

INTRODUCTION

Breast Surgeons of Australia and New Zealand (BreastSurgANZ) is the peak professional body representing surgeons who manage benign and malignant breast disease in Australia and Aotearoa New Zealand. Our members provide care for men and women diagnosed with early breast cancer across both countries.

We are committed to a patient-centered, evidence-based approach that delivers the highest quality breast care from screening and diagnosis, to treatment, prevention, and the identification of genetic risk.

Our mission is to reduce the impact of breast disease in Australia and New Zealand by setting and advancing standards in breast surgery. We achieve this through specialist training and education, clinical audit, research, and the development of best-practice guidelines.

1. LEVELS OF MEMBERSHIP

There are currently five categories of Membership to Breast Surgeons of Australia and New Zealand (BreastSurgANZ).

1. Full Membership
2. Associate Membership
3. Specialist Training Membership
4. Affiliate (non-operative) Membership
5. Honorary Membership

2. DEFINITIONS

BreastSurgANZ	Breast Surgeons of Australia and New Zealand Inc. (the Society)
BQA	Breast Quality Audit
Committee	BreastSurgANZ Membership Committee
Council	BreastSurgANZ Council
PFT	Post Fellowship Trainee

3. APPLICATION PROCESS AND SELECTION CRITERIA

All surgeons applying for Membership of BreastSurgANZ are required to complete the BreastSurgANZ Application for Membership form including submission of all specified supporting documentation.

A copy of the BreastSurgANZ Membership Application form is available for download from the BreastSurgANZ website.

Any decisions of the BreastSurgANZ Membership Committee are referred to the BreastSurgANZ Council for ratification.

4. BREAST QUALITY AUDIT (BQA)

The BQA collects data on the surgical care of early and local advanced breast cancer. The database currently contains over 300,000 episodes of breast cancer, with over 350 member surgeons contributing data each year. The audit has been developed to improve and maintain the highest quality of breast cancer care by surgeons for patients with early breast cancer in Australia and Aotearoa New Zealand.

Members are requested to submit all cases of breast cancer treated annually to the audit (irrespective of practice location) and to ensure that all data points are fully and carefully completed for every case submitted.

BQA data is assessed against 13 Key Performance Indicators (KPIs) to ensure adherence to expected breast cancer surgical standards. Assessment of performance against the established KPIs provides member surgeons with a self-audit tool to monitor their own surgical practice against both the KPIs and their peer group.

BreastSurgANZ engages the Royal Australasian College of Surgeons to manage and administer BQA operations on the Society's behalf. Day to day enquiries pertaining to audit access and case contribution should be directed to the audit team at breast.audit@surgeons.org.

Qualified Privilege

Aspects of the functions within the audit have been declared in Australia as Quality Assurance Activities under the Health Insurance Act 1973 (Commonwealth) and in Aotearoa New Zealand as Protected Quality Assurance Activities under the Health Practitioners Competence Assurance Act 2003.

As a result of these declarations, the data that becomes available as a result of the prescribed activity cannot be disclosed (in reports or publications) outside of that activity in a manner that identifies a person. The confidentiality of the information received is protected accordingly and high-level data security procedures are maintained. This protection facilitates the submission of data to the audit by BreastSurgANZ members.

BQA data is also used for research purposes by both BreastSurgANZ members and non-members.

Participation in the BQA

Participation in and engagement with the audit is a fundamental requirement of membership with BreastSurgANZ. Upon approval of Full or Associate membership, members are issued a secure BQA login to access the online data entry portal, which provides:

- a) an instant summary of breast cancer cases, treatments, and performance against BQA KPIs;
- b) the ability to export all cases to Microsoft Excel for personal analysis; and
- c) peer benchmarking, with BQA staff available to assist in data analysis.

Key performance clinical indicators are reviewed by the BreastSurgANZ Council, based on recommendations from the BQA Committee.

Failure to meet the required annual BQA case submission target may result in a change to membership category.

BQA participation runs from April to April each year. At the completion of each annual audit cycle, non-compliant members will receive up to three reminders from the BQA audit team to submit outstanding cases. Continued non-compliance will be reported to BreastSurgANZ for follow-up and may result in a recommendation to change membership status.

Extensions for annual case submission deadlines may be requested

No exemptions to BQA participation will be granted to Full or Associate member on a permanent basis. Temporary exemptions to BQA participation may be requested where a member is on extended leave of absence due to illness or other extenuating circumstances. All temporary exemptions to BQA participation must be emailed in the first instance to breast.audit@breastsurganz.org.

