024-2029 cycle, and

its targeted consultation on its proposal to issue public statements. RANZCOG made submissions to the Australian Medical Council on the Standards for Assessment and Accreditation of Cosmetic Surgery Programs of Study, the Australian Medical Board on the Revised Telehealth Guidelines and the Regulation of medical practitioners who provide cosmetic medical and surgical procedures, the review of the Therapeutic Guidelines on Antibiotics, and the New South Wales Health Clinical Guidance for the Management of Substance Use in Pregnancy, Birth and the Postnatal Period.



Endorsements

The College endorsed the Down Syndrome Queensland Practice Resource: Prenatal Screening for Chromosomal Conditions including Down syndrome.

The College thanks the following members and trainees for their contributions to RANZCOG submissions and meetings: Dr Eman Al Naggar, Dr Kristine Barnden, Professor Kirsten Black, Dr Benjamin Bopp, Dr Bernadette Brown, Dr Oliver Daly, Dr Jenny Dowd,

Dr Marilla Druitt, Associate Professor Gregory Duncombe, Dr Susan Fleming, Dr Judith Gardiner, Dr Gillian Gibson, Dr Jenni Goold, Ms Julie Hamblin (Independent Board Director), Dr Marc Heyning, Dr Peta Higgs, Associate Professor Russell Hogg, Associate Professor Emmanuel Karantanis, Dr Per Kempe, Dr Nisha Khot, Professor Rebecca Kimble, Associate Professor Joseph Lee, Associate Professor Boon Lim, Dr Diane Mohen, Dr Amber Moore, Professor Jonathan Morris, Dr Debbie

Nisbet, Dr Deborah Neesham, Dr John Regan, Dr Vijay Roach, Dr Kathy Saba, Associate Professor Alexis Shub, Dr Kasia Siwicki, Professor Ian Symonds, Dr Jared Watts, Dr Scott White, Dr Nicole Woodrow, Professor Thierry Vancaillie, Dr Shih-Ern Yao, and the RANZCOG Women's Health Committee, the Subspecialties Committees, the Diplomate Committee, and the Consumer Network.

College Representation on External Bodies

During the last year, the College appointed members and trainees to key stakeholder organisations and bodies, including:

- Australian Breastfeeding Association – World Health Organisation Code Taskforce on marketing of breastmilk substitutes
- Australian Government – Professional Services Review Panel
- Australian Commission on Safety

and Quality in Health Care – Cervical Screening Review Working Party

- Australian and New Zealand Society of Blood Transfusion – Quality use of non-invasive prenatal RhD testing Project Steering Committee
- Australian Contraception and Abortion Primary Care Practitioner Support Network – Stakeholder Advisory Group
- Asia & Oceania Federation of Obstetrics and Gynaecology – Council

- Cancer Council – National Cervical Screening Program Guidelines Working Party
- Centre for Research Excellence in Women's Health in Reproductive Life – Evidence-based guideline for Premature Ovarian Insufficiency Working Group
- Victorian Department of Health – Perinatal Mental Health Screening Review



Aotearoa New Zealand

Te Rautaki Māori me Te Ara Whakamua: The Māori Strategy and the Pathway Forward

Te Rautaki Māori me Te Ara Whakamua Whakatauki:

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.

Whakatutukitanga — 2022-23 Achievements

Advocacy for wāhine Māori

- Aotearoa ASM 2022 He Hono Wāhine's workshop and ASM programme focused on equity for wāhine Māori.
- RANZCOG submissions and advocacy on the Women's Health Strategy included strong equity focus.
- Equity criteria added to grant criteria for Mercia Barnes Trust and Māori trustee appointed.
- Ongoing advocacy for including equity in guideline development and other areas.

Cultural competence and safety of O&G workforce

- Aotearoa ASM 2023 redesigned so He Hono Wāhine's day, with Māori tikanga and a focus on equity and cultural safety, is a core part of the ASM.
- RANZCOG contributed to the development of Te ORA and CMC's Cultural Safety Training Plan. College staff are part of an ongoing rōpū (group), working to implement this framework. Elements of the training plan were incorporated into the CPD framework.

