



## Skin Health Institute

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LinkedIn: Skin Health Institute

The Skin Health Institute respectfully acknowledges that we work on the traditional land of the Kulin Nation, and we acknowledge the Wurundjeri people who are the traditional custodians of this land.

We pay respect to Elders past, present and those of the future.







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## ABOUT US

Established in 1987 by a visionary group of dermatologists, the Skin Health Institute stands as a one-of-a-kind organisation, excelling in diagnosis, treatment, and patient care. Over time, the Institute has evolved into a centre of excellence in skin health, offering specialised clinical treatments, education, and groundbreaking research for various skin diseases and melanoma and non-melanoma skin cancers that influence clinical practice worldwide.

Dedicated to advancing our three core pillars, we collaborate closely with the Australasian College of Dermatologists to deliver world-class education to medical, nursing, and allied health staff at local, national, and international levels. Yearly, we provide thousands of patient treatments, while our education caters to dermatologists, registrars, healthcare workers, and the public with a focus on improving skin health in the community, targeting chronic skin conditions like eczema and psoriasis.

Our multidisciplinary team, comprising 67 dermatologists, 6 plastic surgeons, and various allied healthcare professionals, fosters a collaborative, integrated approach to excellence in our core areas. Our shared mission is to provide top-tier support and care, and to continually advance dermatological treatments, ultimately promoting skin health and awareness across Australia, fostering a healthier future for skin health worldwide.

## VISION & PURPOSE

Our vision is to be a centre of excellence in skin health and a home for dermatology. We aim to create a lasting impact in skin health through excellence and innovation in treatment, education and research.



## OUR BOARD



**Associate Professor  
Rosemary Nixon AM**  
President



**Dr Edward Upjohn**  
Vice President



**Hamish Walton**  
Board member



**Jim Power**  
Treasurer and Chair  
of Finance, Audit &  
Risk Management  
Committee



**Dr Damien Angus**  
Board Member and  
Chair of Governance  
Committee



**Associate Professor  
Aaron Robinson**  
Board Member



**Dr Jennifer Cahill**  
Board Member



**Associate Professor  
Patrick Mahar OAM**  
Board Member



**Margie Stewart**  
Board Member

### Acknowledgements

We extend our gratitude and appreciation to Associate Professor Alvin Chong, who stepped down from his position in July 2022 and Professor Johannes Kern, who concluded his tenure in November 2022. Both contributed significantly to the growth and success of the Skin Health Institute.

We are also delighted to acknowledge Dr Edward Upjohn, who assumed the role of President-Elect at the 2022 AGM.

# TIMELINE



### FEBRUARY 2023

SHI commenced the first MOHS ACD-accredited MOHS fellowship Training Program.

### FEBRUARY 2023

We celebrated 30 years of the Occupational Dermatology Clinic.



### MARCH 2023

We launched our redeveloped SHI website. The new website was designed with the user experience in mind and was restructured for ease of navigation. We also introduced a Learning Management System.

### MAY 2023

A new Hidradenitis Suppurativa (HS) Clinic led by Dr Diana Norris was launched



### MARCH 2023

SHI's second successful Pillars of Dermatology Practice Symposium was held.

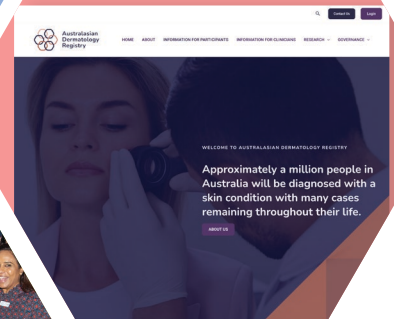


### MAY 2023

We held our inaugural Staff Forum which focused on fostering an environment where collaboration, innovation, excellence, and compassion thrive. We were also fortunate to have Dr Sandro Demaio, CEO of VicHealth join us as a special guest speaker.

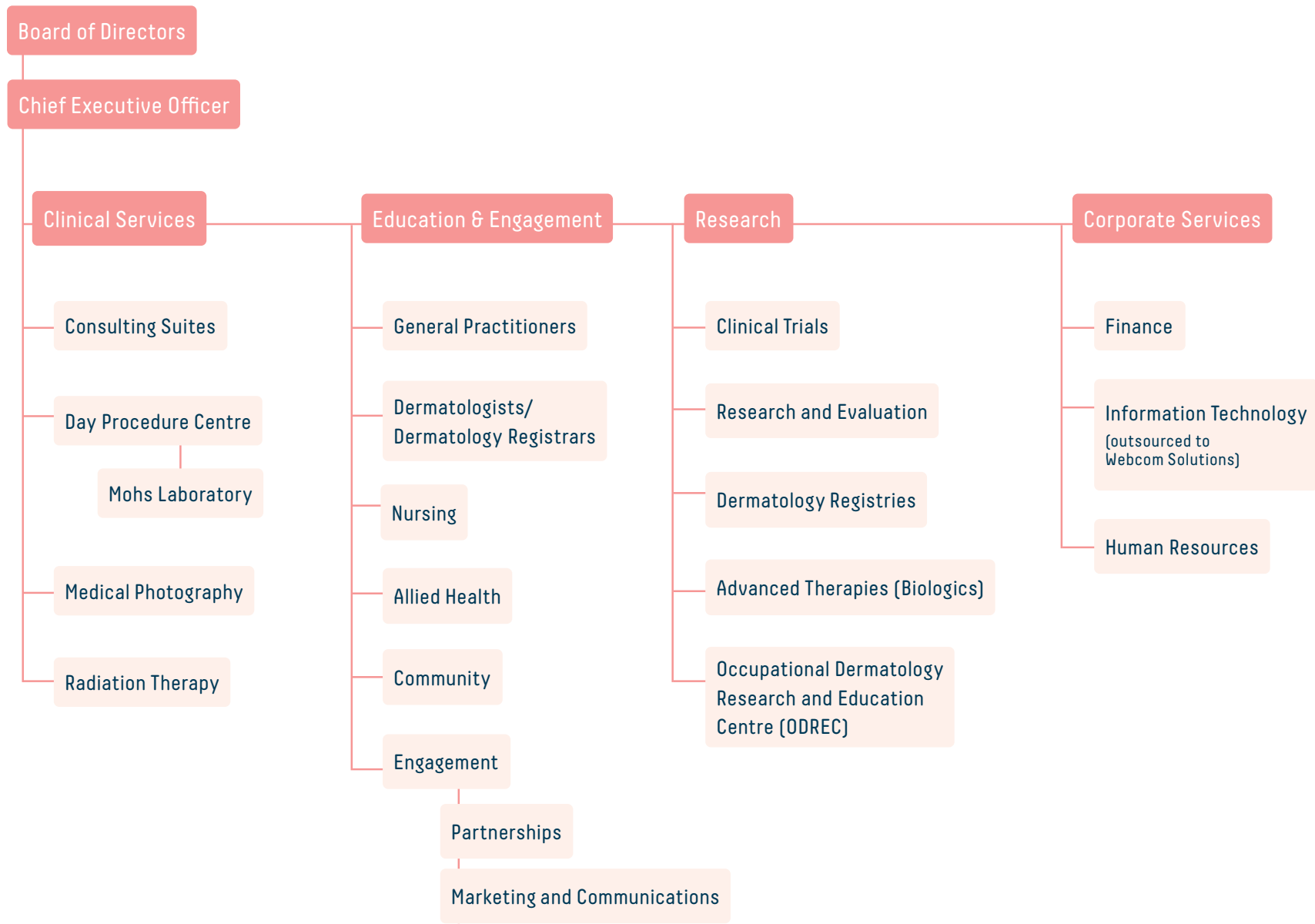
### JUNE 2023 APR › ADR

We launched the Australasian Dermatology Registry, an expansion of the Australasian Psoriasis Registry.





# ORGANISATION CHART



## 2022 — 2023

# OUR IMPACT STORY



Our medical photography team photographed **5,557 patients**



We had **13,210 clinic appointment attendances**



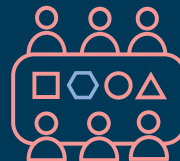
People from **127 countries** listened to the **Spot Diagnosis Podcast**



**2,900 people** attended our education events



Our advanced targeted therapies nurses assisted in the care of **approximately 550 advanced targeted therapies patients**



We successfully enrolled **53 patients** into the **IMAGE study** and **295 patients** into the **ACEMID study**



We treated **2,197 Advanced Surgery and Mohs Surgery patients**



We conducted **25 industry sponsored clinical trials**



We consistently received an average **4.7 out of 5 feedback rating or higher** on all educational events



We had a **60% increase in website subscribers**



## PRESIDENT'S REPORT

### ROSEMARY NIXON

2022-23 was another challenging year for the Institute, as we emerged from the shadow of COVID and commenced a number of strategies to improve SHI's financial performance.

Ms Caroline Mulcahy decided not to renew her position as CEO and finished up in September. The Board appointed a committee to embark on CEO selection, including past Presidents Professor Greg Goodman AM and Dr Mei Tam. Thanks to those who assisted!

Mr David Malone was appointed as our new CEO and commenced in October. David started his professional life as a physiotherapist before working in management and came to us from the Victorian State Department of Health where he had many roles, including leading and managing pathology relationships in the pandemic.

Fortunately, the then Leadership Team of Sarah Chivers, Janice Fernandes, Martina Otten, Magdy Tadros and Lisa Gallo were on hand to help David transition to the new role and to understand the complexities of this unique organisation with its mix of clinical, educational, research and administrative staff. We were thrilled when accreditation of our surgical facilities went smoothly, and after years of the CEO needing to manage human resources, we were delighted to welcome Michelle Murphy as SHI's first HR Manager.



The Board met with several dermatologist members in August 2022 who were understandably concerned about the financial situation of the Institute. The Institute has always operated on slim margins, but another deficit was of great concern with clinical and trials income still being impacted by COVID. Additional savings measures were adopted. In other efforts to increase revenue, a pilot Skin Check program was conducted, however this will require more tweaking to be sustainable. With David's input, the Board implemented a regular communique to members after each Board meeting, to enhance transparency and communication.

In December, the Board implemented a Financial Sustainability Plan. This included broadening the referral base to include general practitioner referrals (where appropriate), increasing theatre utilisation, reviewing clinic profitability, reducing the office space for staff downstairs, improving debtor management and leasing space to long time SHI contributor and plastic surgeon Dr Nigel Mann. Some of our clinics were also opened to children aged 12 or more.

Wonderfully, there are signs that the plan is working with several profitable months from April to June. There have been other highlights in the year too. We held a successful Strategic Planning Day in March led by Mr Darren Scammell of the Finance, Audit and

Risk Management Committee and Board member Dr Damien Angus. We have continued our important partnership with Melbourne Pathology whom we sincerely thank for their assistance and support. We have partnered with Dr Francis Lai, who completed his dermatology training in early 2021, on his new app 'CosMe', which has enabled patients with skin allergies to identify which allergens are present in skincare products. Finally, the Skin Health Institute led the way by holding the first Victorian hybrid dermatology Clinical Meeting for over 3 years.

Associate Professor Patrick Mahar OAM continues in the role of Medical Director and Associate Professor Peter Foley continues to support the Institute in his role as Director of Research as well as hosting and presenting numerous education sessions. Associate Professor Aaron Robinson continues as Director of Education, as well as in his roles as Board Member and Director of Dermatology at the Northern Hospital. He has taken on the role of Victorian Faculty Chair as well! SHI's Spot Diagnosis Podcast, led by Associate Professor Alvin Chong, continues to rate highly.

It has been decided to discontinue the Radiotherapy Clinic led by Dr Michael Webster, after many years. We thank Michael for his stellar service, although he will continue with occasional Grenz cases.

Once again, I would like to thank our Board members for their support, advice and wise counsel, in particular Treasurer Jim Power, Chair of the Finance, Audit and Risk Management Committee and Dr Damien Angus, Chair of the Governance Committee, as well as Margie Stewart, Hamish Walton, Dr Jenny Cahill, A/Prof Aaron Robinson, A/Prof Patrick Mahar OAM, and Dr Edward Upjohn whom we welcomed back to the Board this year. We farewelled Professor Johannes Kern who was appointed Deputy Director at The Alfred Dermatology Unit.