Annual member reports

Each year, Full and Associate members will receive a BQA report detailing participation compliance and summarising performance against key performance indicators (KPIs).

5. FULL MEMBERSHIP

Full members of BreastSurgANZ are surgeons who have subspecialty experience and expertise in breast surgery together with training and experience in the contemporary management of breast cancer patients. All BreastSurgANZ Full members must be actively involved in breast surgical clinical practice.

It is expected that BreastSurgANZ Full members will:

- a) deliver-evidence-based quality breast cancer care through multidisciplinary teams.
- b) attend at least one (1) breast focused scientific meeting every year.
- c) contribute to and maintain Full member annual BQA participation requirements
- d) demonstrate participation in their national breast screening program (where possible to do so).
- e) enroll patients in clinical trials (where possible to do so)
- f) facilitate patients' access to breast reconstruction (where possible to do so)

Awarding of Full Membership

Full membership will only be granted to applicants who have:

- a) Successfully completed the BreastSurgANZ two -year Post Fellowship Training (PFT) Program in breast surgery, or an approved equivalent international breast PFT Program in breast surgery. Evidence of successful completion of an equivalent post fellowship breast, breast/endocrine training program may be requested.

It would be expected that as part of an equivalent post fellowship breast training program, the applicant will have spent a minimum of two years in a Breast and/or Breast/Endocrine Unit(s). Evidence of the types of operations completed, and the level of training and supervision provided may also be requested.

- b) Evidence of full training and practice in breast surgery in another jurisdiction e.g. international senior breast surgeon relocating to Australia or Aotearoa New Zealand.
- c) Evidence of training and breast surgical practice in Australia and/or Aotearoa New Zealand for a minimum of 5 years at consultant level
- d) Successful completion of the transitional pathway from Associate to Full membership as detailed in section 10 of this policy.

All applicants for Full Membership of BreastSurgANZ must have:

- a) Registration as a specialist in the Member's health jurisdiction.
- b) Hold General Surgery Fellowship of the Royal Australasian College of Surgeons (FRACS) or recognised equivalent.

Requirements of Full Membership

Full membership with the Society requires a member to:

- a) Maintain registration as a specialist in the Member's health jurisdiction
- b) Hold valid General Surgery Fellowship of the Royal Australasian College of Surgeons (FRACS) or recognised equivalent.
- c) Submit a minimum of **25** breast cancer cases per annum (pro-rated where Membership has been for less than a full financial year) to the BQA. Participation in the audit is a requirement of Full membership with BreastSurgANZ.

The BreastSurgANZ Breast Quality Audit is a recognised audit activity in the RACS' Continuing Professional Development Program. The Audit is endorsed by Cancer Australia and the Breast Cancer Network Australia (BCNA) who both recommend the audit as resource for patients choosing a surgeon

- d) Ensure prompt payment of annual membership subscriptions. As per the BreastSurgANZ Constitution, membership may be suspended following 12 months of non-payment of fees and terminated following 18 months of non-payment of fees.

- e) Provide, if requested, evidence of Continuing Medical Education in breast disease, including attending at least one national/international breast specific meeting every year.
- f) Maintain RACS Continuing Professional Development (CPD).
- g) Provide, if requested, an annual declaration of compliance with membership requirements in a format to be determined by the BreastSurgANZ Council.

These requirements are assessed and approved by the BreastSurgANZ Membership Committee and Council from time to time.

Applying for Full Membership

Applicants for Full membership must submit the following documentation for assessment:

- a) Completed BreastSurgANZ Membership Application form.
- b) Written letters of recommendation from two (2) Full financial BreastSurgANZ members. A financial member of BreastSurgANZ is a member who has no outstanding membership fees at the time of submitting the reference.
- c) Current CV
- d) Completed BreastSurgANZ Logbook summary of breast practice for previous two years
- e) Evidence of continuing Medical Education in the surgical management of breast disease, including evidence of attendance at, at least one breast focused scientific meetings per year for the past three years.
- f) Statement of current breast practice (should include details pertaining to breadth, scope and length of current practice, including involvement in MDM, BreastScreen, clinical trials and research).

Membership applications are assessed by the BreastSurgANZ Membership Committee who operate in accordance with the BreastSurgANZ Membership Committee Terms of Reference (TOR), as approved by Council.