- FRANZCOG Training Supervisors were strongly encouraged to complete *MIHI 501 RANZCOG Course: Application of the Hui Process and Meihana Model to Clinical Practice*.
- All SIMGs are required to complete MIHI course and a new introduction course for SIMGs was developed.

Māori workforce

- New scoring has been implemented for the FRANZCOG selection process to recognise contribution and leadership in Māori spaces.
- Plan for research on Māori trainee recruitment and retention was completed and a research organisation engaged.
- He Hono Wāhine processes for supporting Māori FRANZCOG applicants and Māori trainees refined and Hauora Wāhine Māori Advisor supporting network.
- Support for Te ORA Māori Medical Practitioners Association
- Continuing to promote O&G to medical student and early career doctors through Te ORA and the New Zealand Medical Students Association and other forums.

Governance

- Te Tiriti o Waitangi training provided for 12th Council Board and Council members.
- Māori positions on Council embedded.
- Cultural Safety Steering Group established to oversee RANZCOG work in this area.

Organisational capacity

- Support and education on te reo Māori available for all staff.
- Aotearoa staff have fortnightly te reo and tikanga education sessions.
- Te reo Māori style guide published.



Advocating for Hauora Wāhine in Aotearoa New Zealand

Women's Health Strategy

With a Women's Health Strategy included in the Pae Ora (Healthy Futures) Act, Te Kāhui Oranga ō Nuku's attention shifted to contributing to the development of the strategy. The

Flourish Women+ Health Summit (see page 29) report provided a collective vision for the Women's Health Strategy. Te Kāhui Oranga ō Nuku also prepared a submission advocating for:

- Wāhine/women+ at the centre

- Integrated, accessible, fully funded multidisciplinary care
- Strong leadership, governance, and data systems
- Workforce planning and support.



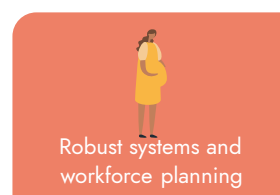
Wāhine/women+
at the centre



Integrated, accessible,
fully funded
multidisciplinary care



Strong leadership
and governance



Robust systems and
workforce planning

Health reforms

Te Kāhui Oranga ō Nuku continued to seek opportunities to engage with Te Whatu Ora (Health New Zealand) and Te Aka Whai Ora (Māori Health Authority) on changes to the health system and opportunities for improvement in areas such as workforce challenges, RANZCOG's Fostering Respect Action Plan, the Kahu Taurima Maternity and Early Years project, IT systems and data needs for quality improvement, access to care for women, funding for maternity ultrasounds, and training opportunities.

- Grow Maori and Pacific workforce
- Grow subspecialist workforce
- Increase cultural safety and competency of workforce
- Reduce risks of reliance on SIMG workforce.

- Ministry of Health Maternity Guidelines Review Steering Group
- ACC Neonatal Encephalopathy Taskforce
- National Maternity Monitoring Group
- Maternal Birth Injury Expert Advisory Group.

Workforce working group report

In July 2022, the Aotearoa New Zealand O&G Workforce Working Group produced a summary report *A looming crisis... or a crisis?* The O&G workforce in Aotearoa. The report summarised the challenges and provided recommendations for RANZCOG and other organisations around a set of objectives:

- Reduce burnout and create a safer work environment
- Address regional and rural shortages

Mesh and urogynaecology

RANZCOG has continued to be represented on the Surgical Mesh Roundtable, responsible for implementing the 19 recommendations of *Hearing and Responding to the Stories of Survivors of Surgical Mesh | Ngā korero a ngā mōrehu - he urupare*. Representatives have also been on the Mesh Credentialing Committee, and Te Kāhui Oranga ō Nuku has focused on supporting and communicating with members on this. RANZCOG prepared a submission and presented to the Health Select Committee on the petition: *Suspend the implantation of mesh sling for stress urinary incontinence*.

