BreastScreen Victoria

Annual report

2025–26

Delivering excellence today, preparing for tomorrow



Acknowledgements

In the spirit of unity and respect, BreastScreen Victoria acknowledges the First Peoples of these lands and waterways. We recognise their deep connection to the earth and the importance of holistic wellbeing as we embark on our shared journey of breast health.

BreastScreen Victoria gratefully acknowledges the support of the Australian and Victorian Governments.

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From our Chair



This year marks my final year as Chair, and it is a fitting moment to reflect on how far BreastScreen Victoria has come – and the strong foundations we've put in place for the future.

Over my time as Chair, I have seen the organisation continue to grow and evolve while staying focused on the communities we serve. This year was no exception. We once again screened a record number of women, launched our Strategic Plan 2025–2029, made progress in health equity and social inclusion, and improved the way we deliver breast screening across Victoria.

Our new Strategic Plan sets a clear roadmap for the years ahead, with a focus on putting clients first, achieving excellence in service delivery and embracing innovation. From strengthening partnerships to exploring new ways of delivering services, the Plan reflects our commitment to continually improving how we work.

The Board plays an important role in supporting this direction. Through strong governance and oversight, it continues to guide BreastScreen Victoria's priorities and long-term sustainability.

Health equity and social inclusion have remained central to our work. We know that not everyone has the same opportunity to take part in breast screening, and meaningful progress depends on listening to communities and working alongside them.

I would like to acknowledge the Australian and Victorian Governments for their continued support, along with our service providers, consumers and community organisations. These partnerships continue to help us boost screening, reduce barriers and make our services more inclusive.

Thank you to CEO Rita Butera for her outstanding leadership and commitment throughout the year. I am also grateful to the Executive team and our staff for their dedication, and to my fellow Board members for their contribution and guidance. On their behalf, I'd like to sincerely thank our outgoing board members Sue Madden, Dr Vanda Fortunato and Alistair Lloyd for their respective contributions to the Board.

It has been a privilege to serve as Chair and to work side-by-side with so many people who care deeply about improving breast screening for Victorians. I am proud of what we have achieved together. And I am confident that BreastScreen Victoria is well placed to continue building on this progress in the years ahead.



Dr Elisabet Wreme
Board Chair

From our CEO



This has been another strong year for BreastScreen Victoria, with significant milestones achieved as we make breast screening more accessible and inclusive for Victorians.

As the state's population continues to grow, maintaining strong participation means reaching and screening more people each year. Over the past year, we delivered a record 292,416 breast screens across Victoria. This outstanding result reflects the dedication of our workforce – and the strength of the partnerships that make our program possible.

The past year also marked the start of our Strategic Plan 2025–2029. In its first year, we continued to strengthen service delivery and embrace innovation to improve our clients' screening experience.

Consumer voices have always been an important part of our program. And we're pleased to see our Consumer Network grow to more than 14,000 members this year – doubling in size. This growth means that more people have the opportunity to share their experiences and ideas, helping ensure client perspectives continue to inform our program.

We also worked with communities and partners to reduce barriers to screening for Aboriginal and Torres Strait Islander communities, culturally and linguistically diverse communities, people with disability and LGBTIQA+ communities. These relationships help us better understand community needs and shape services that are more welcoming and accessible.

These achievements are the result of strong collaboration across BreastScreen Victoria and the broader program. I'd like to thank our service delivery partners, clinicians, consumer representatives and staff across Victoria for the expertise, dedication and care they bring to delivering the program.

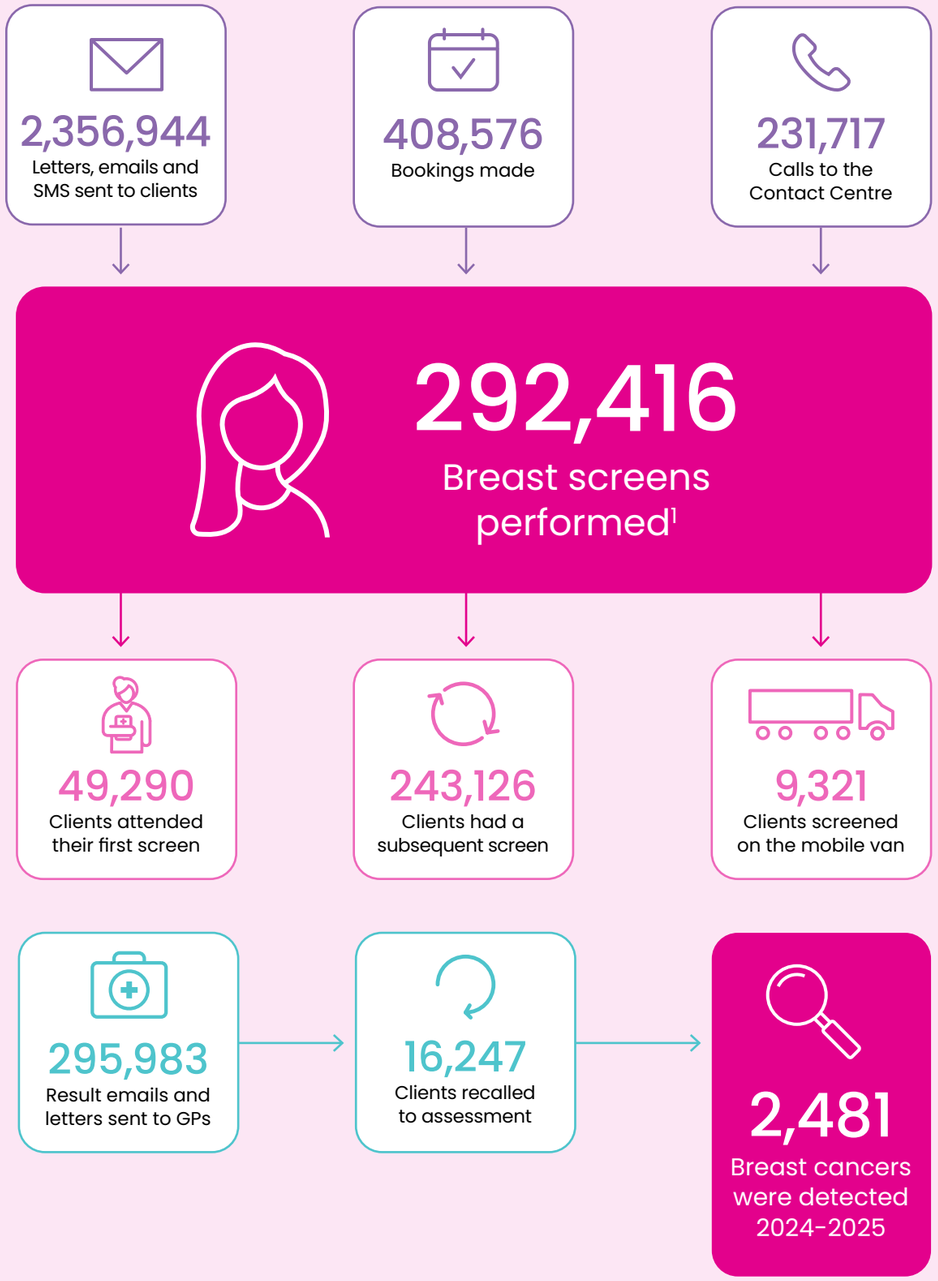
I'd also like to acknowledge Dr Elisabet Wreme as she completes her final year as Chair and a member of the Board. I'm deeply grateful for her leadership and commitment to BreastScreen Victoria over her time with us. My thanks also go to all Board members for their ongoing contribution and support.