On behalf of the Board, I would like to thank our members, staff, and partners for their efforts and contributions over the last year. In my last Presidential Annual Report after 4 years in the role, I would like to highlight that we are custodians of an important and unique organisation, bequeathed to us by the 36 dermatologists who initially contributed to the establishment of the Skin and Cancer Foundation. It is important that we never forget their collegiality and spirit of generosity. We have been through some testing times, but we will continue to make a real difference to our patients' lives.

**Associate Professor Rosemary Nixon AM**  
BSc (Hons) MBBS, MPH, FACD, FAOEM



## CEO'S REPORT

### DAVID MALONE

The key priorities over the 2022-23 year were relationship building with key stakeholders, restoring the Institute's financial sustainability, and strengthening collaboration across the organisation.

Since commencing as CEO of the Skin Health Institute in October 2022, I've had the pleasure of meeting with (almost all) the consultants practising at SHI, and other SHI members who have made major contributions to our history and legacy. These discussions have been invaluable, and I'd like to sincerely thank all the dermatologists and plastic surgeons who have been so generous with their time and advice.

I'd also like to thank all SHI staff who have been so supportive and patient with my endless queries about the organisation and its operations. SHI is a complex organisation for its size, with a number of moving parts and unique ways of working. While the organisation's turnover is just under \$10m, its revenue is generated across 24 subspecialty clinics, multiple streams of surgery, a large portfolio of sponsored clinical trials, corporate partnerships, registrar training grants, donations, and an extensive education program. Getting up to speed, particularly over the first few months in my role, would not have been possible without the generous support of my colleagues.

2022-23 year was notable for being a year of strategic review of the Institute's operations, with a particular focus on growth strategies to improve financial performance.

The financial challenges facing the Institute over recent years have been the subject of much discussion and scrutiny. Excluding Job Keeper grants during the COVID pandemic and a significant building revaluation,

operating losses over the three financial years to June 2022 amounted to a cumulative deficit in excess of \$2 million. While this challenging financial period was largely due to the impacts of the pandemic, the Institute's financial performance was also impacted by significant increases in the cost base and other factors.

Improving financial performance and securing financial sustainability have been the organisation's primary objectives over the prior year. The Board of Directors has led this effort, approving a Financial Sustainability Plan in early 2023 and providing strong governance oversight of strategies and progress. Key areas of focus have been to increase utilisation of SHI's operating theatres, undertake a strategic review of clinics, implement a GP engagement strategy to increase primary referrals, improve our billing and debtor management, and explore strategic leasing arrangements.

Pleasingly, SHI's financial performance improved markedly over the final quarter of 2022-23. The consecutive months of April, May and June were all profitable, with this being the first quarter in surplus for over two years. This improvement in performance was largely due to increased clinical activity and improved billing practices. The strategic review of SHI's clinics and an uplift in rental income from renegotiated leases (both which commenced in the prior year) will further contribute to SHI's financial performance as we progress into 2023-24. Successfully negotiating a strategic partnership with surgeon Dr Nigel Mann was another highlight, and we were delighted when Dr Mann agreed to relocate his private rooms into SHI's premises effective from August 2023.

The financial result for 2022-23 was a deficit of -\$269k, noting that the Institute had budgeted for a -\$171k deficit in anticipation of a gradual recovery through the post pandemic period. While disappointing to deliver a deficit result, the strong surplus over the final quarter of the financial year provided evidence of

the effectiveness of our strategies to restore financial sustainability. Financial performance over 2022-23 also needs to be assessed in the context of ambitious revenue targets (the budget assumed a 31% increase in clinical services revenue), and the much larger deficit projected at the midpoint of the financial year. If not for the necessary write-off of aged bad debts from previous financial years, and the recognition of a liability incurred a few years ago (previously in the balance sheet), the final result would have been very close to the budget target.

While the sustainability strategies were largely focused on our clinical services division, the Institute's research and education divisions continued to perform well in 2022-23.

A real strength of SHI's research program is the extent to which it encompasses both pharmaceutical-sponsored clinical trials and investigator-led research embedded in the Institute's speciality clinics. This impressive body of research work continued during 2022-23, with new studies commenced or awarded to SHI in areas including psoriasis, vitiligo, contact allergies, alopecia areata, eczema, hidradenitis suppurativa, squamous cell carcinoma, nail surgery, and the impact of tele-dermatology on skin cancer outcomes. Completion of the Australasian Dermatology Registry build was another exciting achievement, which would not have been possible without the generous support of SHI's pharmaceutical partners.

Participant recruitment into research trials continued to be a challenge during the previous year, with declining referrals from dermatologists given the availability of drugs on the PBS. While our research and marketing teams have collaborated effectively to drive patient recruitment through direct marketing, SHI's research program is highly dependent on referrals from dermatologists, and I'd like to take this opportunity to encourage all Institute members to refer patients into SHI trials where appropriate.

SHI's education program continued strongly throughout 2022-23, with over 100 education events delivered for our primary target audiences of dermatologists, registrars, general practitioners, and nurses. The program continued to offer great value, with no attendance fees and all events receiving extremely high participant feedback ratings.

The previous year was also notable for some important investments with an eye to the future. An updated SHI website, incorporating a new Learning Management System (LMS), was successfully launched in March. The new website incorporates an improved patient referral process, extensively updated content, and improved search engine optimisation. The LMS incorporates features to monitor and track participant engagement, and hosts recordings of previous SHI education events. A new quarterly GP Newsletter was also successfully launched during the year, which is helping drive strong month-on-month growth in primary referrals to the Institute.

I would like to thank all SHI staff for their hard work and commitment to the Institute's mission over the previous year. In particular, A/Professors Patrick Mahar OAM, Peter Foley, and Aaron Robinson, for their generous and invaluable contributions as our Medical, Research and Education Directors, respectively. I would also like to express my gratitude to our exclusive Institute Partner, Melbourne Pathology, for their longstanding support of SHI's activities and programs.

Finally, I am very grateful to the SHI Board members for their guidance and contributions over the previous financial year, in particular the generous advice and support provided by A/Professor Rosemary Nixon AM, Chair of the Board.

**David Malone**  
CEO





## EXCELLENCE IN SERVICE DELIVERY & CARE

### ENSURING QUALITY AND SAFETY IN CLINICAL SERVICES

The pursuit of excellence in patient care is paramount, and we are committed to upholding the highest standards of quality and safety. As part of this commitment, we undertook the rigorous process of accreditation under the National Safety and Quality Health Service (NSQHS) Standards and we are proud to state that the Institute successfully achieved accreditation for our Day Procedure Centre.

During the assessment process, the Global Mark assessors were highly impressed with the level of patient care provided by SHI and the interactions observed between our staff and patients. This achievement is a testament to the dedication and hard work of all our staff and clinicians who have consistently upheld the highest standards of patient safety and quality healthcare.

Through the NSQHS accreditation, we have identified areas of strength and opportunities for improvement, and we are actively working to implement best practices and further enhance the quality of our services. Our commitment to ongoing monitoring and evaluation ensures that we remain at the forefront of healthcare and patient safety.

Accreditation will continue to play an integral role in guiding our clinical services, to ensure we deliver the best possible outcomes for our patients while maintaining the highest standards of care. It also serves as recognition of our dedication and sets a benchmark for excellence in dermatological services.

Congratulations to our entire team for their tireless efforts in achieving this outcome. It is through our collective enthusiasm that we continue to uphold our mission of providing the best possible care to our patients and ensuring their safety and wellbeing at every step of their journey with us.

## ADAPTING TO POST-COVID

While navigating the past few years of challenges presented by the pandemic, the Skin Health Institute has remained steadfast in delivering exceptional patient care in the field of dermatology. As we transitioned away from the pandemic, we witnessed impactful changes in both skin health and patient care at the Institute. As access to appointments and treatments gradually improved, we saw a notable shift towards more face-to-face appointments, and an increasing uptake of surgeries throughout 2022-23.

We are thrilled to welcome Dr Nigel Mann, who has chosen the Skin Health Institute as his new professional home and base for his private practice. Bringing his expertise to our facilities, Nigel is now conducting his private surgery list at our premises and providing advanced surgery sessions. To accommodate this exciting addition, our former downstairs office has been transformed into private rooms, currently undergoing refurbishment to ensure optimal patient care.

As part of our commitment to meet increasing surgical demand, we have seamlessly integrated regular private surgical lists into our schedules. Adapting to the changing landscape, our team has been swift in addressing the growing needs of our patients and ensuring best practice patient focused care.

Throughout the last financial year, the Skin Health Institute provided care to 2197 advanced surgery and Mohs surgery patients. On average, we welcomed up to 50 surgical patients and 250 other dermatology patients each week, which demonstrates our goal of meeting patient needs. Our diverse range of treatments includes Mohs surgery, renowned for effectively preserving surrounding tissue while removing skin cancers, as well continuing service provision for patch testing for contact dermatitis. We also continue to offer services including iontophoresis for hyperhidrosis, excimer light therapy for vitiligo patients, and photodynamic therapy.

A key feature of the Institute is our multidisciplinary teams, including Mohs, which foster collaboration between advanced targeted therapies/rheumatology for psoriasis, oral mucosal (with dermatologists and an oral specialist), liaison (including a dermatologist and psychiatrist), and the nail/nail surgery/podiatry team.







## ADVANCING EXCELLENCE IN MOHS SURGERY

At the heart of the Mohs surgery process lies the Mohs laboratory, a specialised facility where tissue samples are processed, analysed, and mapped to ensure complete tumour removal. The Mohs laboratory combines cutting-edge technology with the expertise of highly skilled trained Mohs scientists and specialist Mohs surgeons to deliver accurate and rapid diagnostic results. By utilising cryotomy and when necessary, immunohistochemistry, the laboratory team can promptly evaluate tissue margins, facilitating immediate decision-making regarding the extent of surgical excision.

The success of the Mohs laboratory and surgery team is grounded in its multidisciplinary approach. Mohs surgeons, Mohs scientists, registrars and reconstructive plastic surgeons work collaboratively, employing their collective expertise to provide comprehensive and personalised care to each patient. This integrated approach fosters seamless coordination, resulting in improved patient outcomes and enhanced patient satisfaction.

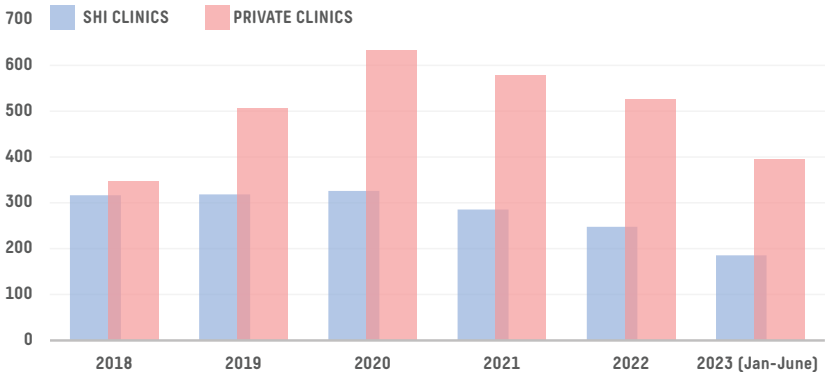
The Mohs laboratory and surgery team has remained at the forefront of technological advancements in dermatologic surgery. The team continually evaluates and incorporates advancing techniques, such as medical imaging, microscopy, and immunohistochemistry, in our laboratory. These innovations not only enhance diagnostic accuracy but also enable the identification of high-risk features, guiding treatment decisions and optimising patient care.

This is the first year Dr Tim Rutherford has introduced the Mohs Training Fellowship, awarded to inaugural Fellow Dr Harini Bala.

Dr Bala has become an integral part of the Mohs team since her 18-month fellowship commenced at SHI in February. She is both contributing to and benefiting from the Institute’s focus on education, research, and training. Dr Bala co-ordinates the internal Mohs histology quality assurance program and the bimonthly Mohs journal club. The fellowship position has allowed the access to Mohs to increase with a resultant increase in caseload seen since the position started.

By nurturing the next generation of Mohs surgeons and fostering a culture of lifelong learning, the Mohs team contributes to the advancement of dermatologic surgery on a national scale.