Te Kāhui Oranga ō Nuku completed submissions or provided feedback on a wide range of topics. A few examples were:

- Ambulance Sector Clinical Procedures and Guidelines
- Smokefree Environments and Regulated Products (Smoked Tobacco) Amendment Bill
- Therapeutic Products Bill.

Of particular interest has been the work on the long-awaited implementation of HPV screening and self-testing, and RANZCOG representatives have been involved in the extensive work to implement this. The College has backed calls for equity for wāhine Māori to be a priority, and for screening and follow up to be free.

Other advocacy

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

Consumers and Community



The communities in which the members and trainees work in are the centre of RANZCOG's purpose and mission.

As an organisation, RANZCOG continues to understand the healthcare needs of consumers across Australia and Aotearoa New Zealand. The College's consumer representatives comprise of varying backgrounds from metropolitan and regional, rural and remote settings,

and with different lived experiences as well as First Nations and Māori representatives.

The College held consumer focussed webinars on topics including perimenopause and gender inclusion.

The College's Consumer Network, community and consumer representatives who sit on formal

College Committees and Working Groups, provide lived experience, insight and advice on College statements and guidelines, curriculum, training and advocacy, to help RANZCOG in providing appropriate services that will lead to better health outcomes.



A photograph of a woman with dark, curly hair, wearing a white t-shirt, holding a newborn baby wrapped in a white towel. The woman is looking directly at the camera with a calm expression. The background is a blurred indoor setting, possibly a hospital or clinic. The image is framed by large, overlapping geometric shapes in shades of beige and light green.

Community, Equity & Advocacy

RANZCOG is committed to advocating for high-quality, equitable gynaecological and maternity services that are equipped to deliver safe and comprehensive care for our diverse community. The College aims to be a recognised and respected voice for advocacy across all matters pertaining to women’s health and maternity care. The College advocates for equitable health care and improved outcomes for the women in Australia and Aotearoa New Zealand, and is focused on developing policies that aim to achieve equity for members, trainees, and staff.

RANZCOG’s commitment to Te Tiriti o Waitangi, through implementation of Te Rautaki Māori me Te Ara Whakamua, and Aboriginal and Torres Strait Islander health is unwavering, along with the dedication to supporting the capacity of the O&G workforce in Pacific Island countries through the provision and access to training, education and research.

Equity and Diversity

The College has a responsibility to proactively advocate for inclusivity, diversity, equity and equality for its members, trainees, staff and community. In late 2022, the College’s Inclusive Language statement was [published](#).

The Gendered and Inclusive Language Project is in its consultation phase with members, trainees, internal and external stakeholders. Outcomes of this project will be shared in the next year’s Annual Report.

In addition, the College made significant amendments to its Leave Policy for staff including 26 week paid parental leave, menopause and menstruation leave, and was awarded Work 180 Employer and Top 100 Places for Women to Work.

Global Health

RANZCOG continues to work with its partners in the Pacific to build the capacity of the O&G workforce in Pacific Island countries through support for education, training and research.

The College’s commitment to improving women’s health in the Pacific was articulated in its Global Health Action Plan for 2023–2024. Launched in early 2023, the plan details activities

that focus on organisational capacity, partnerships, support for training, education and research, and advocacy and communication.

The number of RANZCOG Pacific Associate Members remained stable at 65 members from ten Pacific Island countries.

Eleven Pacific O&G clinicians from six Pacific Island countries attended RANZCOG events courtesy of scholarships. Four attended the Annual Scientific Meeting (ASM) on the Gold Coast, five attended the Regional Symposium Meeting in Hobart, and two attended the Aotearoa New Zealand ASM in Rotorua. Two recently appointed O&G academics at the University of Papua New Guinea and Fiji National University were awarded Academic

Fellowships to support their professional development and help improve O&G training in the Pacific.