I'm proud of what we have achieved this year. As we continue delivering our Strategic Plan, our focus remains on reaching more Victorians. Together, we'll keep improving the screening experience through a program that evolves with the communities we serve.



Rita Butera
Chief Executive Officer

2025–26 at a glance



1 Information about diagnosed cancers is collected in the six-month period following a referral from BreastScreen Victoria, and reported from the previous financial year to ensure all diagnoses are captured within this period. Of cancers diagnosed, 1,926 were invasive cancers and 555 were ductal carcinoma in situ (DCIS).

Program highlights

Breast screening is known to be most effective in reducing breast cancer deaths and the impact of treatment among women aged 50 to 74 years.

Since the BreastScreen Australia program began in 1991, breast cancer mortality has fallen significantly across Victoria and Australia.

6,877,737
total screens since 1991

50%
50% decrease in breast cancer mortality in women aged 50 to 74 since 1991.[1]

93%
Victoria now has one of the best breast cancer survival rates in the country – 93% after 5 years.[2]

52%
BreastScreen Victoria diagnoses 52% of all breast cancers in Victoria.[3]

2 mobile screening services	56 clinics
23 service delivery partners	850+ statewide workforce

1 Australian Institute of Health and Welfare (AIHW), BreastScreen Australia monitoring report 2025.
2 Victorian Cancer Registry, Cancer Council Victoria, 2024.
3 Victorian Cancer Registry. Cancer in Victoria, 2024. Cancer Council Victoria, 2024.

Our Strategic Plan 2025–2029

As we enter the second year of our Strategic Plan 2025–2029, its bold vision and purpose continue to guide our organisation.

Our Strategic Plan focuses on client-centred care, excellence in service delivery and innovation, with health equity and social inclusion at the heart of our work. It challenges us to embrace new technologies, strengthen partnerships and explore new ways of working to improve breast screening and the client experience.

Aligned with the Victorian Cancer Plan 2024–2028 and the Australian Cancer Plan, our Plan also recognises that our people are central to our success. By investing in our workforce capability, leadership and organisational sustainability, we can continue to build a strong and responsive breast screening program for the future.

Our values

Our values are the underlying principles that guide everyone at BreastScreen Victoria. They help us work together and achieve the best outcomes for our clients and communities.

Inclusion

We create an inclusive environment for our clients and colleagues by providing a safe space and removing barriers, ensuring everyone feels welcome in our service and organisation.

Collaboration

We collaborate by sharing effort, supporting one another and working together with our partners and stakeholders to achieve our shared purpose.

Caring

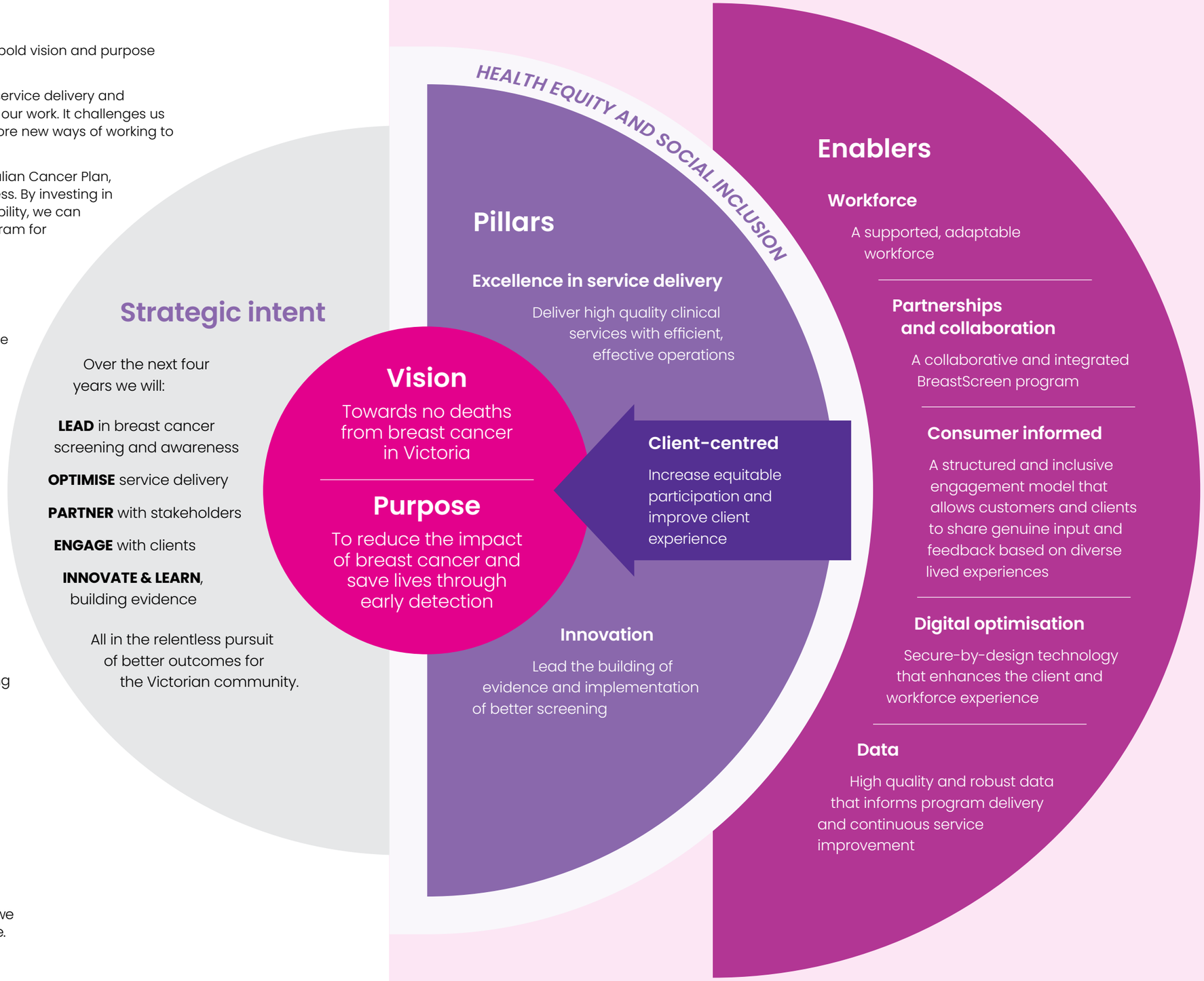
We care about our clients and each other by showing them kindness, empathy and consideration so they feel confident about their breast screen and share their experience with others.