Full Member Benefits

Please refer Appendix A

6. ASSOCIATE MEMBERSHIP

Associate membership is appropriate for surgeons who have a sub-specialty interest in breast surgery but who do not currently meet the requirements of Full membership. All BreastSurgANZ Associate members must be actively involved in breast surgery clinical practice.

Associate membership can be awarded to Fellows who are unable to complete two years of post-fellowship training, a recently appointed Fellow who is building their breast surgical practice or a rural/regional surgeon who is the breast specialist in the region within which they work but are unable to meet the BQA requirements for Full membership. Alternatively, Associate membership may also be considered for existing member surgeons who are reducing their breast surgical practice after a period as a Full member but who wish to continue to contribute to the BQA.

Associate Membership **is a transitional pathway** (if desired by the member) to Full membership with the Society.

It is expected that BreastSurgANZ Associate members will:

- a) deliver-evidence-based quality breast cancer care through multidisciplinary teams.
- b) attend at least one (1) breast focused scientific meeting every two (2) years.
- c) contribute to and maintain Full member annual BQA participation requirements

- d) demonstrate participation in their national breast screening program (where possible to do so).
- e) enrol patients in clinical trials (where possible to do so)
- f) facilitate patients' access to breast reconstruction (where possible to do so)

Awarding of Associate Membership

Associate membership will be awarded to applicants who do not currently meet the requirements of Full membership. Applicants for Associate membership must:

- a) hold registration as a specialist in the Member's health jurisdiction,
- b) Hold General Surgery Fellowship of the Royal Australasian College of Surgeons (FRACS) or recognised equivalent.
- c) Provide evidence of active breast surgery practice.

Requirements of Associate Membership

Associate membership with the Society requires a member to maintain:

- a) Registration as a specialist in the Member's health jurisdiction.
- b) Hold valid General Surgery Fellowship of the Royal Australasian College of Surgeons (FRACS) or recognised equivalent.
- c) Demonstrate full involvement in and compliance with the BreastSurgANZ Quality Audit (BQA), a quality assurance activity for BreastSurgANZ Associate and Full member surgeons who treat breast cancer. Participation in the audit is a requirement of Full Membership and is a recognised audit activity in the RACS' Continuing Professional Development Program. The Audit is endorsed by Cancer Australia and the Breast Cancer Network Australia (BCNA) who both recommend the audit as resource for patients choosing a surgeon.
- d) Submit a minimum of **10** breast cancer cases per annum (pro-rated where Membership has been for less than a full financial year) to the BQA. Participation in the audit is a requirement of Full membership with BreastSurgANZ.
The BreastSurgANZ Breast Quality Audit is a recognised audit activity in the RACS' Continuing Professional Development Program. The Audit is endorsed by Cancer Australia and the Breast Cancer Network Australia (BCNA) who both recommend the audit as resource for patients choosing a surgeon
- e) Ensure prompt payment of annual membership subscriptions. As per the BreastSurgANZ Constitution, membership may be suspended following 12 months of non-payment of fees and terminated following 18 months of non-payment of fees.
- f) Provide, if requested, evidence of Continuing Medical Education in breast disease, including attending at least one national/international breast specific meeting every two (2) years.
- g) Maintain RACS Continuing Professional Development (CPD).
- h) Provide, if requested, an annual declaration of compliance with membership requirements in a format to be determined by the BreastSurgANZ Council.

These requirements are assessed and approved by the BreastSurgANZ Membership Committee and Council from time to time.

Applying for Associate Membership

Applicants for Associate membership must submit the following:

- a) Completed BreastSurgANZ Membership Application form.

- b) Written letters of recommendation from two (2) Full financial BreastSurgANZ members. A financial member of BreastSurgANZ is a member who has no outstanding membership fees at the time of submitting the reference.
- c) Current CV
- d) Completed BreastSurgANZ Logbook summary of breast practice for previous 12 months.
- e) Evidence of continuing Medical Education in the surgical management of breast disease, including evidence of attendance at, at least one breast focused scientific meetings in the past two years.
- f) Statement of current breast practice (should include details pertaining to breadth, scope and length of current practice, including involvement in MDM, BreastScreen, clinical trials and research).

Associate Member benefits

Please refer Appendix A

7. SPECIALIST TRAINING MEMBERSHIP

Specialist Training Membership is awarded to Fellows who are undertaking the BreastSurgANZ Post Fellowship Training (PFT) Program in breast surgery. To maintain Specialist Training Membership trainees must comply with the requirements of the PFT Program as set out in the BreastSurgANZ PFT Program Handbook.