The Pacific Society for Reproductive Health (PSRH) is an Auckland-based non-government organisation that supports the education and training of Pacific O&G doctors, midwives and nurses. The College continued its support of PSRH with the renewal of funding for the next three years, as well as support for the PSRH 14th Biennial Conference held in Samoa. The RANZCOG President, CEO and Global Health staff attended this event. RANZCOG also supported the Brian Spurrett Oration delivered

during the conference opening ceremony, and sourced funding for conference scholarships and resources for the Pacific Emergency Maternal and Neonatal Training (PEMNeT) Train the Trainer Workshop.



International Fellowship Program

RANZCOG successfully delivered the International Fellowship Program (IFP) in 2021–22. Participants provided feedback on the program with most respondents rating all aspects as very good to excellent, and all stating they would recommend the program to colleagues if there was an opportunity to do so in the future. RANZCOG was successful in securing funding of \$300,000 for the program from the Australian Department of Foreign Affairs and Trade. The funding proposal was developed to cover the administration cost of the program, and the delivery of the In-Hospital Program for participants; as well as flights, accommodation, event registration, per diems and visa costs.

As the host society, RANZCOG was entitled to organise the IFP as an in-hospital program in which early-career specialists are immersed in the local health system to gain invaluable educational and networking opportunities. Participants were also provided complimentary registration and attendance at the FIGO XXIII World Congress.

Participants

Places in the RANZCOG IFP were offered to 30 applicants.

Successful participants in the program had the following countries of origin:

| Country | Successful Applicants |
|------------------|-----------------------|
| Bangladesh | 10 |
| Bhutan | 1 |
| Fiji | 2 |
| India | 1 |
| Malaysia | 6 |
| Mongolia | 3 |
| Nepal | 1 |
| Philippines | 4 |
| Papua New Guinea | 2 |

Program participants had the following gender distribution:

| | |
|--------|----|
| Male | 7 |
| Female | 23 |

Participants were entitled to the following:

- Virtual Attendance at FIGO XXIII World Congress (2021)
- Attendance at the RANZCOG 2022 ASM on the Gold Coast.
- Allocation to a hospital with dedicated RANZCOG Fellow(s) for an intensive, week-long observation hospital program

Program Outcomes

The IFP delivered vital educational and networking opportunities for early career specialists and advanced trainees from developing countries around the Asia Pacific Region. The option to participate in this program provided invaluable skills and a demonstration of leadership in healthcare settings that would not have been available otherwise to participants.

This program also provided the opportunity for RANZCOG members to strengthen ties with fellow specialists in the Asia Pacific region and continue to build important educational relationships.

Financial Summary

Financial Summary

This is a summary of the College's full Financial Report for FY 2022 - 2023.

Refer to the full audited Financial Report for details.

During the 2022-2023 financial year, the College remained focused on its primary mission of providing education and training in obstetrics and gynaecology. However, we also placed significant emphasis on key priorities, including Member Engagement, People and Wellbeing, Sustainable Organization, Stakeholder Engagement, and Community, Equity, and Advocacy in women's health. These priorities were aimed at supporting our members and trainees in delivering the highest-quality healthcare outcomes for women, their families and communities.

The total comprehensive income for FY22-23 reached to \$2.77 million. This financial outcome was notably influenced by a couple of significant events and their corresponding accounting treatments, which include income recognition of:

- \$400K from property revaluation
- \$1.6M from investment fair value movement and investment income

During FY22-23, the market exhibited stability for both growth and defensive investments. Despite a global surge in inflation figures to their highest levels in decades, valuations remained steady. As a result, RANZCOG's consolidated portfolio achieved an impressive total return of 8% for FY23, indicative of the strong performance of diverse investment assets.

Throughout the year, The Australian Medical Council (AMC) and Medical Council of New Zealand (MCNZ) reaccreditation process remained

a central focus for the college, and meticulous preparations were undertaken. The process proceeded smoothly, instilling confidence in a favourable outcome.