Respect

We treat our clients and each other with respect by listening and being fair and courteous so we can better understand each other.

Excellence

We strive for excellence in all that we do, from clinical care to client experience to internal operations, so that we deliver our best today, while also preparing for the future.



Client-centred

Goal: *Increase equitable participation and improve client experience*

Another record year of screening

This year, we delivered 292,416 breast screens across Victoria exceeding our target.

Achieving this result is especially significant as Victoria's population continues to grow. Maintaining strong participation rates means reaching and screening more people each year. This result reflects the collective efforts of our staff, clinicians and partners across the state, and the continued trust Victorians place in our breast screening program.

Supporting this effort, our mobile screening vans, Marjorie and Nina, visited 31 communities across Victoria. Working in partnership with local health services, councils, Aboriginal Community Controlled Health Organisations and community groups, the vans helped more women access free breast screening closer to home.

> ***The booking process was so easy. The feedback regarding appointment was prompt. The venue is easy to find and access. The staff were lovely and efficient.***
>
> BreastScreen Victoria client

Expanding screening access in regional Victoria

In partnership with Mildura Base Public Hospital Foundation, Rural Imaging Australia launched a new mobile screening service, providing free breast screening, skin cancer checks and heart health assessments to help improve access to health care in rural and regional communities. It welcomed its first breast screening clients in Robinvale, bringing screening closer to home for women in the region.

> ***The services this unit brings to the visited communities will be of great value and benefit.***
>
> BreastScreen Victoria client

Encouraging women to screen for life

This year marked the final year of our three-year *Screen for Life* campaign, which aimed to raise awareness of breast screening and encourage more women to take part.

The statewide campaign focused on women aged 50 to 74 and priority audiences, including culturally and linguistically diverse communities, Aboriginal and Torres Strait Islander, and LGBTIQA+ communities. Through press, radio, podcasts, social media and digital advertising, the campaign highlighted the importance of early detection and breast screening.

This year alone, the campaign generated more than 1.7 million advertising impressions and 7,600 visits to our website. Across all 3 years, it delivered more than 4.4 million impressions and 18,000 website visits.



BreastScreen Victoria clients



Rita Butera, CEO BreastScreen Victoria, pictured with members of our Consumer Advisory Group

Building a better service with consumers

This year, our Consumer Network grew to more than 14,000 members, giving more people the opportunity to share their lived experience, ideas and feedback. We also updated our Consumer Engagement Framework and introduced a new Consumer Network Guide to support meaningful participation.

Our Consumer Advisory Group, Aboriginal Consumer Advisory Group and Disability Consumer Advisory Group provided valuable feedback across a range of areas, including:

- Client experience
- Cultural safety
- Campaigns to encourage screening
- Online booking improvements

By listening to and learning from consumers, we can continue to improve our services and ensure our program reflects the needs of the people we serve.

Launching *Behind the Screen*

We took breast screening beyond the clinic with Behind the Screen – a 6-part podcast series to help people learn more about breast screening and breast health.

Featuring clients, clinicians and sector partners, the series takes listeners through the screening and assessment journey. It also:

- Shares our work with clients, including Aboriginal and Torres Strait Islander women and hard-to-reach communities
- Explores how we work to achieve equitable participation
- Looks at innovations shaping the future of the program

In its first 6 months, Behind the Screen achieved more than 2,000 downloads.

Client-centred

Goal: *Increase equitable participation and improve client experience*



BreastScreen Victoria clients

Increasing capacity to improve access

Across the state teams continued to identify and implement improvements to strengthen service delivery and respond to the changing needs of clients. As demand for our service grew, teams adapted the way services were delivered to increase capacity and improve access to screening and assessment.

Many clinics expanded after-hours screening appointments on weekdays and weekends, giving clients more opportunities to attend at a time that suited them.

Services introduced a range of initiatives to improve assessment capacity and client access. These included super clinics, sonographer-supported assessment models, telehealth appointments, weekend assessments, dedicated radiologist-led biopsy clinics, and training and support programs for new radiographers.

We also strengthened our reading capabilities through third party readers, remote reading and artificial intelligence.

These initiatives reflect an ongoing commitment across the state to support continuous improvements to meet client needs and enhance their experience.

Making progress on our Reconciliation Action Plan

The final year of our current Reconciliation Action Plan (RAP) marked an important milestone in our reconciliation journey. We delivered initiatives that celebrated Aboriginal and Torres Strait Islander culture, improved access to information and strengthened cultural safety.

Across our clinics and services, we completed the rollout of framed RAP artwork and Acknowledgement of Country plaques, making our spaces more reflective of Aboriginal and Torres Strait Islander culture. As part of the RAP, we also:

- Shared community stories on our website and social media
- Developed culturally relevant resources on cancer and breast screening
- Launched an online gallery featuring artwork by Aboriginal and Torres Strait Islander women
- Introduced a Sorry Business Policy to guide staff when screening activities are planned in communities impacted by Sorry Business.

We are now developing our second Innovate RAP in consultation with our Aboriginal Consumer Advisory Group, which includes the commissioning of new artwork.

Advancing our Disability Action Plan

Our Disability Action Plan entered its second year, guiding work to make breast screening more accessible by identifying and removing barriers for people with disability.

We delivered a range of initiatives:

- **More personalised bookings:** Clients can now share more information about any conditions, injuries or support needs when booking an appointment. This helps receptionists and radiographers prepare and deliver a more positive screening experience.
- **Improving accessibility with seated mammography:** We introduced VELA mammography chairs across several of our clinics to make breast screening more accessible for clients who may find standing difficult. The specialised chairs allow clients to have a breast screen while seated. This can make screening safer for people with disabilities, mobility challenges, balance issues – or those who use mobility aids such as wheelchairs, canes or walkers.
- **Sensory clinic:** We trialled our first sensory-friendly screening clinic in Heidelberg. The space offered a calmer and low stimulation experience for clients who may find traditional health care settings overwhelming. Designed with input from an occupational therapist, the clinic offered longer appointments, softer lighting, a quieter environment, and a scent-free space. Staff received specialised training to better understand and respond to individual sensory needs. This also included the St Vincent's Reading and Assessment Service team who helped ensure clients requiring further tests could access appropriate support throughout their assessment appointment.
- **Website content accessibility review:** We upgraded our website to meet the latest Victorian Government Web Content Accessibility Guidelines (WCAG 2.2). This makes it easier for Victorians of all abilities, including those who rely on assistive technologies, to use our website.
- **Clinic walk-through videos:** We created clinic walk-through videos for 11 more clinics, bringing the total to 19 clinics. These videos show clients how to get to the clinic and what to expect inside, helping them feel more confident before their appointment.
- **Clearer screening information:** We launched a new resource and video to help clients feel informed and reassured before screening. Available through screening invitations, community engagement activities and our website, the resource explains the screening process clearly and answers common questions.