Full Membership is awarded to Fellows upon successful completion of the BreastSurgANZ Post Fellowship Training Program and following endorsement of the Post Fellowship Training Committee, Membership Committees and BreastSurgANZ Council.

Fellows who do not successfully complete the entire two-year BreastSurgANZ PFT program will not be approved for Full Membership but can instead, apply for Associate Membership with the Society.

Submission of cases to the BQA is not a requirement of Specialist Training Membership.

All Specialist Training members must maintain:

- a) Registration as a specialist in the Member's health jurisdiction, and
- b) General Surgery Fellowship of the Royal Australasian College of Surgeons (FRACS) or recognised equivalent.

Applications for the Post Fellowship Training Program are managed via the annual PFT Program selection process as detailed in the BreastSurgANZ PFT Program Selection Policy.

8. AFFILIATE (non-operative) MEMBERSHIP

The Affiliate (non-operative) category of membership is for members retiring from, ceasing or taking a sabbatical from clinical practice to undertake research or administrative work but who wish to remain connected to the Society.

This category of membership is also available to overseas breast surgeons not eligible to contribute to the BQA.

Affiliate (non-operative) members do not contribute to the BQA. Access to the audit can be facilitated for previous Full or Associate members wanting to retain access to their data.

BreastSurgANZ must be advised of any request to continue to access BQA data otherwise member BQA accounts will be closed.

Applying for Affiliate (non-operative) Membership

Applicants for Associate membership must submit the following:

- a) Completed BreastSurgANZ Membership Application form
- b) Current CV

Affiliate Member benefits

Refer Appendix A

9. HONORARY MEMBERSHIP

Honorary membership is bestowed on those individuals who are deemed to have made extra-ordinary contributions to their field and are nominated by any financial Full Member, including any Council Member.

Honorary Membership of BreastSurgANZ is awarded at the discretion of Council and ratified at the BreastSurgANZ Annual General Meeting (AGM).

Honorary Members of BreastSurgANZ are not required to pay annual membership fees.

10. TRANSITIONING FROM ASSOCIATE TO FULL MEMBERSHIP

Associate Membership is a transitional, alternative pathway to Full membership with the Society. It is also a category of membership available for Full members who are reducing their breast surgery practice who still wish to contribute to the BQA.

To progress to Full membership, Associate members must have held Associate membership for a minimum period of five (5) years, excluding sick leave and maternity leave prior to an application for Full Membership being made.

Associate Members wishing to apply for Full Membership must:

- (i) complete the BreastSurgANZ Membership Application Form
- (ii) provide two (2) written references from Full, financial Members of BreastSurgANZ. References must provide reasons for recommendation of Full membership including a statement demonstrating knowledge of the applicant's current breast surgery practice.
- (iii) provide a Logbook of breast surgical practice for the two years prior to an application for Full membership being made.
- (iv) have submitted a **minimum of 25 cases** to the BQA for the two (2) years immediately prior to an application for Full Membership being made.
- (v) show evidence of attendance at a minimum of three (3) national and/or international breast scientific meetings during the five-year transitional period.
- (vi) show evidence of successful completion of the BreastSurgANZ Oncoplastic Breast Surgery Level 1 and Level 2 workshops or recognised equivalent.
- (vii) confirm participation in BreastSurgANZ educational opportunities including Journal Club attendance and/or educational webinars.

If requested by an Associate member the Membership Committee will review Associate member progress at the completion of two years as an Associate member to assist with progression to Full membership.

If requested by an Associate Member, the Society will, where possible or feasible, facilitate engagement with a BreastSurgANZ member mentor for the duration of the transitional period.

11. MEMBERSHIP SUBSCRIPTIONS

The BreastSurgANZ Council sets the annual membership subscription fees. Membership subscription fees will be increased annually by a minimum amount equal to CPI.

Following approval of membership, the new member will be required to pay the appropriate Membership subscription in full or pro-rated where the new member is commencing during a membership year.

Membership is not confirmed until payment of the Membership subscription has been received.

Membership fees are reviewed annually. As at 1 July 2025 membership subscription fees are as follows:

Full Membership	\$880 (inc. GST)
Associate Membership	\$660 (inc. GST)
Specialist Training Fee	\$275 (inc. GST)
Affiliate (non-operative)	\$440 (inc. GST)

Membership fees cover a 12-month period from 1 July to 30 June.