In pursuit of financial sustainability, the College is actively exploring avenues to boost revenue and reduce costs. Notably, the high expenses related to examinations have prompted significant attention from management. After a thorough analysis and careful consideration, the College has strategically decided to establish the Assessment, Learning, and Exam Centre (ALEC). This initiative serves a dual purpose by efficiently meeting examination needs while also creating a valuable income source, contributing to the College's financial stability and growth. In essence, ALEC represents a forward-looking investment with the potential for substantial and lasting benefits to our trainees and members, aligning with the College's mission of providing high-quality education and training while ensuring financial sustainability.

The College remained dedicated to improving the educational experience for our trainees and members through investments in diverse online platforms and systems. Particularly, the members' CPD platform, and the launch of the new online system for management of DRANZCOG training program gained positive feedback from our members.

RANZCOG is committed to sustainability and the integration of Environmental, Social, and Governance (ESG) principles

into its operations. This commitment is reflected in the ongoing review of the College's investment policy, with the aim of incorporating ESG considerations into investment decision-making. Simultaneously, RANZCOG actively addresses environmental sustainability concerns, particularly focusing on the health impacts of climate change. The College is actively working to reduce its carbon footprint by offsetting emissions from activities such as flights and accommodations. This effort includes a strategic partnership with Qantas through the Future Planet Program, specifically the Fire on Fire Program, which is receiving significant endorsement and aligns seamlessly with RANZCOG's core values and mission, underscoring its dedication to sustainability and responsible environmental practices.

For the third consecutive year, Saward Dawson, the College's external auditors, have conducted a thorough examination of the College's financials, systems, and control framework, resulting in an unqualified audit report.

Summary of Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2023

Operating income of \$30M, excluding fair value movement of investment, was increased by 15% (2022: \$26M).

- Income from subscriptions and training fees was \$13.8M (2022: \$13.2M).
- Income from events-related activities, including exams, assessments and workshops, was \$6.3M (2022: \$4.7M).
- Grant-related funding was \$9.2M (2022: \$6.8M).

Revenue derived from membership fees, training fees, examination and assessment

fees remained relatively consistent, with an average 11.7% increase recorded in comparison to the previous year. The College continues to see a steady increase in the number of active Fellow and Trainee numbers.

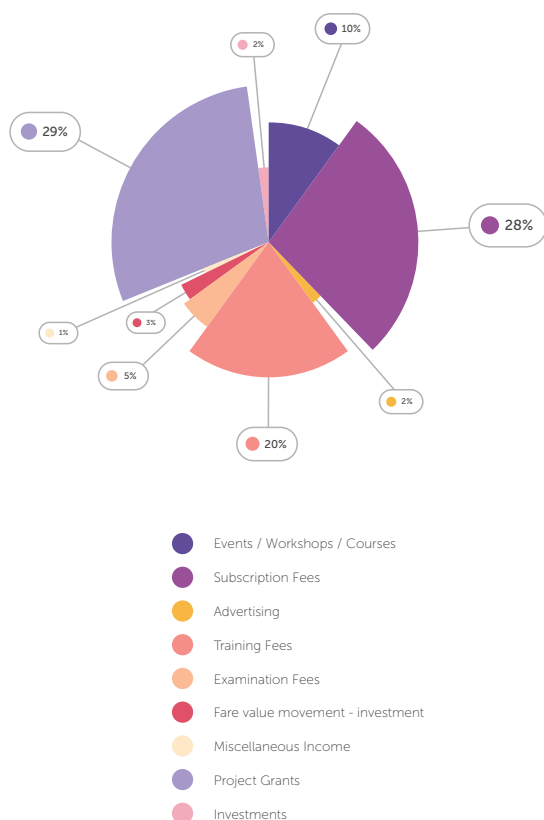
Operating expenses increased by 24% to \$29.1M (2022: \$23.5M):

- Employee benefits expenses increased by 11% to \$14.5M (2022: \$13.1M).
- Depreciation and amortisation expense increased by 17.5% to \$1.28M (2022: \$1.09M).