> ***"The radiographer checked in with me about the room temperature and was careful to let me know before touching or moving my body, so there were no surprises. This really helped, as I have some issues with touch."***
>
> BreastScreen Victoria sensory trial client



Focusing on accessible screening experiences for people with disability

Client-centred

Goal: *Increase equitable participation and improve client experience*



Karen Interpreter working alongside Lynne Weeden, Administration Support Officer to make bookings in-language

Better access for refugee communities in Bendigo

Working with Bendigo Community Health Services, the Bendigo Reading and Assessment Service completed an initiative to improve breast screening access for refugee communities.

The project introduced interpreter-supported bookings, translated resources and targeted staff training to address barriers to participation. During the year, 51 Karen-speaking women attended screening, 16 of them for the first time.

This highlights how culturally responsive approaches to care can help more women take part in screening.

We often hear Karen community members say they feel guilty asking others for help, whether that's family, friends or health care providers. Having a process that allows women to screen independently, in their own language, has been incredibly empowering.

Cultural Diversity and Relationships Project Facilitator, Bendigo Community Health Services

Supporting people with disability in Portland

The Portland clinic team partnered with Kyeema Support Services to make breast screening more accessible for people with disability in the local community.

The team also held a familiarisation visit at the Portland clinic. This gave participants the chance to meet staff, explore the clinic environment and become familiar with the screening equipment and available adjustments for different needs.

Monash strengthens support after diagnosis

The Monash Reading and Assessment Service partnered with Peninsula McGrath Breast Care Nurses to introduce a new direct referral pathway for clients diagnosed with breast cancer.

This means clients can now connect more quickly with local specialist support, information and services after diagnosis.

By streamlining referrals and strengthening continuity of care, this initiative provides a more coordinated experience for clients as they move into treatment.

"Our collaboration with the Peninsula McGrath Breast Care Nurses has been instrumental in strengthening support for women across the Mornington Peninsula. It is a great example of how working together can create better outcomes for our community.

BreastScreen Victoria Program Manager



BreastScreen Victoria clients pictured with Gracy Wu, Multicultural Engagement Lead

Engaging with priority communities

Improving equitable access to breast screening remains a key focus for us.

Throughout the year, we partnered with community organisations and local community leaders to raise awareness, reduce barriers and improve access to breast screening for priority communities across Victoria.

We delivered a wide range of engagement activities with culturally and linguistically diverse communities (CALD). These included:

- 57 community engagement sessions
- 25 community events
- 54 in-language group bookings

As a result of these engagement sessions, 403 CALD women accessed breast screening – 217 more than in the previous year.

Highlights of the year included:

- **Connecting with culturally and linguistically diverse communities:** Working with GenWest, AMES and EACH, we delivered information sessions, community presentations and group bookings in multiple languages. This included engagement with Indian, Burmese and newly arrived migrant communities.
- **Reaching newly arrived migrants:** We delivered 11 information sessions for Adult Migrant English Program students in Mandarin, Arabic and Farsi, with interpreter support. Eighty-seven women were referred to our service, while 57 newly arrived migrant women were supported to attend screening.
- **Supporting Burmese-speaking clients:** Our partnership with EACH supported monthly group bookings, helping 96 women access breast screening during the year.
- **Trialling a new mobile screening model:** In partnership with North Richmond Community Health, we trialled an equity-focused mobile screening model for communities that may face barriers to screening. Information sessions in Hakka, Vietnamese and Mandarin, along with local community promotion, resulted in 95 clients attending screening.
- **Reaching women experiencing social and economic disadvantage:** We worked with IPC Health, Tin Shed and Duke Street Community Health on outreach, information sessions and group bookings. Together, we shared breast screening information through trusted local networks. Breast screening resources are now also included in crisis kits for women accessing temporary housing support.
- **Improving access for people with disability:** We worked with Cape Solutions, Bayley House and the Disability Liaison Officer Community of Practice to deliver 4 information sessions attended by 47 people. We also took part in 3 community events, engaging with around 120 community members.
- **Supporting LGBTIQA+ communities:** Our LGBTIQA+ Stakeholder Group met in October and April, bringing together health professionals and community organisations to share feedback and ideas for future resources and initiatives. The group included 7 organisations from metropolitan and regional Victoria, including Thorne Harbour Health, Western Health, Cancer Council Victoria, Dhelkaya Health, Eastern Health, Gippsland Women's Health and Department of Families, Fairness and Housing.

"Sessions like this help ensure everyone has access to important health information in a way that's inclusive, supportive and empowering.

Cape Solutions, BreastScreen Victoria partner

Client-centred

Goal: *Increase equitable participation and improve client experience*



Jess Elsworth, Community Engagement Coordinator and Liezl Oliver, Diversity and Inclusion Specialist pictured at Banyule Sunset Pride Party

Rainbow Tick initiatives improve inclusion and visibility

Since launching our Rainbow Tick Quality Improvement Plan in March 2025, we continued to strengthen LGBTIQA+ inclusion across the program.

Key achievements include:

- Updating the post-screening Privacy Statement to make it clearer how personal information is used
- Giving staff the option to include their pronouns on name badges
- Improving how inclusion initiatives are reported and shared across the organisation

Growing the impact of the Beautiful Shawl Project

The Beautiful Shawl Project continued to grow this year, supporting Aboriginal and Torres Strait Islander women to access breast screening in ways that are culturally safe and responsive to community needs and experiences.

Delivered in partnership with Victorian Aboriginal Community Controlled Health Organisation (VACCHO), Aboriginal Community Controlled Organisations (ACCOs), and Aboriginal Led Services, the project combines culturally meaningful resources with community-led engagement to help create more welcoming breast screening experiences. Featuring artwork by local Aboriginal artists, the shawls promote dignity, cultural connection and comfort during screening appointments.

Throughout the year, the project was delivered in partnership with 15 ACCOs and Aboriginal health services across Victoria through mobile screening visits and clinic-based activities.

Together, these efforts supported 324 Aboriginal and Torres Strait Islander women to access breast screening.



Helene Cripps, Peta Koopmans, Tash Harney and Sarah Topma during The Beautiful Shawl Project visit to Mullum Mullum Indigenous Gathering Place

> ***Today I was treated with respect. Everyone was friendly and the option of using the shawl ensured dignity. It is lovely to be able to have a breast screen in a way that respects my culture***
>
> BreastScreen Victoria Beautiful Shawl client

Strengthening services and expanding equitable access

This year marked the completion of our Service Expansion Plan, backed by a $20 million investment from the Victorian Government in the 2022-23 State Budget.