NUMBER OF MOHS PRIVATE AND SHI SURGERIES





## ENHANCING OUR CLINICAL OFFERING

As we continue to progress away from the financial impacts of COVID-19, the Skin Health Institute has undertaken a thorough review of our clinics. A comprehensive cost-of-business analysis was conducted within the clinical services space, allowing us to identify areas for growth and improvement. In line with our commitment to meeting diverse patient needs, we introduced two new specialised clinics.

We established a monthly Acne Clinic, led by A/Prof Aaron Robinson, open to patients aged 12 and above, to provide tailored management for this common skin condition.

This has been an exceptionally important clinic to provide to the adolescent and young adult population and we have been seeing increased referrals in this space.

Additionally, the newly introduced monthly HS Clinic, led by Dr Diana Norris and supported by the Advanced Targeted Therapies team, offers specialised care for patients dealing with hidradenitis suppurativa.

To ensure optimal resource allocation and maintain our dedication to patient-centric care, we have carefully adjusted the frequency of several clinics based on demand. These strategic enhancements allow us to refine our clinical offerings and ensure we provide valuable services to our patients while addressing their unique skin health concerns.

This year also saw the introduction of the pilot program, 'Skin Checks by Dermatologists', which gives patients the opportunity to book in for a skin check without a referral.

The program has generated a lot of interest with clinic dates regularly booking out. More work is being done to explore how this service could be delivered in a sustainable manner.

## EFFECTIVE CARE COORDINATION

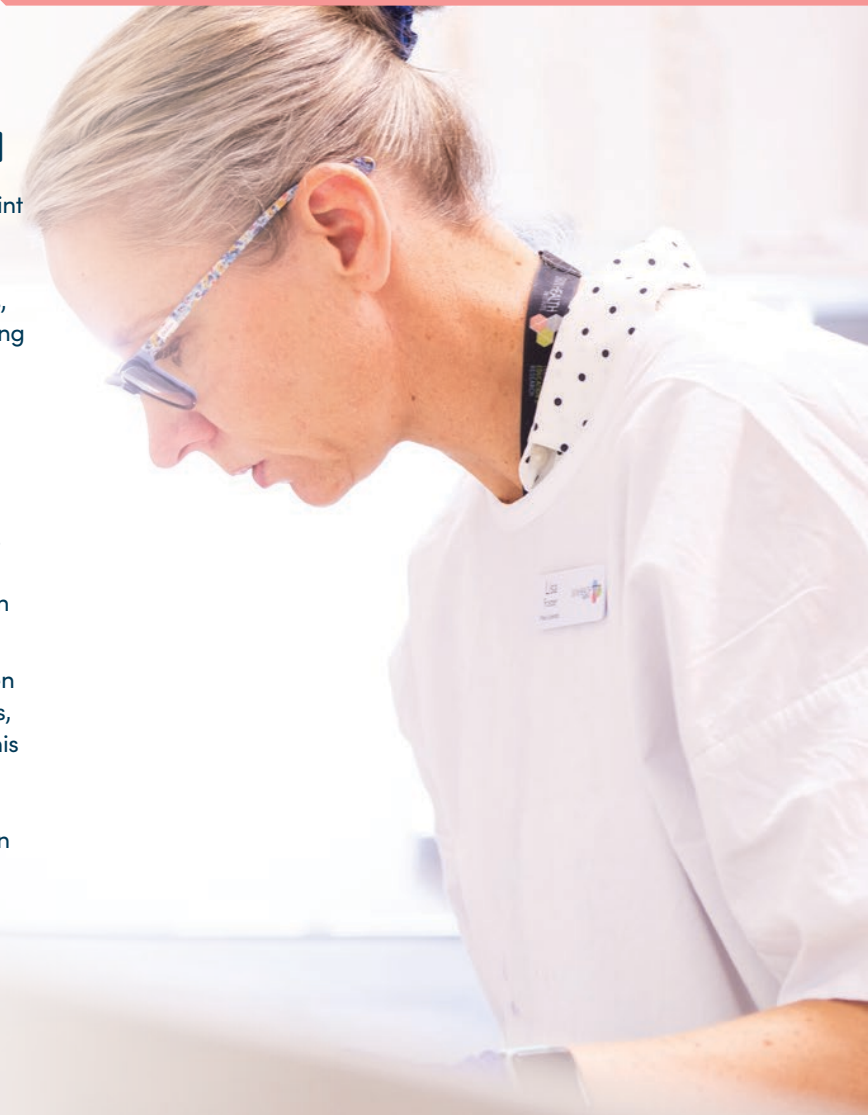
Our Clinical Administration team serves as the first point of contact for patients, delivering unparalleled care coordination and support. They diligently provide a safe environment by administering health attestations, where visitors confirm their adherence to mask-wearing protocols before entering the premises. Managing expectations amidst changing clinic schedules, they guide patients through a smooth and reassuring experience.

The team has adapted to the increasing surgical demand, facilitating more face-to-face appointments and surgery uptake. Their commitment to enhancing our clinical offerings and patient experiences has been instrumental in shaping our success.

We are delighted to share that our efforts to strengthen our clinical administration have yielded positive results, with a pleasingly positive response to recruitment in this essential space. The dedication and expertise of our team continue to elevate the standard of patient care we provide, fostering a culture of excellence at the Skin Health Institute.

"I can't believe how well I was looked after during my surgery."

— SHI PATIENT

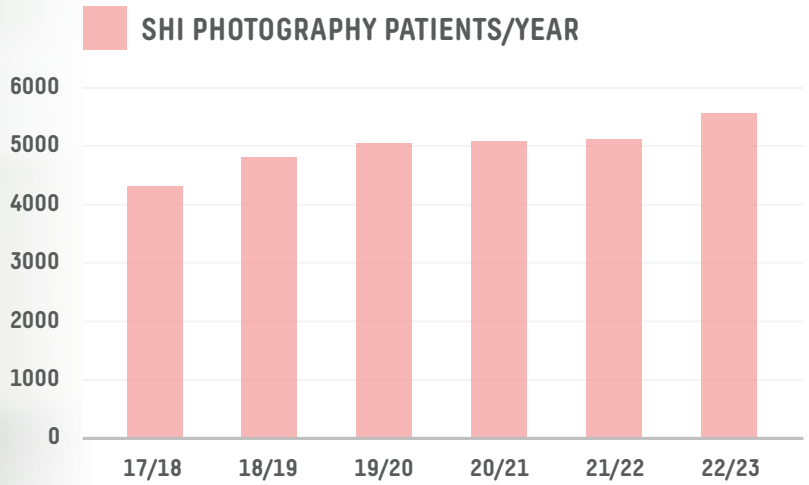




## CAPTURING SKIN HEALTH

Photography is a particularly useful diagnostic tool in dermatology that the Institute continues to utilise. The Medical Photography Team supports clinicians and patients directly with its imaging service, ensuring that it exceeds the industry standard for clinical photography, and priding itself on technical excellence.

The total number of Institute clinical patients photographed this year saw an 8.6% increase from 5116 in the previous year to 5557 in 2022-23.







**"The service provided has been excellent. The surgical team and nurse were outstanding and caring. The explanations were clear and well repeated."**

**— SHI PATIENT**





## PATIENT EXPERIENCE MARTIN'S STORY

Martin King is a child of the 50s and grew up typically Australian. Hot summers spent down at the beach or fishing in a dinghy wearing next to nothing. At that time, there was no such thing as sun protection – sunblock hadn't even been invented yet. "There were no hats, no sunglasses, no sunblock, no shirts, no shoes," says Martin. In fact, the family doctor used to tell his mother to take all the kids clothes off, cover them in olive oil, and send them out in the sun, "we used to just baste and bake in the sun like rotisserie chickens," he remembers.

With Martin's English/Irish heritage, he was a "sitting duck" for skin cancer. He recalls that back in the day sunburn was just a part of life. His sisters used to argue about who was going to peel his skin off. One sister would do his front, the other his back and he would do his nose and ears. It was terrible, but it was life.

There was no such thing as after-sun care, it wasn't even thought of, "I just remember, so many nights going to bed in such agony from such severe burns. My skin was burning and hurting. No wonder my skin now is compromised." With the pain and severity with which Martin describes his burns, and they were in fact second degree burns, it is no wonder that he has sun damaged skin now in his early 70s.

Back then no one said, 'you must wear hats.' When Martin picks his grandchildren up from school, every child in the school has a hat on, "morning tea, lunchtime, after school, they'll walk out with their hats, they're just used to it."

Martin found the Skin Health Institute through his dermatologist, after he identified a spot of concern on the back of his hand. He had been getting flaky skin in that spot and for two years it kept returning. At his appointment, Dr Phillip Bekhor identified a basal cell carcinoma (BCC)

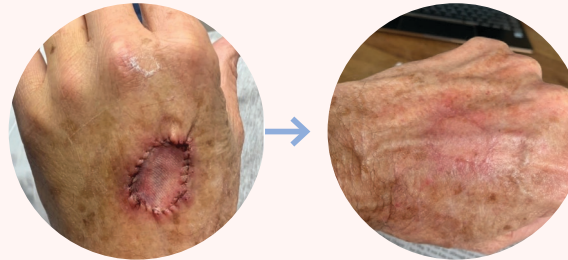


on Martin's forehead and didn't like the look of his hand either. Dr Bekhor operated to remove the BCC with Dr Angela Webb performing the repair procedure. Dr Webb ended up treating Martin's hand as well to remove a squamous cell carcinoma (SCC) and apply a skin graft. Martin notes that he "thought it was just damaged skin or sun damaged skin." When it ended up being squamous skin cancer, he was glad the decision was made to remove it, "otherwise I'd still have it and it'd still be bugging me, and it'd get worse and worse and worse and who knows where it could have ended up."

Of his experience at the Skin Health Institute, Martin felt a lot more comfortable than he thought he'd be. The reception staff were friendly and engaging, while the nurses were supportive before during and after. Martin notes that he's not a good patient, "I don't like pain. The thought of what they were doing to me was just awful. I didn't like it at all, but they made my experience the best it could be."

Martin underwent the Mohs procedure on his forehead, which is a highly technical, micro-surgical technique used to treat skin cancers. Mohs surgery is the most exact and precise method of tumour removal, which offers the highest potential for complete removal of the cancer while sparing the surrounding healthy tissue. He says that during the procedure it was "pretty onerous" but now it's great. The skin graft procedure following the SCC removal repaired exceptionally well as Martin had previously had a massive hole in his hand where the cancer had been removed.

Overall, it was a positive experience as Martin is no longer ashamed of his hand. "I used to hide my hand or put my other hand over it just to hide it. I'm really pleased now I don't have to do that anymore."



Martin's left hand following SCC removal and skin graft

Martin's left hand now

Since undergoing surgery, Martin is regularly checking his own skin and is quick to make an appointment with a skin specialist if something seems unusual. His attitude is, all he can do is "get it early and get it sorted."

Although he has encountered his first skin cancers now, his sun behaviour has been very sensible for the past 25-30 years. "The first thing I do when I wake up, I wash my face with water, then I put moisturiser on my face, then once that's dried off a bit, I put sunblock on."

He covers up all the time and wears long sleeves on walks, especially since the skin on his forearms is quite damaged and very sensitive to the sun. Martin also makes sure to put sunblock on the back of his hands, on the back of his neck and, importantly, his ears. Thinking back, he says, "God I never used to do my ears, I'd do my face and just leave my ears and then I had sun damage on an ear. I thought, I couldn't bear having one ear or having an ear amputated so now I do my ears very religiously."

"And I've stopped wearing baseball hats which I think are a mistake. They partially help you, but they don't help your ears and the back of your neck and down the sides of your face. So, I wear broad brimmed hats now."

Martin's skin specialist has also warned him of the dangers of eyelid cancer, so he wears sunglasses as much as possible too and he's buying new sunscreen

every couple of months as he uses it so regularly. "I just try to be very mindful. I wish that back in the day I could have done the same thing, but we didn't have the education, there was none. But now we've got the education and still a lot of people don't take any notice of it."

Thinking of young people, Martin believes "they want to look good, and they'd rather put looking good ahead of their good health or their good skin health. They think they're invincible, it won't happen to me. They just don't think about it."