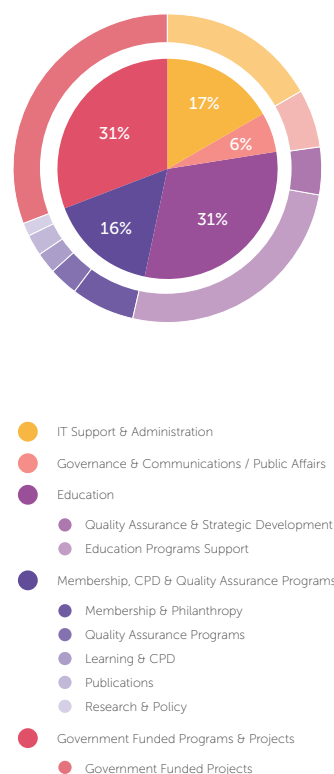
- Travel and accommodation expenses were increased to \$1.65M as travel resumed post pandemic (2022: \$440K).
- Occupancy expense was decreased by 17% to \$758K (2022: \$913K).

The College continues to actively participate in the Commonwealth funded Specialist Training Program (STP) and relevant support projects and educational activities.

Income Sources from College Activities



College Activities Expenditure



Summary of Statement of Financial Position

As at 30 June 2023

The College's financial position is sound with the net assets increased by 6.6% to \$44.63M at the end of the financial year (2022: \$41.8M).

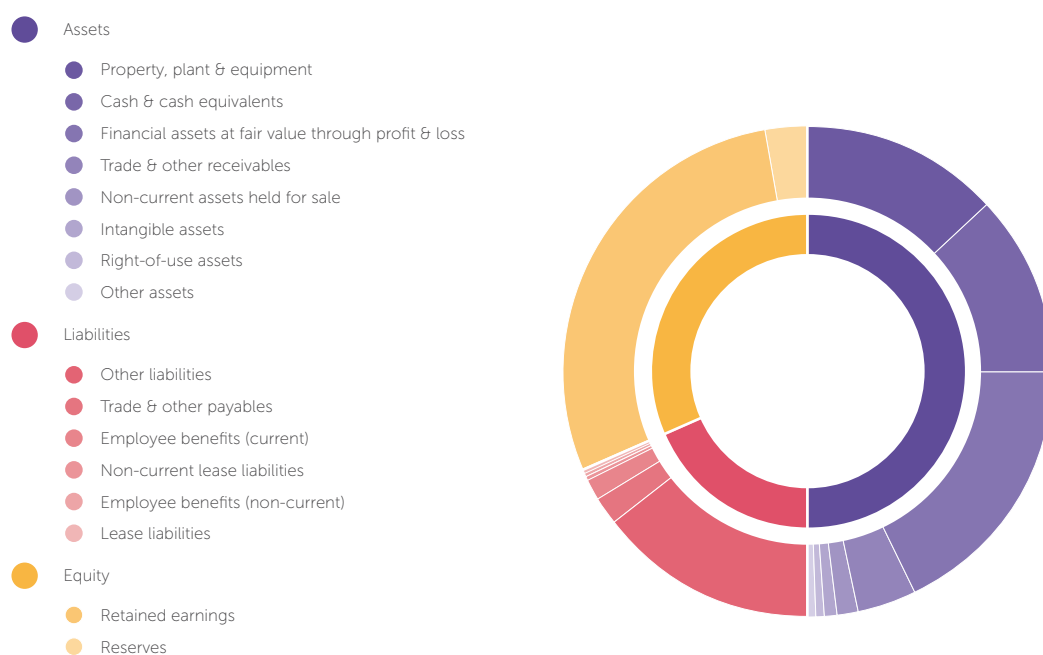
Total assets increased by \$4.4M (6.7%) to \$70.55M (2022: \$66.1M) mainly due to property revaluation and increase in financial asset fair value.

Cash and cash equivalents increased by \$747K (4.2%) to \$18.5M (2022: \$17.7M). Financial assets at its fair value increased by \$1.2M (7.8%) to \$16.8M due to positive market movement.