The Plan was designed to increase screening capacity, improve access for Victoria's growing population, and make it easier for more people to screen closer to home.

A key achievement was the growth of our screening clinic network. Three temporary clinics in Craigieburn, Hoppers Crossing and Pakenham became permanent, while 3 new clinics opened in South Morang, Caroline Springs and Ocean Grove, with two further clinics to open next financial year. These additions increased screening options in some of Victoria's fastest-growing communities.

We also redeveloped the Monash and North Western Reading and Assessment Services, creating larger clinical and assessment spaces, improving the environment for clients and staff. During the five-month Monash redevelopment, clinical services, imaging equipment, IT infrastructure and multidisciplinary teams were temporarily relocated to the Moorabbin screening site. Screening services also continued to be delivered through our mobile screening service, helping maintain access for clients while redevelopment works were underway. Careful planning and coordination ensured clients continued to receive high-quality assessment services with minimal disruption throughout the project.

Through targeted service planning, community engagement and culturally responsive approaches, we reached Aboriginal communities, culturally and linguistically diverse communities, and other under-screened priority groups. These efforts contributed to increased participation and helped ensure more clients could access screening services in ways that met their needs.



Staff and invited guests celebrating the re-opening of the Monash Reading and Assessment Service

Client-centred

Goal: *Increase equitable participation and improve client experience*



Elise Kornmann, Nurse Counsellor, with the Great Ocean Road Health team during a Women's Health Mobile Clinic visit

Bringing women's health care closer to home

The Women's Health Mobile Clinic continued to visit communities across regional and rural Victoria, bringing essential health services directly to people who may otherwise find them difficult to access.

Funded by the Victorian Department of Health, the nurse-led service provided free and confidential care for women, teenagers, and trans and gender-diverse people. Through 45-minute appointments, Nurse Practitioners provided specialist women's health services across areas including cervical and bowel screening, contraception, sexual health, menopause and bladder health.

The clinic worked closely with local health services and community organisations to improve access to preventative health care.

During the year, the Women's Health Mobile Clinic:

- Visited 23 communities
- Delivered 850 appointments
- Supported 712 clients

The team also delivered 28 community education sessions, raising awareness of women's health issues and connecting people with local health services and support.

> ***I really want to express how much you have changed my life. I felt listened to and supported straight away… I can't thank you enough for changing my life and [helping me know] that I have steps to move forward with my health. Our community needs this service!***
>
> Women's Health Mobile Clinic client

Strengthening cultural safety at St Vincent's

St Vincent's strengthened its commitment to culturally safe screening services through initiatives designed to create a more welcoming experience for Aboriginal and Torres Strait Islander clients.

Weekly Aboriginal Patient Navigator support was introduced at the St Vincent's Reading and Assessment Service through the Culturally Safe Cancer Care Program. The Aboriginal Patient Navigator works with Aboriginal and Torres Strait Islander clients during their breast screening appointment and, where needed, after a breast cancer diagnosis, so they feel informed and supported.

Commissioned Aboriginal and Torres Strait Islander artworks were also displayed in the reception areas at St Vincent's and the Rose clinic. The artworks helped create a greater sense of connection and belonging, contributing to a more welcoming and culturally respectful environment.

> ***The place has beautiful and uplifting artwork. Everyone was approachable and easy to talk to; this is particularly important for me as I am a person of colour and my previous experience with other medical facilities hadn't been great. Here, I felt heard and understood.***
>
> BreastScreen Victoria client

Improving access for Mandarin-speaking community in Grampians

In partnership with Ballarat Community Health, the Grampians team delivered targeted initiatives to increase breast screening participation among the Mandarin-speaking community. While the Mandarin-speaking community is one of the largest eligible population groups in the Grampians region, screening participation was 42% during the reporting period, highlighting an opportunity to improve access and engagement.

Staff worked closely with the community to build confidence in breast screening and increase familiarity with the screening experience. Community information sessions and clinic walk-throughs provided women with the opportunity to learn more about the process in a welcoming and supportive environment. To help reduce barriers to participation, transport and interpreter services were coordinated for group bookings, supporting culturally safe and accessible screening experiences.

> ***Introducing these women to the service and supporting them through the screening process was a fantastic outcome.***
>
> BreastScreen Victoria partner



Sue Viney, co-chair Consumer Advisory Group

Celebrating Sue Viney for her leadership and advocacy

Sue Viney, co-Chair of our Consumer Advisory Group, has strengthened the consumer voice at BreastScreen Victoria for almost 18 years. Her leadership and advocacy have played an important role in keeping the client experience a key focus.

In recognition of her longstanding commitment to consumer participation and service improvement, Sue was named a finalist in the 2025 Victorian Volunteer Awards.

We congratulate Sue on this well-deserved recognition and thank her for her work.

Excellence in service delivery

Goal: *Deliver high quality clinical services with efficient, effective operations*



Participants and BreastScreen Victoria staff at our first statewide Train-the-Trainer workshop

Empowering communities through Train-the-Trainer

Our first statewide Train-the-Trainer workshop brought together 17 bicultural workers from a range of organisations that work with culturally and linguistically diverse communities. They learned more about breast cancer, the BreastScreen Victoria program and ways to encourage women to take part in screening.

Through practical activities and discussion, the participants built skills to have culturally sensitive conversations and address common misconceptions about breast screening.

> ***It's really helpful. I was wondering how to explain to women what to expect and this exercise has made that very clear.***
>
> Train-the-Trainer participant

Supporting connected care through My Health Record

This year, we introduced the secure transfer of all-clear screening results to My Health Record, supporting more connected care.

Clients will continue to receive their results directly from us and their nominated doctor. With results now also available through My Health Record, they have another convenient way to access and keep track of their health information. This can be particularly useful for people who see different doctors or attend different medical centres.

A year of staff engagement

Throughout the year, we delivered a range of activities that brought staff together, encouraged learning and celebrated the diversity of our workforce.

These included:

- **International Women's Day:** Our staff joined a session with SisterWorks to explore how economic participation, social connection and inclusion can support migrant women and communities.
- **National Reconciliation Week:** We heard from BreastScreen Victoria's inaugural Aboriginal and Torres Strait Islander Board member and our First Nations Community Engagement Coordinator. They shared their perspectives and experiences, encouraging reflection and conversation about reconciliation.
- **Harmony Week:** We celebrated our diverse workforce by sharing traditional foods and stories from different cultures. It was an opportunity to learn from one another and build stronger connections.
- **16 Days of Activism against Gender-Based Violence:** Our staff proudly participated in the annual Walk Against Family Violence, hosted by Respect Victoria.
- **Women's Health Week:** We celebrated the health and wellbeing of women, girls and gender-diverse people through last year's theme, Say Yes to You, which encouraged people to prioritise their health.
- **Safer Internet Day:** We held an online Lunch and Learn session led by Medibank's Head of Security Awareness. Our staff learnt about common cybersecurity threats and how to stay safe online.
- **Intranet news**: We shared 95 intranet news stories to celebrate achievements, highlight new initiatives and keep staff connected across the organisation.