Years ago, Martin's dermatologist said to him, "remember that a good tan is bad for your skin, it's damaged skin. It might look good, but underneath it's not. [Young people] think they look fantastic, but they don't realise tanned skin is damaged skin."

When Martin thinks about his skin cancer and the sun behaviour of everyday Australians, his attitude is, "do the right thing by your skin before it gets too late. Treat your skin like you're a newborn baby and it's precious because it is."

We asked Martin if he would come back to the Skin Health Institute, and it was a resounding yes, "it would be my first port of call," he says. "I could say I never want to see you again but that would be rude, I would say I hope to never see you again."

**"I've been very sensible for probably the last 25-30 years, but it's too late. I think I'm pretty lucky that it's taken till now."**

## MICHAEL WEBSTER A PIONEER IN RADIOTHERAPY AND GRENZ RAY THERAPY

In May 2023, the Skin Health Institute faced the challenging decision of discontinuing the Radiotherapy Clinic, which had been under the leadership of Dr Michael Webster for many years.

Michael Webster has been an enduring presence at the Skin Health Institute since his introduction to the field of dermatology in 1986, when he completed his specialist training and played a pivotal role as one of the Institute's founding members. Over the years, he has crafted a remarkable career that has left a lasting impression on the Institute, driven by his dedication to his specialty and exceptional patient care.

Michael's most significant contribution to the Skin Health Institute, has undoubtedly been his pioneering work in radiotherapy and Grenz rays. Despite the relative obscurity of these areas, he saw their potential and became an important innovator. His breakthroughs in using Grenz ray to treat conditions like disseminated actinic porokeratosis, a notoriously difficult skin condition, marked a significant step forward in dermatology.

*"He has been an incredible contributor to the Skin Health Institute through his work in the Radiotherapy Clinic. His dedication to providing that service has been outstanding. He has left a significant legacy primarily through the very large number of patients he has helped over the years. His pioneering work on Grenz ray therapy was especially impressive."*

— Dr Belinda Welsh

As one of the Institute's founders, Michael has been instrumental in shaping its mission and values. His commitment, both financial and clinical, began early in his dermatology career, showcasing his unwavering dedication to the Institute's growth and success.







His regular presence at global conferences, where he kept up to date of the latest advancements in dermatology, undoubtedly translated into the exceptional care he has provided to his patients over the years.

In 2021, Michael's contributions to dermatology were formally recognised when he received the Presidential Citation Award from the Australasian College of Dermatologists.

A/Prof Rosemary Nixon AM, President of the Skin Health Institute, shared her early memories of working with Michael,

*"My first encounter with Dr Webster was during my early days of dermatology training. He was two years my senior, being a final year registrar at that time, and it was immediately clear that he was a font of wisdom in the making."*

Beyond his contributions to dermatology, Michael has a deep passion for music and is an accomplished saxophonist. He even performed during the 2002 Australasian College of Dermatologists Annual Scientific Meeting, showcasing his talents alongside fellow dermatology colleagues.

Michael is a valued member of Skin Health Institute, a gifted musician, and a man with a great sense of compassion and dedication to improving the lives of his patients.

We extend our appreciation to Dr Webster for his leadership of the Radiotherapy Clinic over its many years and his ongoing contributions to Grenz ray therapy at the Skin Health Institute.

*"Without Michael's dedication, generosity of knowledge and overall good nature and approachability, there is no doubt that there would be several generations of Australian dermatologists who would have had no exposure to radiotherapy, a very niche field in our specialty."*

— Director of Medicine,  
A/Prof Patrick Mahar OAM

# 2022/2023 CONSULTANTS

## ACNE

A/Prof Aaron Robinson

## ADVANCED SURGERY

Dr Angela Webb  
Dr Jeremy Richardson  
Prof Johannes Kern  
Dr John Beer  
Dr Julian Peters  
Dr Miklos Pohl OAM  
Dr Nigel Mann  
A/Prof Vanessa Morgan

## ADVANCED TARGETED THERAPIES

Dr Alice Rudd  
Dr Diana Norris  
Dr Francis Lai  
Dr Katherine Armour  
Dr Lena Ly  
Dr Matheen Mohamed  
Dr Maree Micallef  
A/Prof Patrick Mahar OAM  
A/Prof Peter Foley  
Dr Philip Lane  
Dr Rachael Davenport  
Dr Rebecca Nguyen  
Dr Rose Mak  
Dr Senhong Lee  
Dr Shobha Joseph  
Dr Zahra Assarian

## ATOPIC DERMATITIS

Dr Lena Ly  
A/Prof Peter Foley

## CONTACT DERMATITIS

Dr Adriene Lee  
Dr Anina Fitzgibbon  
Dr Bruce Tate  
Dr Mei Mui Tam  
Dr Nishan Amerasinghe

## GENERAL DERMATOLOGY

Dr Kamaldeep Sandhu  
Prof Stephen Gilmore

## GRENZ RAY

Dr Michael Webster

## GENETICS

Prof Ingrid Winship AO

## HAIR

Dr Alana Tuxen  
Dr Jack Green  
Dr Jane Li  
Dr Jill Cargnello  
Dr Olivia Milne  
Dr Sarah Shen

## HIDRADENITIS SUPPURATIVA

Dr Diana Norris

## HYPERHIDROSIS

Dr Kamaldeep Sandhu

## LIAISON

Dr Josie Yeatman  
Dr Melissa Thomas

## MELANOMA

Dr Chris Jalilian  
Dr Hugh Roberts

## MEN'S HEALTH

Dr Mark Darling

## MOHS SURGERY

Dr Bonnie Swan  
Dr Edward Upjohn  
Dr Harini Bala  
A/Prof Philip Bekhor  
Dr Tim Rutherford

## NAIL

A/Prof Anne Howard  
Dr Hope Dinh  
Prof Johannes Kern  
Dr Marguerite Seth

## NAIL SURGERY

Prof Johannes Kern

## OCCUPATIONAL DERMATOLOGY

Dr Adriene Lee  
Dr Claire Higgins  
Dr Jenny Cahill  
A/Prof Rosemary Nixon AM

## ORAL MUCOSAL

Dr Ashling McNally  
Dr Eric Poon  
Dr Julia Rhodes  
Dr Lara DeAngelis  
Dr Ryan De Cruz  
Dr Tami Yap

## PHOTODYNAMIC THERAPY

Dr Kamaldeep Sandhu

## PODIATRY

Dr Joseph Frenkel

## RADIOTHERAPY

Dr Michael Webster

## SKIN CANCER

A/Prof Aaron Robinson  
A/Prof Alvin Chong  
Dr Bevin Bhoyrul  
Dr Charles Xie  
Dr Mark Darling  
Dr Michelle Goh  
Dr Rebecca Dunn  
Dr Ritva Vyas  
Dr Sarah Brennand  
Dr Sarah Smithson

## TRANSPLANT

A/Prof Aaron Robinson  
A/Prof Alvin Chong  
Dr Jane Li  
Dr Michelle Goh  
Dr Sarah Brennand

## VASCULAR LASER & ROSACEA

Dr Belinda Welsh

## VITILIGO

A/Prof Adrian Mar  
Dr Desmond Gan  
Dr Michelle Rodrigues  
Dr Shally Gupta













# CLINICAL RESEARCH & ADVANCED TARGETED THERAPIES

## CLINICAL TRIALS

The Clinical Trials team has had a successful year conducting over 20 sponsored clinical trials for a wide range of dermatological conditions, such as:

- atopic dermatitis (13 trials)
- psoriasis (5 trials)
- psoriatic arthritis (2 trials)
- hidradenitis suppurativa (1 trial)
- vitiligo (1 trial)
- alopecia areata (1 trial)
- palmoplantar pustulosis (1 trial)
- chronic urticaria (1 trial)

There are also 10 upcoming clinical trials that are due to start in the new financial year.

The Clinical Trials team is continuing to collaborate with our SHI investigators, as well as taking part in the national collaborative ACEMID Cohort Vectra project and the IMAGE Trial.

The two melanoma surveillance projects using Vectra WB360 3D imaging technology began recruitment in October 2021. To date, we have successfully enrolled 53 patients into IMAGE and 295 patients into ACEMID projects.

Over the years, the Institute has been proud to take part in clinical trials that have helped bring new treatments to the market. This year was no exception with upadacitinib (Rinvoq®) – an advanced targeted treatment for moderate-to-severe eczema (atopic dermatitis) – now approved in Australia and is available under the Pharmaceutical Benefits Scheme for eligible patients.

The care and wellbeing of our clinical trials participants remains the number one priority for our team. Our team members include registered nurses, study coordinators, junior doctors, and qualified dermatologists. Together they bring a wealth of knowledge and experience in offering first class dermatology clinical trials and patient care. Our team is always there to provide our participants with any support and expert advice.

The Clinical Trials team continues to support our junior clinicians on their journey to become fully qualified dermatologists.

It is always great to welcome back past members of the team in a new role – Dr Isaac (Senhong) Lee had been a Research Fellow at the Skin Health Institute (Skin and Cancer Foundation then) back in 2018. He has recently completed his dermatology training program and now joined our team as another Principal Investigator. Dr Michelle Rodrigues joined as Principal Investigator on the vitiligo trial.

WE THANK OUR COLLABORATORS ON BOTH ACEMID AND IMAGE PROJECTS FOR THEIR CONTINUED SUPPORT AND PARTNERSHIP:





## GOVERNANCE FRAMEWORK

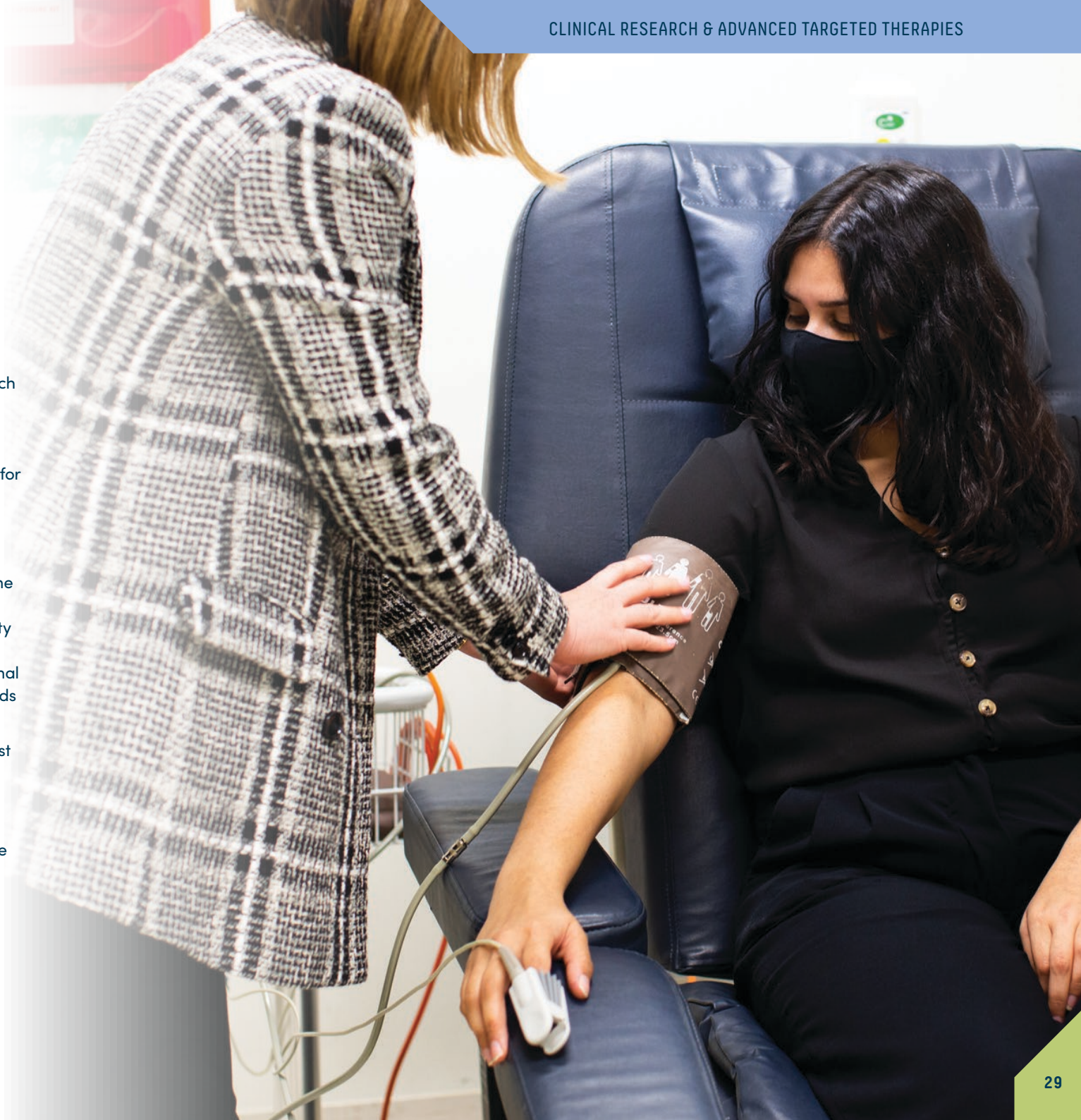
The Australian Government and the Australian Commission on Safety and Quality in Health Care have recently introduced the National Clinical Trials Governance Framework. The main goal of the framework is to have a nationally consistent approach to clinical trial service governance across health service organisations. It aims to ensure that clinical trials are conducted in a safe environment and in a high-quality manner for improved health outcomes for patients and the community.