Total liability increased by \$1.6M (6.8%) to \$25.9M (2022: \$24.2M) mainly due to additional external funding received

in unearned revenue. Reserve slightly increased to \$3.8M (2022: \$3.5M) 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 2023

| | Note | 2023 (\$) | 2022 (\$) |
|---|------|------------------|--------------------|
| Revenue and other income | 4 | 31,851,402 | 24,339,859 |
| Employee benefits expense | | (14,521,368) | (13,085,685) |
| Depreciation and amortisation expense | | (1,285,865) | (1,094,612) |
| Member services expense | | (8,540,760) | (5,974,863) |
| Travel and accommodation expense | | (1,651,476) | (440,651) |
| Occupancy expense | | (758,455) | (913,146) |
| Other expenses | | (2,599,482) | (2,040,171) |
| Finance expenses | 5 | (66,257) | (6,530) |
| Loss on revaluation of freehold land and buildings | 10 | 330,000 | (2,492,651) |
| Surplus/(deficit) for the year | | 2,757,739 | (1,708,450) |
| Other comprehensive income | | | |
| Items that will be reclassified to profit or loss | | | |
| Exchange differences on translation of foreign operations | | 16,688 | (42,133) |
| Other comprehensive income for the year | | 16,688 | (42,133) |
| Total comprehensive income for the year | | 2,774,427 | (1,750,583) |

Statement of Financial Position

As At 30 June 2023

| Assets | Note | 2023 (\$) | 2022 (\$) |
|--|------|-------------------|-------------------|
| Current assets | | | |
| Cash and cash equivalents | 6 | 18,509,413 | 17,762,343 |
| Trade and other receivables | 7 | 5,523,541 | 3,890,165 |
| Non-current assets held for sale | 8 | 2,200,000 | 385,000 |
| Other assets | 12 | 425,307 | 359,702 |
| Total current assets | | 26,658,261 | 22,397,210 |
| Non-current assets | | | |
| Financial assets at fair value through profit and loss | 9 | 16,774,650 | 15,560,662 |
| Property, plant and equipment | 10 | 25,173,949 | 26,925,124 |
| Intangible assets | 11 | 1,171,443 | 856,623 |
| Right-of-use assets | 13 | 773,047 | 376,655 |
| Total non-current assets | | 43,893,089 | 43,719,064 |
| Total assets | | 70,551,350 | 66,116,274 |
| Liabilities | | | |
| Current liabilities | | | |
| Lease liabilities | 13 | 160,837 | 172,232 |
| Trade and other payables | 14 | 2,737,750 | 2,311,883 |
| Other liabilities | 15 | 20,215,334 | 19,437,914 |
| Employee benefits | 16 | 1,901,667 | 1,944,109 |
| Total current liabilities | | 25,015,588 | 23,866,138 |
| Non-current liabilities | | | |
| Non-current lease liabilities | 13 | 638,414 | 214,344 |
| Employee benefits | 16 | 265,233 | 178,104 |
| Total non-current liabilities | | 903,647 | 392,448 |
| Total liabilities | | 25,919,235 | 24,258,586 |
| Net assets | | 44,632,115 | 41,857,688 |
| Equity | | | |
| Reserves | | 3,752,592 | 3,567,656 |
| Retained earnings | | 40,879,523 | 38,290,032 |
| | | 44,632,115 | 41,857,688 |
| Total equity | | 44,632,115 | 41,857,688 |

A photograph of a man with short brown hair and glasses, wearing a blue graduation gown with gold trim. He is looking down at a diploma he is holding. The background is blurred, showing other people in similar attire. The image is framed by large, overlapping grey and white geometric shapes.