Darelle Van Haaster, member of our Aboriginal Consumer Advisory Group, Vicky Peters, Inaugural First Nations Board member, Meriki Hood, First Nations Community Engagement Coordinator and Rita Butera, CEO BreastScreen Victoria

Excellence in service delivery

Goal: *Deliver high quality clinical services with efficient, effective operations*



Wendy Nieuwerth, Radiographer, Elizabeth Stewart, Deputy Chief Radiographer/Tutor Radiographer, Padma Devaraj, Radiographer, Alex Nair, Radiographer and Rachel Rodrigoe, Radiographer

Relaunching the Radiographer Training Centre course

The Radiographer Training Centre relaunched its course following a comprehensive review of its training and education modules.

The updated program provides radiographers with a more contemporary and accessible learning experience, supporting professional development and practice.

The refreshed course includes an updated MammographyOnline academic module and a new online clinical training component. Learners can now complete and submit training requirements online, replacing group-based sessions and hardcopy workbooks. The new approach also makes it easier for supervisors and tutors to review progress and assessments.

During the year, 24 radiographers completed the MammographyOnline academic program, while the Training Centre supported 25 clinical learner placements at our Moorabbin and Heidelberg clinics.

These improvements strengthen workforce capability and support radiographers working towards their Certificate of Mammographic Practice.

> ***This has been such an incredible journey, filled with learning, challenges, growth, and self-discovery. Along the way, I have been fortunate enough to meet some truly inspiring women.***
>
> Radiographer trained at the Moorabbin clinic



The North Western Reading and Assessment team, recognised at our second Quality Awards

North Western receives Quality Award recognition

The North Western Reading and Assessment team at Parkville was recognised at our 2nd Quality Awards for its commitment to client care and service quality during a period of change.

During a major clinic redevelopment, the team maintained high-quality service delivery while continuing to improve performance. This included minimising disruption for clients, improving recall rates and strengthening time-to-assessment performance.

Shaping the next phase of our digital journey

We began the rollout of our Digital Roadmap 2026–2028 to guide improvements across clinical care, service delivery and organisational operations.

A key deliverable under our Strategic Plan, the Roadmap sets out our priorities for data, technology and digital services over the next three years. The focus is on enhancing the client journey and digital experience, while supporting secure, sustainable and innovative solutions in Victoria.

Strengthening cyber resilience

To strengthen the security and resilience of our digital environment, we continued to invest in cyber security capabilities, governance and workforce awareness. This included improvements to technology controls, independent security assurance activities, enhanced third-party security oversight, ongoing vulnerability management and targeted staff education programs.

Regular phishing simulations, cyber exercises and awareness activities helped staff recognise and respond to emerging threats, while continued investment in security controls and monitoring capabilities also contributed to the mitigation of cyber risks across our environment. We also continued to assess and improve our cyber maturity against the Victorian health sector cyber security framework.

Excellence in service delivery

Goal: *Deliver high quality clinical services with efficient, effective operations*



Radiographers at the Gippsland Reading and Assessment Service

Enhancing accessibility in Gippsland

The Gippsland Reading and Assessment Service introduced new mobile technology to improve access to Auslan interpreting. The 'technology on wheels' allows interpreters to join consultations by video, facilitating communication with Auslan-speaking clients during their appointments.

Radiographers came together at annual forum

More than 70 radiographers from across Victoria attended the annual Radiographer Forum at the Peter MacCallum Cancer Centre in November.

Hosted by the State Radiographer the forum focused on key initiatives including the Disability Action Plan, the sensory-friendly clinic trial and ways to better support clients with sensory needs.

Through discussion and shared learning, radiographers explored practical ways to improve accessibility and make the screening experience more comfortable and inclusive.

The day also gave radiographers the chance to connect, share ideas and build their skills in delivering client-centred care.



Sarah Mills, State Radiographer, who brought together more than 70 radiographers from across Victoria at the annual Radiographer Forum

Recognising and respecting Sorry Business

We introduced a new Sorry Business Policy to support culturally safe and respectful engagement with Aboriginal and Torres Strait Islander communities.

The policy guides staff on how to recognise and respond to Sorry Business, including when service delivery and engagement activities may need to change.

It also reinforces respect for cultural mourning practices and our shared responsibility to support colleagues, clients and community members during times of loss and remembrance.



The Gippsland Reading and Assessment Nurses team pictured together, supporting clients throughout their screening journey

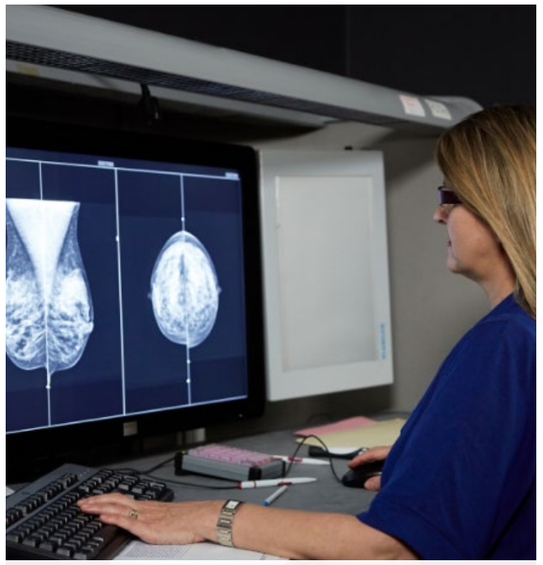
Gippsland achieves accreditation

The Gippsland Reading and Assessment Service underwent its accreditation survey and successfully achieved re-accreditation from BreastScreen Australia. This is a recognition of the service's commitment to safe, high-quality breast screening services in the region. The accreditation reflects the team's strong clinical governance, quality systems, and continuous improvement processes. It also confirms that the service continues to meet national standards.

Accreditors praised the passion and dedication of staff, highlighting their commitment to providing excellent care for clients.

Innovation

Goal: *Lead the building of evidence and implementation of better screening*



Helping clients better understand their breast health

One year of statewide breast density reporting

We marked one full year of statewide breast density reporting across the program, with all clients now receiving their breast density category with their results.

Clients also receive information about what their breast density category means and any recommended next steps, helping them make informed decisions about their breast health.

> ***This is a great way to share breast density information with my results letter. I love this idea and I hope this will continue with every breast screen I have in the future. Thank you so much. Job well done.***

BreastScreen Victoria client



Jenelle Williams, Sonographer with Maroondah Reading and Assessment Service team poster at the BreastScreen Australia Conference

Introducing ultraviolet technology at Maroondah

The Maroondah Reading and Assessment Service became the first service in Victoria to introduce ultraviolet light technology to disinfect ultrasound probes between biopsy procedures.