This accreditation process is mandatory for health organisations that provide a clinical trial service.

The accreditation cycle is 3 years, and during this time health service organisations will be assessed by an independent accreditation agency against a maturity scale as either having Established systems, Growing systems, or Initial systems in place to meet the National Safety and Quality Health Service (NSQHS) Standards for clinical trial service provision.

Short notice assessments will commence from August 2023 and will be mandatory for all health service organisations assessed to the NSQHS Standards.

The Clinical Trials team at the Skin Health Institute is committed to complying with the requirements of the NSQHS Standards for clinical and corporate service provision. Ensuring the Institute meets the required standards and that there are processes in place to demonstrate compliance at any time will remain its focus for the upcoming year ahead.





## ADVANCED TARGETED THERAPIES SERVICES

The Advanced Targeted Therapies or “ATT” team has had another busy year. Our team of specialist nurses continue to support our doctors to ensure patients with chronic inflammatory skin conditions receive comprehensive patient-focused service with quality care and management. These conditions include psoriasis, hidradenitis suppurativa, atopic dermatitis and chronic spontaneous urticaria.

Our clinical services are supported by a group of committed dermatologists, including A/Prof Peter Foley, Dr Katherine Armour, Dr Shobha Joseph, Dr Rose Mak, A/Prof Patrick Mahar OAM, Dr Francis Lai, Dr Matheen Mohamed, Dr Rebecca Nguyen, Dr Phil Lane, Dr Alice Rudd, Dr Diana Norris and Dr Lena Ly. We were pleased to welcome new graduates into the team this year including Dr Rachael Davenport, Dr Zahra Assarian and Dr Isaac (Senhong) Lee. Rheumatologist Dr Maree Micallef

continues to work on a Wednesday afternoon once a month, offering multidisciplinary care. Not to be forgotten, a group of hardworking dermatology registrars support all our clinics.

The demand on our services has continued to grow. Apart from new referrals, we were pleased to be able to support Dr Tim O'Brien in his decision to close his Geelong practice, by taking on many of his patients receiving advanced targeted therapies. SHI has added to the number of clinics this year, and services to patients with chronic inflammatory skin disease is now provided across 5 clinics. ATT clinics are held on the 2nd and 4th Wednesday, Thursday and Friday of the month and a dedicated Atopic Dermatitis Clinic is held on the 3rd Thursday of the month.

In May this year, with the support of Dr Diana Norris, a dedicated Hidradenitis Suppurativa Clinic (HS Clinic) has been established and will be held on the 2nd Thursday of each month. In addition to excellent medical management, the HS Clinic is able to offer a multi-disciplinary approach, with support from Dr Angela Webb, plastic surgeon.

Our nursing team currently helps support and manage the care of approximately 550 patients on advanced targeted therapies at SHI. The challenging aspect of any busy patient-centred service is to be able to meet needs and maintain quality of care. Although we have finally been able to return to seeing patients face-to-face in clinic, with the support of doctors, the Institute will continue to offer telehealth appointments when needed and appropriate.

The ATT nursing team has continued to work hard at improving our service. We have moved to a more digital focus which has enabled us to streamline patient management and be more efficient in managing our workload. Our future goals include continuing to evaluate our service with a particular focus on reviewing patient clinic experience and how best we can support patient care. Ongoing education and professional development are also valued by the team. We strive to provide a comprehensive patient-focused service, providing quality support to patients and doctors.





**Australasian  
Dermatology  
Registry**

## LAUNCH OF THE NEW AUSTRALASIAN DERMATOLOGY REGISTRY

A new registry, designed by dermatologists across Australia has been developed at the Skin Health Institute. The new dermatology registry will initially include psoriasis, atopic dermatitis, hidradenitis suppurativa and vitiligo with additional conditions to be added as funding becomes available.

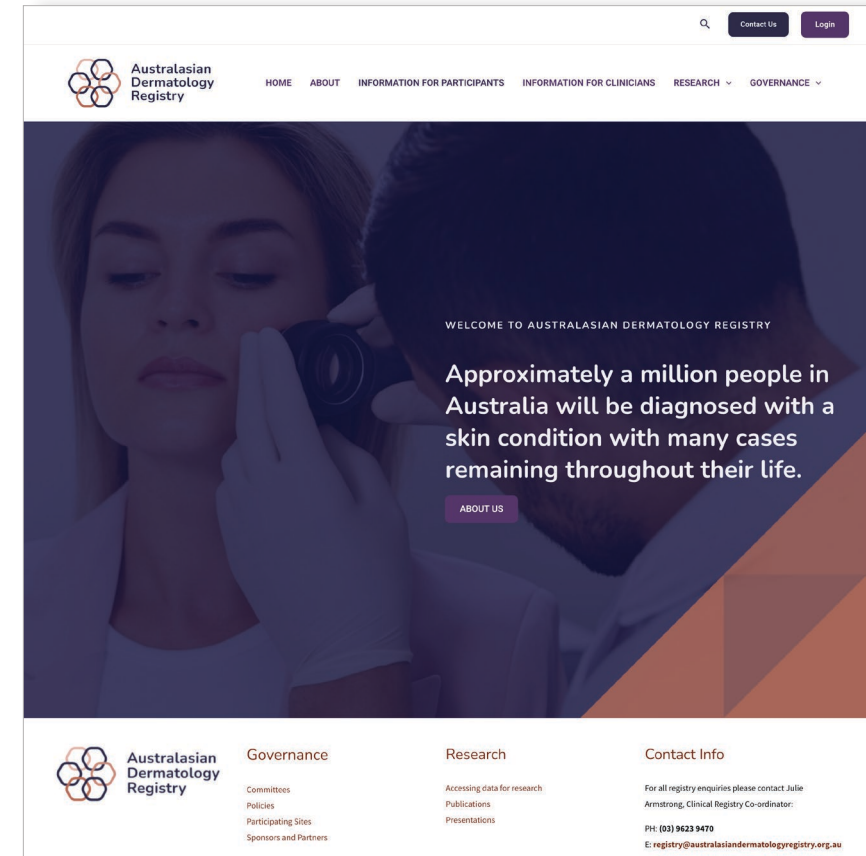
The registry has been designed to minimise data entry at the participating sites with the majority of the data entered by registry participants through a participant portal. Participants complete an electronic consent form which includes the following:

- the use of registry data for research studies
- approval to be contacted in the future to participate in additional studies
- linkage to government datasets e.g. My Health Record, hospital admittance and cancer incidence for data auditing and collection of additional data for their de-identified data to be contributed to international registries.

The registry captures demographic, family history, comorbidity, lifestyle factors (e.g., BMI, smoking status, alcohol use), skin condition location and severity, treatment and quality of life data, with the information updated every time a participant attends a clinic.

To find out more about the registry, including what participating involves for both the patient and the clinics, the registry governance committees, our partners and recruitment sites visit

**[australasiadermatologyregistry.org.au](http://australasiadermatologyregistry.org.au)**



WITH THANKS TO OUR FOUNDATION SUPPORTERS AND FUNDING PROVIDERS

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beyond the skin

NOVARTIS

Pfizer

SUN  
PHARMA





## EXPLORING ADVANCEMENTS IN RESEARCH WITH MELBOURNE PATHOLOGY CLINICAL TRIALS FELLOW, **JACQUELINE NGUYEN**

As the Clinical Trials Fellow at the Skin Health Institute, Dr Jacqueline Nguyen's journey into this role started with her interest in dermatology. Having heard glowing testimonials from registrars who previously held Research Fellow positions at the Institute, Jackie was drawn to the supportive culture and dedication to education. This led her to embark on what would be an eye-opening and rewarding experience as the Clinical Trials Fellow.

Throughout her time at the Institute, Jackie has been guided by the Clinical Trials Team, gaining valuable insights into the intricate process of conducting clinical trials. Under the mentorship of A/Prof Peter Foley, she has provided compassionate care to participants enrolled in trials for conditions like atopic dermatitis, psoriasis, alopecia areata, hidradenitis suppurativa, and melanoma.

What Jackie enjoys most about her role is witnessing the positive impact of access to new investigational treatments on patients' lives. Through regularly following up trial participants, she has found the personal connection with them to be one of the most rewarding aspects of her journey as a Fellow.

Beyond her work in clinical trials, Jackie has seized opportunities to develop her knowledge in subspecialty dermatology by attending the diverse clinics at the Skin Health Institute and learning from passionate dermatologists and registrars. In the dynamic and welcoming environment of the Institute, Jackie has seen first hand how teamwork between medical photographers, administration staff, clinic nurses, and advanced targeted therapy nurses ensures comprehensive care for patients. Her dedication to advancing medical research and patient outcomes reflects the Institute's commitment to making a broader impact on the medical community.

Jackie's commitment to clinical trials and her holistic approach to patient care has made her an invaluable asset to the Skin Health Institute's mission of enhancing skin health through education, research, and excellence in clinical services.

**"Working in  
clinical trials this  
year at Skin Health  
Institute has been an  
eye-opening and rewarding  
experience."**





# RESEARCH & EVIDENCE

## OCCUPATIONAL DERMATOLOGY RESEARCH & EDUCATION CENTRE (ODREC)

ODREC is the only occupational dermatology research group in Australia. The group uses their clinical experience from running the Occupational Dermatology Clinic to inform their research and then works to translate their research findings into action. The ODREC team, led by Director, Associate Professor Rosemary Nixon AM and Manager, Ms Amanda Palmer, are now also responsible for the administration and conduct of the Contact Dermatitis and Occupational Dermatology patch testing clinics, the Contact Allergen Bank, as well as the research group. The team was delighted to welcome 2 part-time nurses to assist with administration including patient bookings, clinical and research work.

The demand for patch testing has continued to grow, which has markedly increased administration, however transitioning to an email-only referral system will streamline procedures. It was wonderful to welcome younger patients being referred for patch testing once more, as the Institute lowered the patient attendance age to 12 and over. There is a significant waiting list for patch testing, and use of the Contact Allergen Bank (CABA) is encouraged.





## CONTACT ALLERGEN BANK OF AUSTRALIA (CABA)

Our Contact Allergen Bank Australia (CABA) has continued to grow over the 2022/2023 financial year. This involves dermatologists from all over the country, including regional and remote areas, ordering patch test allergens online for specific patients. After some frustration, the allergens are now sent by courier rather than Australia Post, and despite the increased cost, this service is far more reliable. 1540 orders were dispensed and 274 dermatology practices are now registered with CABA. The team is kept busy with queries about patch testing, although there is much helpful information on our CABA website. Our allergen information sheets are currently being reviewed and updated. A recent comprehensive upgrade of our Patchcams clinic management system has enabled information sheets to be linked to a patient's record and emailed directly to them.

## EDUCATION

Our tenth Annual Patch Test Training Day was held in Sydney before the College's Annual Scientific Meeting (ASM). There were more than 90 dermatologists, dermatology nurses and registrars registered in person and online. The range of topics presented included making a diagnosis, our top allergens, and updates on allergies to joint implants, implanted devices, sunscreens and toothpastes. Also included were patch testing in children, in the tropics and mining industry and in oral lichen planus. Development of the Patch Test Training Certificate is ongoing, with a view to finalising it later in the year. Our 6th Annual Skin Health Education Day was held in October, attended by many dermatologic nurses, GPs and some registrars.