Acknowledgements

New Fellows



Dr Ayesha Akhter

Dr Yousif Alyousif

Dr Akwasi Amoako

Dr Kate Andrewartha

Dr Rachel Annetta

Dr Uma Mahesha Arava

Dr James Aridas

Dr Amin Bahabri

Dr Ajita Basu

Dr Aparna Basu

Dr Zain Battikhi

Dr Alice Bellingham

Dr Victoria Bennett

Dr Marilyn Boo

Dr James Brown

Dr Rita Caldas

Dr Paul Canning

Dr Alexandra Carey

Dr Elise Coghill

Dr Johanna Coolen

Dr Sean Copson

Dr Ryan Cranney

Dr Tom Jan De Greve

Dr Marina Demyanenko

Dr Ashmita Desai

Dr Isabela dos Anjos Siqueira

Dr Michelle Dunn

Dr Liam Dunn

Dr Rituparna Dutta

Dr Ashley Eastwood

Dr Laura Edwards

Dr Vanessa El-Achi

Dr Soheil Farnaghi

Dr Waduge Dhanushi Fernando

Dr Emily Fiske

Dr Leo Fogarty

Dr Alexandra Frain

Dr Tina Gai

Dr Rowena Garner

Dr Shruti Gaur

Dr Laura Gerhardy

Dr Leah Grace

Dr Kathryn Grant

Dr Sandhya Gupta

Dr Rani Haj Yahya

Dr Rashida Hakeem

Dr Julia Harding

Dr Rhiannon Heading

Dr Samir Henalla

Dr Jeh Wen Ho

Dr Hillary Hu

Dr Nicole Inglis

Dr Galabadage Jayasinghe

Dr Suresh John

Dr Farmey Joseph

Dr Ekaterina Jovic

Dr Sajith Kodithuwakku Arachchilage

Dr Daniel Lantsberg

Dr Sebastian Leathersich

Dr Maree Lee

New Fellows (cont.)



Dr Rilka Lee

Dr Angela Lin

Dr Sue Ann Loh

Dr Tarana Lucky

Dr Nicla Lui

Dr Rebecca Mackenzie-Proctor

Dr Rebecca Maddox

Dr Kieran McCaffrey

Dr Sarah McConnell

Dr Rebecca McDonald

Dr Anna McInnes

Dr Heather McKay

Dr James McLaren

Dr Helen McNamara

Dr Dionne Mills-Sillik

Dr Sarah Mitchell

Dr Kate Morris

Dr Yael Naaman

Dr Zohaib Nawaz

Dr Kate Needham

Dr Kimberley Norton-Old

Dr Anne O'Connor

Dr Lisa Packard

Dr Pathirajage Pathiraja

Dr Olivia Payne

Dr Luiza Peculis

Dr Nancy Peters

Dr Alana Pountney

Dr Sujata Pradhan

Dr Sunita Puran Singh

Dr Samuel Purcell

Dr Inge Putri

Dr Maria Rizzuto

Dr Danielle Robson

Dr Emily Roman

Dr Sylvia Ross

Dr Bethany Sampson

Dr Catherine Schepisi

Dr Emma Seed

Dr Aiat Shamsa

Dr Duncan Shannon

Dr Stephanie Sii

Dr Benjamin Stephens

Dr Katherine Stewart

Dr Madeleine Stringer

Dr Nishamini Subramaniam

Dr Pongsarat Sukjit

Dr Phoebe Swan

Dr Dhivya Thangavel

Dr Geetika Trivedi

Dr Tamara Turnbull

Dr Cansu Uzuner

Dr Bryony van Santen

Dr Danica Vress

Dr Ramy Wahba

Dr Kanchana Wansapura

Dr Madeleine Ward

Dr Helen Winrow

Dr Avelyn Wong

Dr Shui-Jean Yap

Elevated Subspecialists



Gynaecological Oncology (CGO)

Dr Nicole Krzys

Dr Rhett Morton



Maternal Fetal Medicine (CMFM)

Dr Alexa Bendall

Dr Elisha Broom

Dr Olivia Byrnes

Dr Lisa Dawes

Dr David Mackin



Obstetrical and Gynaecological Ultrasound (COGU)

Dr Ahmed Al-Amin



Reproductive Endocrinology and Infertility (CREI)

Dr Sameer Jatkar

Dr Violet Kieu

Dr Victoria Nisenblat



Urogynaecology (CU)

Dr Stefaan Pacquee

Dr Danielle Paterson

Dr Nevine Te West



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