Using ultraviolet light instead of chemicals has reduced probe cleaning time from 15 minutes to just 90 seconds. The Maroondah team performs more than 300 ultrasound biopsies each year, so the faster process can make a meaningful difference for both clients and staff.

The technology also offers a more sustainable approach to infection control by reducing the use of chemicals, disposable materials and protective equipment.



Staff at the Maroondah Reading and Assessment Service supporting innovation in breast screening through the Hybrid Tomosynthesis Trial

Building on innovation at Maroondah

The Maroondah Reading and Assessment Service, in partnership with the University of Sydney and Eastern Health, continued to support breast screening research through the Hybrid Tomosynthesis Trial.

The study is exploring whether a modified combination of 3D and 2D mammography can improve breast cancer detection compared to standard 2D mammography. It is also examining differences in cancer detection, recall rates and interval cancers.

The trial made strong progress this year, with participant recruitment moving closer to its target of 20,000 clients.

The findings will help inform the future role of tomosynthesis within the BreastScreen Australia program and contribute to research aimed at improving breast cancer screening outcomes across Australia.

Randomised Controlled Trial in reading now live

This year, we commenced the BRAIx Randomised Controlled Trial, with the AI mammogram reader now operating at most clinics across Victoria. The trial is evaluating how AI can support breast screening while maintaining clinical oversight. A radiologist continues to review every mammogram, with the AI reader providing additional support as part of the process.

Since recruitment began, 47,550 clients have taken part in the trial and more than 22,300 mammograms have been assessed by the AI reader.

The trial is building evidence about how AI could be used in population breast screening at scale.

The research is a partnership between BreastScreen Victoria, BreastScreen South Australia, St Vincent's Institute of Medical Research, St Vincent's Hospital Melbourne, the University of Melbourne and the University of Adelaide.

Connecting internationally

Our work received first prize in the Caroline Roney Award at the International Symposium Mammographic Conference in Bournemouth, United Kingdom.

The recognition was for our poster, which showed how we used automated image quality review software to make radiographer image quality assessment more efficient and objective.

The conference also gave our team the opportunity to connect with breast imaging and breast care professionals from around the world, share our work and learn from emerging practice.

Innovation

Goal: *Lead the building of evidence and implementation of better screening*



Staff pictured with colleagues from across Australia at the BreastScreen Australia Conference

Highlights from the BreastScreen Australia conference

The biennial BreastScreen Australia Conference gives breast screening professionals from across the country a chance to meet, share knowledge and explore emerging developments in the field.

With the theme *Equity in Action*, this year's sessions focused on innovation in screening and advances in clinical practice.

Staff from the Victorian program attended the conference in March and contributed 15 presentations and 10 posters. Their work showcased initiatives to improve equity and access, strengthen community engagement, enhance clinical practice and drive innovation in screening and early detection.

Advancing breast cancer research and innovation

Throughout the year, we continued to work with researchers and sector partners on projects exploring new technologies, risk prediction and more personalised approaches to care. These included:

- **The Lifepool project,** led by Peter MacCallum Cancer Centre, is a unique research resource investigating how breast, ovarian and other gynaecological cancers develop. We continued to provide mammographic and breast screening data for around 55,000 Lifepool participants.
- **The RoBiN (Risk of Breast Neoplasia) study,** led by the University of Melbourne, is examining the feasibility and impact of risk-based screening recommendations using breast density and genetic risk information. We worked with the research team to complete recruitment and provided data for the final report and analysis.
- **The New Risk Factors for Breast Cancer study,** led by the University of Melbourne, is exploring innovative mammogram-based measures of breast cancer risk, focusing on image brightness and texture. Early findings suggest these measures may improve risk prediction beyond known genetic factors. This could help identify women at higher risk of interval cancers, particularly where dense breast tissue can mask tumours. We provided additional mammographic and breast screening data to support this research.
- **The MOSAIC project,** led by Deakin University, is a community-based research initiative focused on improving breast screening access and participation among culturally and linguistically diverse communities. We provided resources and strategic advice through the project's advisory committee.

Through these partnerships, we are contributing to research that supports better breast cancer detection, more effective screening delivery and stronger community outreach across Victoria.



BreastScreen Victoria consumers

Statewide staff milestones

We celebrated staff milestones and acknowledged retirements, recognising the commitment and contributions of staff who have helped shape our organisation and support our clients.