## RESEARCH

Publication highlights include two original articles related to complications in healthcare workers from wearing masks in the pandemic. Five healthcare workers were diagnosed with reactions to the rubber chemical mercaptobenzothiazole in N95 mask straps and five others with underlying dermographism who experienced marked pressure effects. Research projects in rubber accelerator allergy and testing of expired allergens are ongoing.

Dr Francis Lai has launched his new app, CosMe, enabling dermatologists and patients to search for skincare products without specific allergens. This has been a fantastic initiative.

Mentoring of our Research Fellows has been integral to ODREC since 2000 and we were delighted that Dr Claire Ronaldson was accepted into dermatology training last year. Dr Amreeta Kaur is the ODREC Research Fellow for 2023.





## REFLECTIONS FROM AMREETA KAUR, MELBOURNE PATHOLOGY ODREC RESEARCH FELLOW

A passion for dermatology and a desire to gain more experience in patch testing and contact dermatitis is what inspired Dr Amreeta Kaur to apply for the Research Fellow position with the Occupational Dermatology Research and Education Centre (ODREC).

The role offered the perfect blend of research opportunities and practical exposure to such a specialised area of dermatology and Amreeta's time at the Skin Health Institute has been nothing short of fulfilling.

Amreeta takes great pride in the impact she has had on patients' lives. At ODREC, she plays a vital role in assisting dermatologists to diagnose and treat skin conditions, often significantly improving patients' quality of life. She notes that the satisfaction of contributing to patients' wellbeing and the chance to work on groundbreaking cases in contact dermatitis research has been the most rewarding aspect of her work.

During her Fellowship, Amreeta reflects that her professional growth has improved rapidly. She has honed her expertise in patch testing, developed strong patient consultation skills, and actively participated in conferences and clinical meetings. In addition, her involvement in data collection and research paper writing has provided her with valuable insights into the world of dermatological research.

Her experience at ODREC has been immensely rewarding, filled with a diverse range of intriguing cases and rare opportunities. Amreeta appreciates the unique nature of ODREC's patch testing service, one of few centres in Victoria that offer this specialised service.

When looking at the broader impact ODREC and the Skin Health Institute has on the community and patient outcomes, according to Amreeta, the Institute is "an incredible multidisciplinary centre with many subspecialties of dermatology working together to help patients from all walks of life. We have referrals from across Victoria including rural centres and offer people an answer to their skin condition which has been impacting them for years."

Amreeta appreciates the unique nature of the Institute's comprehensive patch testing services, likely performing over 80% of patch testing in Victoria.

"This Fellowship has been incredibly rewarding both personally and professionally."



## EMPOWERING GENERAL PRACTICE WITH KNOWLEDGE LAXMI IYENGAR, MELBOURNE PATHOLOGY EDUCATION & RESEARCH FELLOW

Dr Laxmi Iyengar's passion for research and medicine converged, leading her on the path towards becoming the Education and Research Fellow at the Skin Health Institute. As a trained research scientist, her desire to contribute to new knowledge inspired her to pursue a career in medicine, where she could witness first hand how research impacts human well-being.

Driven by a love for teaching, the opportunity to support GP education and consolidate her knowledge on dermatology and skin health at the Skin Health Institute proved irresistible. Currently, Dr Iyengar is deeply involved in the creation of the engaging Spot Diagnosis Podcast and actively contributes to GP education workshops. Her dedication to education and research extends beyond personal fulfillment, as she believes it can benefit patients and the broader healthcare community.

Passionate about empowering other GPs interested in research or dermatology, Dr Iyengar sees a promising future for the field. With over 960,000 Australians suffering from long-term skin conditions and skin disorders ranking sixth for non-fatal disease burden, the importance of dermatology and skin health is evident. As our population ages, the burden of skin diseases will increase, driving the need for continuous research and developments in treatments.

Laxmi's experience with a young patient suffering from severe eczema left a lasting impact on her practice. Through patient education and promotion of evidence-based medicine, she aims to positively impact her patients' lives and contribute to their well-being.

As she envisions her future career goals, Laxmi is determined to continue making valuable contributions to education and research, further enriching the field of dermatology and skin health.

"By contributing to education and by striving to be a well-balanced doctor like my other GP colleagues, I hope my work can benefit patients and the broader community."







## EDUCATION & ENGAGEMENT

Education is one of the core pillars of the Institute, shaping our commitment to the growth of knowledge and expertise in the field of dermatology. Our comprehensive education program is specifically designed to enhance the proficiency of dermatologists, specialist trainees, medical students, GPs, nurses and various other healthcare professionals.

Embracing the shift to online platforms and hybrid events, our educational offering has allowed us to engage with a broader audience. Through our thoughtfully curated external education program, we not only catered to the learning needs of dermatology professionals within Victoria but also extended our influence nationwide and even internationally. This enabled us to support the continuous professional development of dermatologists and foster meaningful connections within the global healthcare community.

In addition to our robust education program, our commitment to engagement remains steady. Through strategic marketing and communications efforts, we actively connect with our stakeholders, patients, and the wider community. Our engaging content and initiatives have allowed us to disseminate valuable information, raise awareness about skin health, and promote the impact of our research and clinical services. As we continue to innovate and evolve, we strive to strengthen our partnerships, foster meaningful collaborations, and position ourselves as a trusted resource in the field of dermatology and skin health. Our dedication to education and engagement underscores our mission to empower healthcare professionals and improve the lives of patients across the globe.



## INTERNAL EDUCATION

Throughout the year, we have maintained our commitment to supporting the Australasian College of Dermatologists (ACD) by providing an immersive and diverse clinical training environment for Victorian dermatology registrars. Our sub-specialty clinics offer a rich training environment in many areas of dermatology, as well as an introduction to private billing. We continued to provide the supplementary Skin School program to complement the College's formal education program. Our esteemed Fellows deliver cutting-edge teachings on various dermatology topics, contributing to a total of 39 registrar education sessions this financial year.

Due to interest from registrars nationwide, we have continued extending an invitation to all registrars across the country to attend our Skin Schools on a permanent basis, a significant achievement of which we are immensely proud. As a result, our registrar program's reputation continues to soar, as evidenced by an exceptional average feedback score of 4.8 out of 5.

Over 39 registrar education sessions were held over the year with 642 overall attendees, sessions were held predominantly online and after hours.

## CLINICAL MEETINGS

The Institute continued to support the Victorian Faculty of the ACD with the organisation of their Clinical Meetings. This year we supported seven Clinical Meetings across the significant Melbourne hospitals. All sessions have been categorised as CPD category 2 by the ACD.

The online Clinical Meetings continued to receive high engagement from the Victorian Faculty cohort. The seven sessions had 70 speakers, 619 attendees and received a near perfect 4.9 feedback rating.

Registrar quizzing has remained a part of Clinical Meetings, with quizzing occurring before or in the week leading up to the session.

**"Very informative series, provided a good level of understanding both of diseases themselves as well as the patient experience and treatments available."**

**— ATT NURSES' SERIES ATTENDEE**

## EXTERNAL EDUCATION

In the past financial year, the Institute played a vital role in delivering professional education and training to a diverse audience, including dermatologists and dermatology registrars both nationally and internationally, dermatology nurses, general practitioners (GPs) and GP registrars, pharmaceutical representatives (team training), as well as patients and the broader public.

Throughout the year, we organised and hosted 47 events, with an impressive 60% attendance rate. A notable addition to our educational offerings was the introduction of International Masterclasses, giving our attendees the opportunity to hear expert speakers from across the globe.

Amongst our event offering, Masterclasses continued to be our most attended event, drawing 389 individuals across 12 events. The positive response and high turnout underscore the value our external education initiatives bring to healthcare professionals seeking to stay at the forefront of their fields.

## ADVANCED TARGETED THERAPEUTICS PORTAL (ATEP)

The Advanced Targeted Therapeutics Portal (ATEP), launched in February 2022, continues to be a valuable resource for healthcare professionals.

We are committed to continually growing and enhancing the portal's content. Presently, we offer 17 drug page links, with more in development, and we are proud to have a steadily growing subscriber base of 950 individuals. This year we opened ATEP access to GPs. Ensuring the accuracy and relevance of information, we work closely with pharmaceutical companies to keep their biologic therapy data up to date.

Furthermore, we have updated and expanded our successful series of online Advanced Targeted Therapies Masterclasses for Nurses. Led by Sue Anderson, Clinical Nurse Specialist Consultant and Advanced Targeted Therapies Education Lead, the series comprised seven insightful sessions aimed at enriching nurses' knowledge and expertise and was presented to 229 nurses over the series.

We continue to add valuable content to the portal, including webinars and masterclasses, providing subscribers with ongoing opportunities for professional growth and development.



## CONTINUED GP EDUCATION

We are committed to providing valuable education and training opportunities to support the professional development of GPs and enhance their expertise in dermatology and skin health.

We are proud to be an accredited CPD activity provider with the Royal Australian College of General Practitioners (RACGP) and the Australian College of Rural and Remote Medicine (ACRRM) and following the success of our GP workshops last year, we once again ran six engaging and informative sessions.

## PILLARS OF DERMATOLOGY SYMPOSIUM

The highly anticipated 2nd Pillars of Dermatology Symposium took place from 17 – 19 of February 2023 at the Sofitel on Collins in Melbourne. In collaboration with our Platinum Partner Novartis, the Institute orchestrated this significant educational event, drawing over 100 dermatologists from various regions of Australia.

Throughout the symposium, attendees had the privilege to participate in over 13 diverse sessions, featuring 22 esteemed speakers hailing from different parts of the country. The event showcased a rich array of topics, including Dr Dana Slape's enlightening session on "Targeting Communities in Need – Prison Community" and Dr Ahmed Kazmi's thought-provoking talk on "Skin and Hair for Patients Undergoing Gender-Affirming Hormone Therapy".

The event created a platform for sharing knowledge, insights, and advancements in the field of dermatology, fostering professional growth and collaborative learning among all attendees. The success of the 2nd Pillars of Dermatology Symposium is a testament to the Institute's commitment to delivering exceptional educational opportunities to dermatologists and furthering excellence in the field of dermatology.

"I wish I discovered this podcast a few years ago — these summaries are so helpful for work in GP land."

— SPOT DIAGNOSIS LISTENER



## SPOT DIAGNOSIS, NOW IN ITS FIFTH SEASON

Spot Diagnosis, the podcast series that discusses dermatological patient presentations commonly encountered by GPs, has now reached over 50,000 downloads globally. The series provides evidence-based, up-to-date medical education and information aimed at upskilling medical practitioners in treating skin complaints, to improve the skin health of our communities.

At last count we've been listened to in 126 countries! The vast majority are from Australia (31,808), but we have substantial numbers of listeners in the US (3,562), Canada (1,658), UK (1,518), India (754) and New Zealand (524), and we now have 462 subscribers and an average of 1080 downloads per episode.

Spot Diagnosis has gained RACGP and ACRRM accreditation, so GP listeners can claim CPD hours just by listening, and we've also made it onto resource lists for many medical schools.

With season 4 now complete and season 5 currently airing we are incredibly proud of how much Spot Diagnosis has grown and the positive feedback we have received from GPs, medical students, nurses and pharmacists.



## STRATEGIC DIGITAL INITIATIVES

In line with our commitment to embracing digital transformation, this year saw significant progress in enhancing our online presence and streamlining internal communication. We embarked on a comprehensive website redevelopment project, creating a user-friendly and informative platform that better serves our patients, health professionals, and the wider community.

In conjunction with our website redevelopment, we introduced a new option for online learning with our Learning Management System (LMS).

The implementation of Salesforce as our Customer Relationship Management System (CRM) marks an important stride in strengthening our digital transformation. With all relevant data consolidated in one central platform, we now have a comprehensive view of how stakeholders engage with us, be it as speakers, event attendees, donors, or partners.

Moreover, we are excited to introduce Spot 2.0, our newly developed intranet. Leveraging the power of SharePoint, Spot 2.0 offers a centralised hub for internal communication, document sharing, and collaboration.