The Society keeps and retains such accounting records as are necessary to correctly record and explain the financial transaction and financial position of the Society.

Failure to pay Memberships may result in suspension of Membership. Membership will be reinstated at upon payment of all arrears. Where membership has terminated due to a formal

12. LEAVE

BreastSurgANZ members on maternity, paternity, sick, or compassionate leave may be eligible for a reduction in their annual membership subscription fees. Applications must be submitted in writing to admin@breastsurganz.org and include appropriate documentation for extended leave periods.

Members seeking an exemption from BQA participation requirements during such leave must email breast.audit@surgeons.org. The request must specify the reason for and duration of the exemption, which is subject to BreastSurgANZ approval.

13. CHANGES TO FULL & ASSOCIATE MEMBERSHIP

Full and Associate members who do not meet the requirements of their membership category within two (2) years of commencement may have their status changed to the appropriate category until all requirements are met. Membership fees will be adjusted accordingly at the time of the next renewal.

14. CEASSATION OF MEMBERSHIP

- a) Members may resign at any time by writing to the BreastSurgANZ Chief Executive Officer (CEO). Unless in the case of extenuating or exceptional circumstances Membership fees will not be refunded. Refund of Membership fees will be at the full discretion of the BreastSurgANZ Council. A resigning Member will be liable for any outstanding Membership fees which may be recovered as a debt to the society.
- b) If a Member ceases to be a registered medical practitioner, their Membership of the Society will be terminated.
- c) Members may be suspended and/or expelled from the Society if they are suspended and/or expelled from Fellowship of the Royal Australasian College of Surgeons (RACS) for behaviour which compromises the aims or reputation of the Society, including failure to maintain appropriate surgical standards.

- d) Members may be suspended from the Society if they fail to comply with the requirements of Full Membership including the requirements for the BQA. Where a Full Member cannot comply with the requirement to submit a minimum of 25 cases of breast cancer per year, they should apply in writing to the Breast Quality Audit team clearly stating the reasons for non-compliance. The outcome of such matters will be determined at the discretion of the BreastSurgANZ Council.
- e) Membership will be suspended if Membership fees remain unpaid for 12 months from the due date. Membership will be terminated if Membership fees remain unpaid for 18 months from the due date.
- f) Members may be suspended and/or expelled from the Society if they will refuse or neglect to comply with the provision of the Society's Articles of Association.

- g) Members may be suspended and/or expelled from the Society if they are found guilty of any conduct which in the opinion of Council is prejudicial to the interest of the Society. Council shall have the power, in its absolute discretion, by a vote of two-thirds of Councillors, present and voting, to expel the Member from the Society and Council's decision shall be final and conclusive and binding on the Member and shall not be subject to any challenge whatsoever. Notice of Council's decision shall be given to the expelled Member.

15. RIGHTS TO APPEAL CHANGE OR CESSATION MEMBERSHIP

A Member is entitled to appeal the termination of their Membership. The process of appeal and the rights of the appellant will be provided to request.

16. REGISTER OF MEMBERS

A register of all BreastSurgANZ Members must be kept and will contain the contact details including name, address, contact phone number/s, email address, birth date, date Membership commenced, Membership status and if applicable, the date of and reason/s for termination or change of Membership status.

This register is used solely for the purposes of maintaining an accurate record of the BreastSurgANZ Membership and these details are not, at any time, shared with any third party.

17. INFORMATION PRIVACY

The Society complies with Australian National Privacy Principles and Legislation. All Members are encouraged to verify that their personal details are accurate and up-to-date when necessary, via the BreastSurgANZ website.

APPENDIX A

MEMBERSHIP CATEGORIES AND BENEFITS

Membership Category	BQA (cases per annum)	Voting AGM	Committee membership	Council membership	Access to Member's only portal	BSANZ eAlerts & newsletters	Discounted registration BSANZ conferences/ workshops	Use of Full Member Logo	Find A Surgeon Listing	Referee for Membership Application
FULL	25	✓	✓	✓	✓	✓	✓	✓	✓	✓
ASSOCIATE	10	✓	X	X	✓	✓	✓	X	X	✓
SPECIALIST TRAINING	Nil	X	✓	X	✓	✓	✓	X	X	X
AFFILIATE (non-operative)	Nil	X	X	X	✓	✓	✓	X	X	X
HONORARY	Nil	✓	✓	X	✓	✓	✓	✓	✓	✓