These strategic digital initiatives mark significant milestones in our efforts towards continuous improvement and better engagement with both our internal and external stakeholders.

## ENGAGING WITH MEMBERS

As a membership organisation we have made an effort to engage more closely with our members.

We have held several member engagement events, including the 2022 Annual General Meeting and Awards Night. These face-to-face interactions create opportunities for members to connect with each other, share experiences, and contribute to the collective advancement of skin health knowledge. In addition, we have launched a new quarterly SHI member newsletter which has been very well received. Our commitment to member engagement also extends to gathering feedback and input through surveys and focus groups, ensuring that their voices are heard, and their needs are met.

## GRADUATING REGISTRARS

We are very proud that we have successfully supported ALL 4th year Victorian registrars to pass their exams in 2022 and would like to congratulate the following Victorian registrars:

Dr William Cranwell  
Dr Anthea Mulcahy  
Dr Claire Higgins  
Dr Lauren Anderson  
Dr Mi Vu  
Dr Nikki Adler  
Dr Rachael Davenport  
Dr Senhong Lee  
Dr Zahra Assarian  
Dr Ane Beatriz Niwa

This group has demonstrated substantial ambition in their study, showing their commitment to making a significant impact on our community's skin health in the coming years. We take great pride in their accomplishments and eagerly anticipate the opportunity to collaborate with them in the future.



## ACKNOWLEDGEMENTS

Remaining a centre of excellence in dermatology is challenging, and the sharing of learning, training and skills is an essential element of this success.

Our collaboration and shared learning activities would not be possible without the support of the consultants who presented such high-quality content at our education sessions and our corporate partners who sponsor our education offering.

We would like to thank the following individuals who supported our education activities this year:

A/Prof Aaron Robinson  
A/Prof Adrian Mar  
Dr Alex Chamberlain  
Dr Alexis Arasu  
A/Prof Alvin Chong  
Dr Amanda Saracino  
Dr Amitha Thomas  
Dr Andjela Arandjelovic  
Dr Andrew Awad  
Dr Andrew Maxwell  
Dr Andrew Ostor  
Dr Anna Pierce  
A/Prof Anne Howard  
Dr Anneliese Willems  
Dr Annika Smith  
Dr Anthea Mulcahy  
Dr Anthony Honigman  
Dr Antoinette Carla Ciconte  
Dr Ashling McNally  
Dr Belinda Welsh  
Dr Benjamin Daniel  
Dr Blake Mumford  
Dr Bowen Xia  
Dr Brandon Hu  
Dr Cara McDonald  
Prof Catriona McClean  
Dr Charlotte Krones  
Dr Chris Anthony  
Dr Christian Gan  
A/Prof Christopher Baker AM  
Dr Christopher Chew  
A/Prof Christopher

McCormack  
Dr Claire Felmingham  
Dr Crystal Williams  
Dr Dale Jobson  
A/Prof David Orchard  
Dr Diana Rubel  
A/Prof Douglas Gin  
Dr Edmund Wee  
Dr Edward Upjohn  
Dr Emily Wright  
Dr Emma Veysey  
Dr Felix Liu  
Dr Ferial May  
Dr Francis Lai  
A/Prof Gayle Ross  
Prof Gregory Goodman AM  
Dr Helen Gordon  
Dr Helen Saunders  
Dr Hnin Oo  
Dr Holly Sexton  
Dr Hong Tran  
Dr Hossein Manuchehri  
Dr Hugh Roberts  
Prof Ingrid Winship AO  
Irina Danilovich  
Dr Jack Green  
Dr Jacqueline Nguyen  
Dr Jane Li  
Dr Janice Nathalie  
Dr Jennifer Nguyen  
Dr Jenny Nicolopoulos  
Dr Jeremy Horton  
Prof Johannes Kern

Dr John Frew  
Prof John Su  
Dr John Sullivan  
Dr John Tran  
Dr Jonathan Darby  
Dr Joseph Frenkel  
Dr Joshua Elakis  
Dr Karen Freilich  
Dr Karen Luetsch  
Dr Karolina Kerkemeyer  
Dr Kate Simpson  
Dr Katherine Armour  
Dr Katrina Tan  
Dr Keeran Shivakumar  
Prof Kristian Reich  
A/Prof Kurt Gebauer  
Dr Lachlan Lau  
Dr Lalitha Pillay Gopinathan  
A/Prof Laura Scardamaglia  
Laura Spicer  
Dr Lena Ly  
Dr Leonard Wu  
Dr Lilly Backshell  
Dr Louis Chan  
Dr Louise Photiou  
Dr Lydia Upjohn  
Dr Malini Sivasaththivel  
Dr Mandana Nikpour  
Dr Marguerite Seith  
Dr Mark Darling  
Dr Matheen Mohamed  
Dr Matthew Palmer  
Dr Mi Vu

Dr Michael Webster  
Dr Michaela Zallmann  
Michelle Thomas  
Dr Miki Wada  
Dr Miklos Pohl OAM  
Dr Monika Bakai  
Dr Monika Tasani  
Dr Naveen (Sunny) Singh  
Dr Neda So  
Dr Niamh Kyne  
Dr Nick Manuelpillai  
Dr Nikki Adler  
Dr Niyati Sharma  
Prof Paul Johnson  
A/Prof Peter Foley  
Dr Peter Katsas  
Dr Pooja Sharma  
Dr Priska McDonald  
Dr Rachael Davenport  
Dr Rebecca Dunn  
Dr Rebecca Nguyen  
Dr Rebekka Jerjen  
Prof Richard Warren  
A/Prof Robert Kelly  
Dr Rodney O'Keefe  
A/Prof Rosemary Nixon AM  
Dr Rosie Worsley  
Dr Ryan De Cruz  
Dr Sandy Darling  
Dr Sangho Lee  
Dr Sarah Adamson  
Dr Sarah Brennand  
Dr Sarah Ringin

Dr Sarah Shen  
Dr Sarah Smithson  
Dr Sasha Hall  
Dr Saurabh Prakash  
Dr Seamus McWhirter  
Dr Senhong (Isaac) Lee  
Dr Sera Sarsam  
Dr Serra Mohamed  
Dr Shally Gupta  
Dr Smriti Tandon  
Dr Sophie Lim  
Dr Stephanie Bond  
Dr Steuart Rorke  
Sue Anderson  
Dr Susan Robertson  
Dr Timothy O'Brien  
A/Prof Vanessa Morgan  
Dr Vanessa Tran  
Dr William Ng  
Dr Yonatan Kok



## SHI'S EDUCATION & TRAINING REACH IN 2022

### EDUCATION EVENTS

#### INTERNAL EVENTS

OVERALL ATTENDANCE

**1,480**

FEEDBACK RATING

**4.8 / 5**

AUDIENCE DEMOGRAPHIC

**78% Victorian**



#### EXTERNAL EVENTS

OVERALL ATTENDANCE

**1,640**

FEEDBACK RATING

**4.7 / 5**

AUDIENCE DEMOGRAPHIC

**70% Victorian  
48% Dermatologists**

### ADVANCED TARGETED THERAPEUTICS PORTAL (ATEP) REACH 2022



SUBSCRIBERS

**950**



SPONSORED DRUG PAGES

**17**



EDUCATION SESSIONS

**1,323** downloads



EVENT MAILING LIST

**3,000+** subscribers



TOTAL FOLLOWERS ON ALL PLATFORMS

**6,476\***

  
Instagram  
**1,736**

  
Facebook  
**2,260**

  
LinkedIn  
**1,720**

  
Twitter/X  
**760**

\* as of 4 August 2023



## PARTNERSHIPS

Throughout this financial year, the Institute has been dedicated to enhancing our professional and community networks by actively seeking partner and sponsorship opportunities. A key focus has been on developing comprehensive education offerings tailored to skin health professionals. Our efforts have yielded great success, with a series of highly impactful events for Fellows, registrars, nurses, and GPs. We are delighted to have hosted over 100 events, attracting an audience of over 3,000 attendees. The overwhelmingly positive feedback, with an average rating of 4.7 stars out of 5, is a testament to the quality and relevance of our educational programs.

In addition to our educational endeavours, we have made significant strides in establishing the new Australasian Dermatology Registry. This comprehensive initiative will encompass the rebuilding of the Australasian Psoriasis Registry and encompass various disease states. We are delighted to have garnered widespread partnership support for this essential project, which will further our understanding of dermatological conditions and pave the way for improved patient care.

These achievements and the continuous pursuit of educational excellence would not have been possible without the continued support of our partners.



## PARTNERS

The support of our dedicated sponsors, partners, community groups and companies are critical to our work.

We would like to thank our partners for the ongoing support of the Institute.

### INSTITUTE PARTNER



### PLATINUM PARTNERS



### TIER 1 PARTNERS



### TIER 2 PARTNERS



### TIER 3 PARTNERS



### OTHER PARTNERS



## SUPPORTERS

We are immensely grateful for the support and generosity of our donors and supporters. Their contributions have played a crucial role in advancing our mission of improving skin health and dermatological care. We extend our thanks to all our donors from our patient, staff and member community, including those who made salary donations, recurring contributions or one-off donations.

We would like to express our appreciation to the Pethard Tarax Charitable Trust for their significant contribution. Additionally, we extend our gratitude to The F & E Bauer Foundation for their valuable support.

Each of our contributors has enabled us to make a lasting impact on the lives of countless individuals and families.

The Institute also thanks our members, many of whom donate their time to provide clinical services, teach, and conduct outstanding, world-class research.

### SUPPORTERS

THE F & E BAUER FOUNDATION

managed by Equity Trustees





## PEOPLE & CULTURE

### INTRODUCTION OF AN EMPLOYEE ASSISTANCE PROGRAM (EAP) TO SUPPORT STAFF WELLBEING

At the Skin Health Institute, we recognise that our staff's well-being is paramount to their success and the overall success of our organisation. That's why we have introduced an Employee Assistance Program (EAP), as a valuable resource available to all SHI staff members.

The EAP is designed to provide confidential and professional support to our staff, offering a wide range of services, including counselling, advice and assistance in managing various life stressors.

The EAP underscores the Institute's commitment to providing comprehensive care and support for our valued team members.

### FOSTERING 'COLLABORATION' - OUR NEW CORE VALUE

Based on the feedback from our staff survey and in our ongoing pursuit of excellence, we recognise the vital role that collaboration plays in achieving our goals. As we continue to innovate and deliver compassionate care, we are proud to introduce "Collaboration" as a new core value at the Skin Health Institute.

Collaboration is not just a buzzword for us; it needs to be an essential part of how we operate daily. All of SHI's teams work together to drive our strategic initiatives and to help provide comprehensive, multidisciplinary and evidenced-based care to our patients. By adding "Collaboration" to our core values of Innovation, Excellence, and Compassion, we reaffirm our commitment to a unified approach that empowers us to achieve remarkable results, while fostering a culture of knowledge-sharing and teamwork.





## INAUGURAL STAFF FORUM

Our inaugural All-Staff Forum was a great success that provided staff the opportunity to delve into crucial subjects encompassing our workplace culture.

Dr Sandro Demaio, CEO of VicHealth, joined us as our guest speaker. His keynote provided an overview of public health priorities in Victoria and emphasised the importance of nurturing an inclusive work atmosphere, underlining the important values of collaboration and compassion.

The subsequent staff workshop fostered discussions centred on recognising positive workplace behaviours and solidifying what staff consider a supportive work culture. These conversations inspired reflection and opportunities to increase interactions and teamwork.



## IMPROVING STAFF EXPERIENCE - SPOT 2.0 AND NEW INDUCTION PROCESS

As part of our continuous efforts to provide a seamless and enriched staff experience, we introduced Spot 2.0, our new and improved intranet. Designed with staff needs in mind and utilising SharePoint, Spot 2.0 serves as a centralised hub for all information relevant to staff. Accessing important updates, policies and resources has never been easier, ensuring staff stay well-informed and engaged.

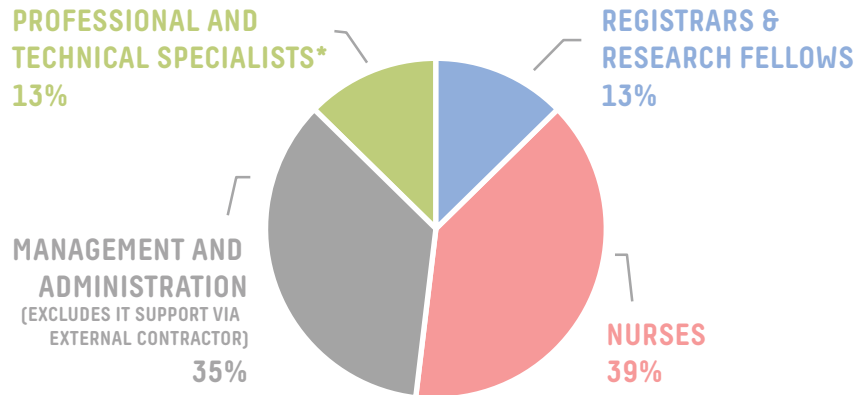
In addition to Spot 2.0, we revamped the staff induction process to ensure that new staff seamlessly integrate into the SHI family. The induction checklist, accessible through Spot 2.0, guides newcomers through the essential aspects of their role and the organisation, facilitating a smooth transition and helping them hit the ground running.

## WELCOMING A NEW HR MANAGER

With our staff being our most important asset, the strategic decision was made to appoint a HR Manager for the first time in SHI's history. In August 2022, Michelle Murphy was appointed as HR Manager and joined the Institute's Leadership Team.

Michelle has brought a wealth of experience and expertise in human resources management, ensuring that the Institute continues to be a supportive and fulfilling place to work. With a strong focus on employee support and policy compliance, Michelle is dedicated to fostering a safe and fair work environment where every team member can thrive.

## STAFF DEMOGRAPHICS AT A GLANCE



OCCUPATIONAL GROUP*	HEADCOUNT	EQUIVALENT FULL-TIME (EFT)
Registrars & Research Fellows	10	6.75
Nurses	31	22.04
Management and Administration (excludes IT support via external contractor)	28	23.1
Professional and Technical Specialists*	10	7.44
	79	59.33

\* Mohs Scientists, Sterilisation Tech, Research Trial Co-Cords non-nurse

In addition to the above head count, SHI also works with over 80 visiting medical consultants to support the delivery of our treatment, research and education services.



# FINANCIAL REPORT

## OPERATING PERFORMANCE

Restoring the Institute's financial sustainability was the focus of the 2022-23 year, through a revenue-led strategy to increase clinical activity, improve billing management, and maximise rental income.

After a challenging first half of the financial year, operating performance began to improve from March 2023, and it was pleasing to deliver a small surplus over the final quarter of the year. This improved operating performance was mostly attributable to significant growth in surgery activity, a strategic review of subspecialty clinics, and careful management of expenses.

Surgery activity over the final quarter of 2022-23 was higher than that in any quarter during the previous three years, with the growth in activity attributable to much-appreciated increased support from SHI's existing credentialled surgeons. The introduction of new subspecialty clinics and a strategic review of existing clinics (focusing on financial performance and demand)

were also a focus during the financial year. Together, these initiatives helped drive annual Clinical Services revenue in 2022-23 to a record high.

The Institute's rental portfolio and income also grew during the year, largely due to an excellent lease extension outcome with our major tenant, a medical imaging company, and the addition of a mutually advantageous strategic lease arrangement with highly respected plastic surgeon, Dr. Nigel Mann. Negotiations are also continuing with another tenant for a lease renewal to reach a fair market value for the tenancy.

Key initiatives on the expense side of the ledger included the Australasian Dermatology Registry (ADR) build, which was commenced and completed during the 2022-23 year. The ADR represents a significant investment in the future of dermatology-related research and will develop into a wonderful asset for the Institute and wider dermatology community. The ADR build received generous financial support from the Institute's pharmaceutical company partners, with the intangible asset valued at \$200k.

The 2022-23 financial year also saw some additional expenditure to support the Institute through the reaccreditation of the Day Procedure Centre in late 2022; including engagement of specialised consultancy services to assist the Institute achieve a positive accreditation outcome.

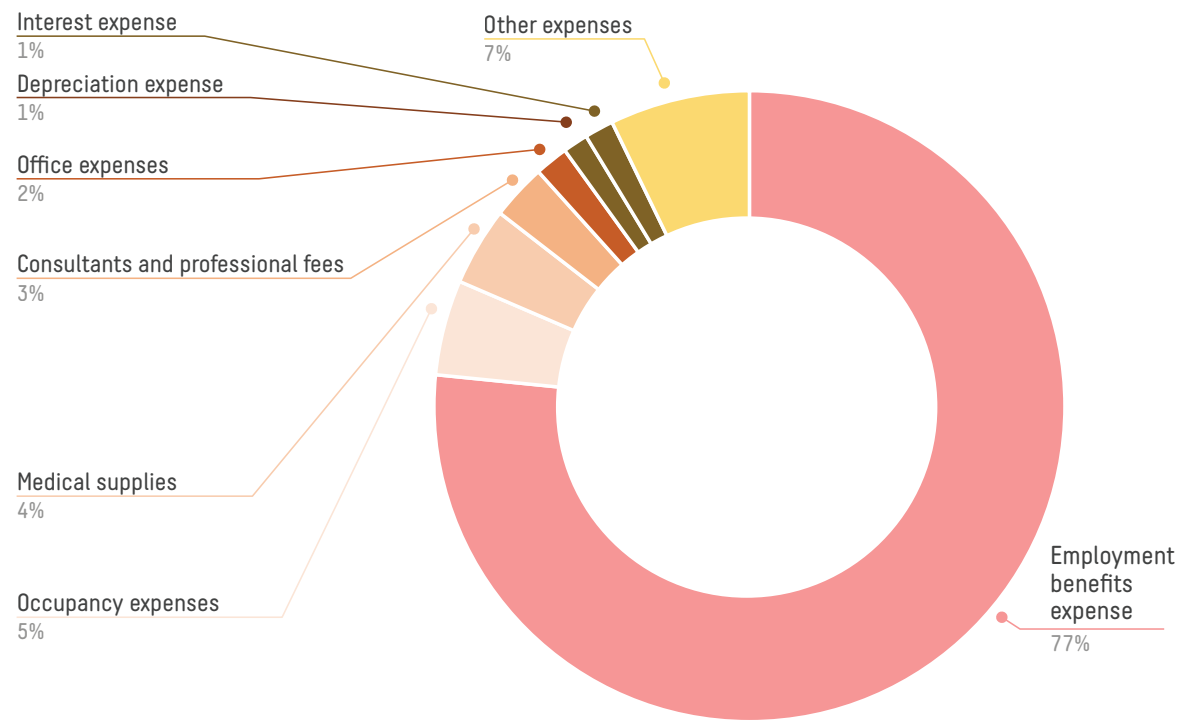
From the perspective of financial processes and management, from July 2022 a number of coordinated initiatives were launched between the Finance and Clinical Services teams to improve billing processes, ensure the integrity of financial and clinical information, and accelerate the recovery of overdue medical debts. Approximately \$44k of bad debts from previous financial years were also written-off during 2022-23.

The net result for the 2022-23 financial year was a deficit of (\$268,967) compared to the budget of (\$170,579). While the deficit result was disappointing, it reflects a significant improvement from the projected result at the halfway point of the financial year and the 2021-22 net deficit excluding revaluation of (\$561,332).



# EXPENSES

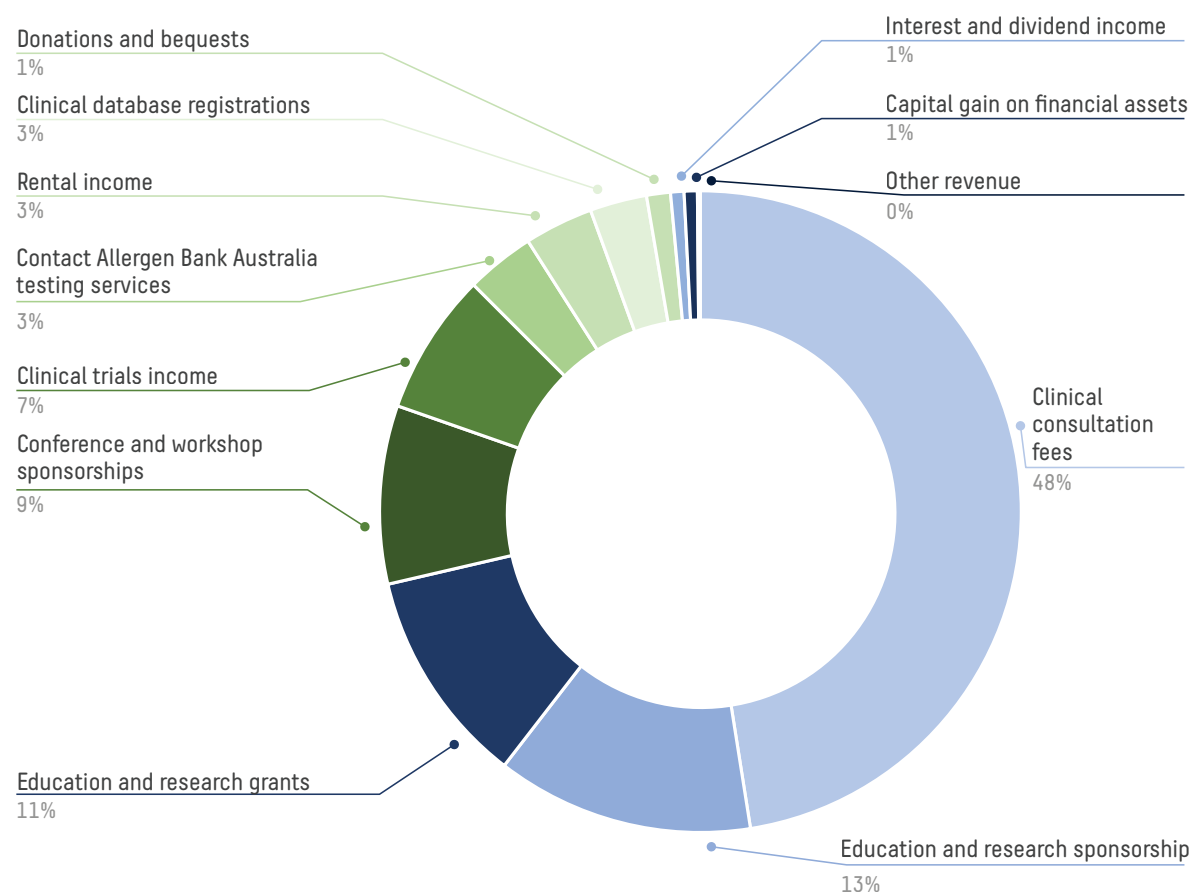
EMPLOYMENT BENEFITS EXPENSE	\$7,379,147	77%
OCCUPANCY EXPENSES	\$469,651	5%
MEDICAL SUPPLIES	\$386,953	4%
CONSULTANTS AND PROFESSIONAL FEES	\$274,866	3%
OFFICE EXPENSES	\$164,976	2%
DEPRECIATION EXPENSE	\$124,259	1%
INTEREST EXPENSE	\$143,138	1%
OTHER EXPENSES	\$691,097	7%
TOTAL	\$9,634,087	





# INCOME

CLINICAL CONSULTATION FEES	\$4,448,715	48%
EDUCATION AND RESEARCH SPONSORSHIP	\$1,214,500	13%
EDUCATION AND RESEARCH GRANTS	\$1,020,437	11%
CONFERENCE AND WORKSHOP SPONSORSHIPS	\$841,215	9%
CLINICAL TRIALS INCOME	\$669,476	7%
CONTACT ALLERGEN BANK AUSTRALIA TESTING SERVICES	\$325,181	3%
RENTAL INCOME	\$324,614	3%
CLINICAL DATABASE REGISTRATIONS	\$268,810	3%
DONATIONS AND BEQUESTS	\$112,659	1%
INTEREST AND DIVIDEND INCOME	\$63,190	1%
CAPITAL GAIN ON FINANCIAL ASSETS	\$62,338	1%
OTHER INCOME	\$13,985	0%
<b>TOTAL</b>	<b>\$9,365,120</b>	



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**DESMOND GAN**

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