32 years ***Retirement*** **Sue Macaulay** Director Quality & Clinical Care

30 years **Karyn McCuskey** Client Support Officer

25 years **Christine Cerche** Client Contact Officer

20 years **Hien Tran** Assistant Account & Payroll Officer

20 years **Jacob Seleznev** Software Development Lead

20 years **Kay Louise Germaine** Client Contact Officer

10 years **Ramya Thirunavukkarasu** Data and Reporting Analyst Lead

10 years **Georgina Marr** Chief Information Officer

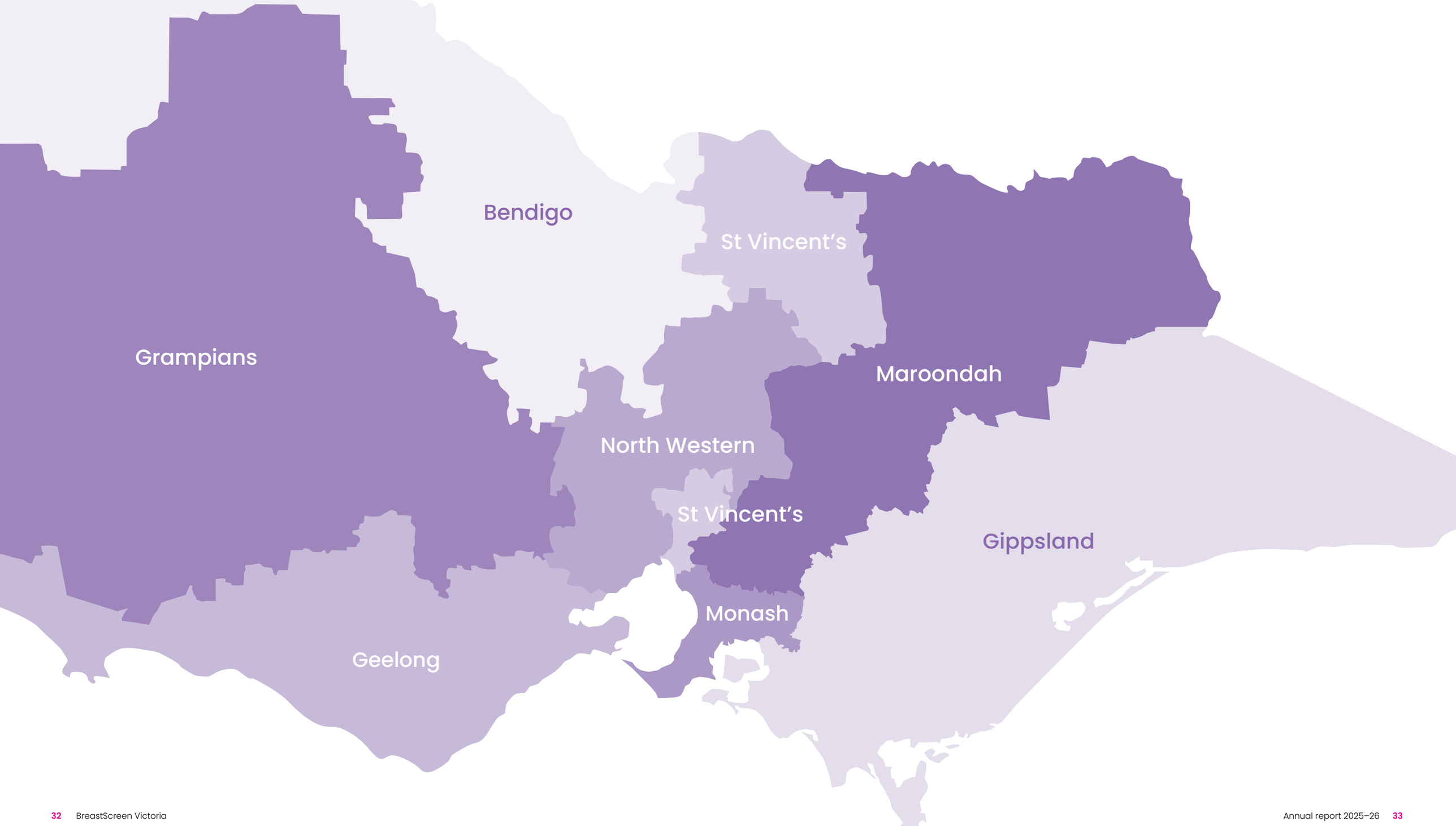
10 years **Juliet Anderson** Data and Reporting Specialist

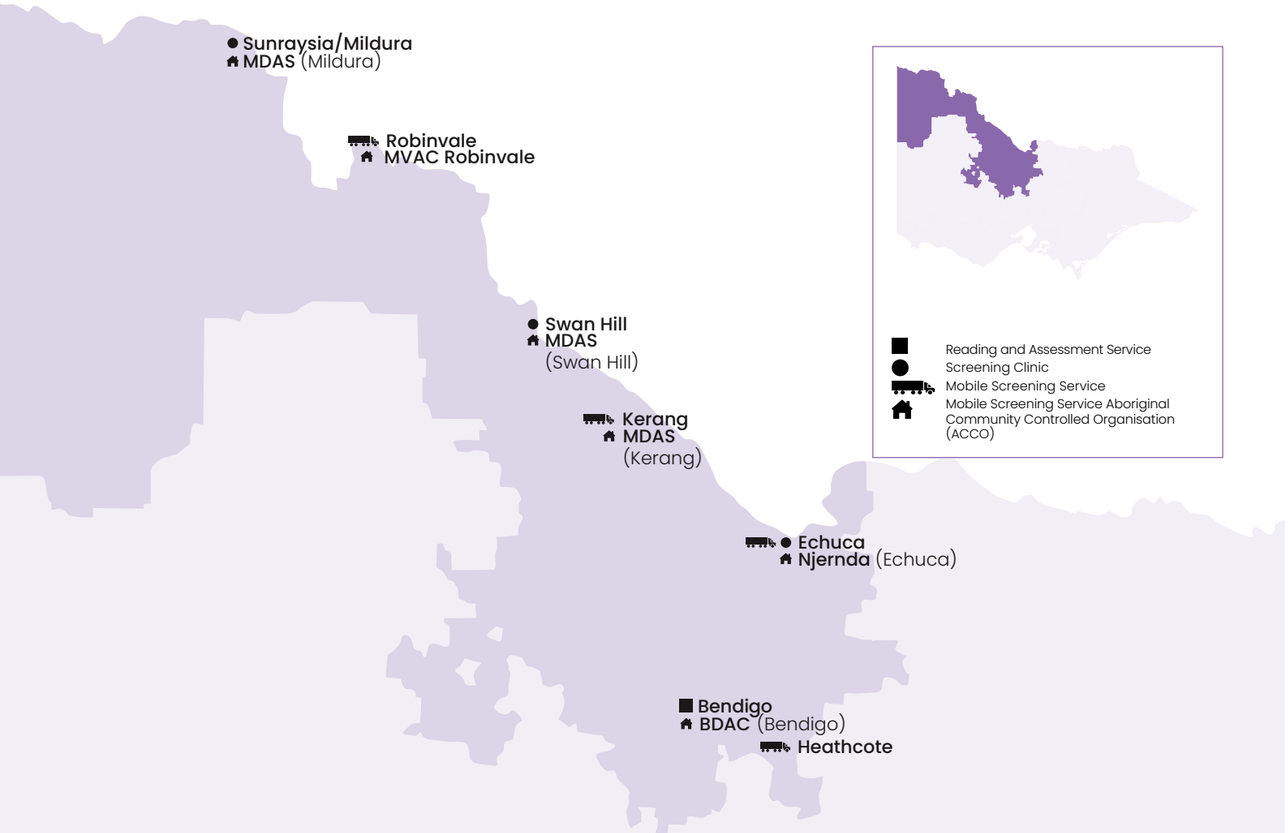
Our service delivery partners

We value our service delivery partners, and thank them for the care, compassion and dedication they bring to delivering high quality care to clients every day. Their commitment to client care has a positive and lasting impact on the people and communities we serve.

- Bairnsdale Regional Health Service
- Bayside Health
- Bendigo Health
- Cabrini Health
- Carewell Diagnostix
- Central Gippsland Health Service
- Eastern Health
- Echuca Regional Health
- GIG Radiology
- Grampians Health
- I-Med Radiology
- Integral Diagnostics
- Latrobe Regional Health
- Lumus Imaging
- Maryborough District Health Service
- Melbourne Health
- Monash Health
- Northeast Health Wangaratta
- Peter MacCallum Cancer Institute
- Portland District Health
- St Vincent's Hospital
- Swan Hill District Health
- Western District Health Service

Our regions


Bendigo
St Vincent's
Grampians
Maroondah
North Western
St Vincent's
Gippsland
Monash
Geelong



Bendigo

Milestones

15 years **Dr Jill Wilkie**
Clinical Director

15 years **Dr Julius Tamangani**
Radiologist

15 years **Kathryn Carman**
Program Manager/
Radiographer

15 years **Amanda Gilbee**
Radiographer

10 years **Eliza Alford**
Program Manager/
Radiographer

10 years **Megg Powell**
Radiographer

10 years **Jacinta Gebert**
Radiographer

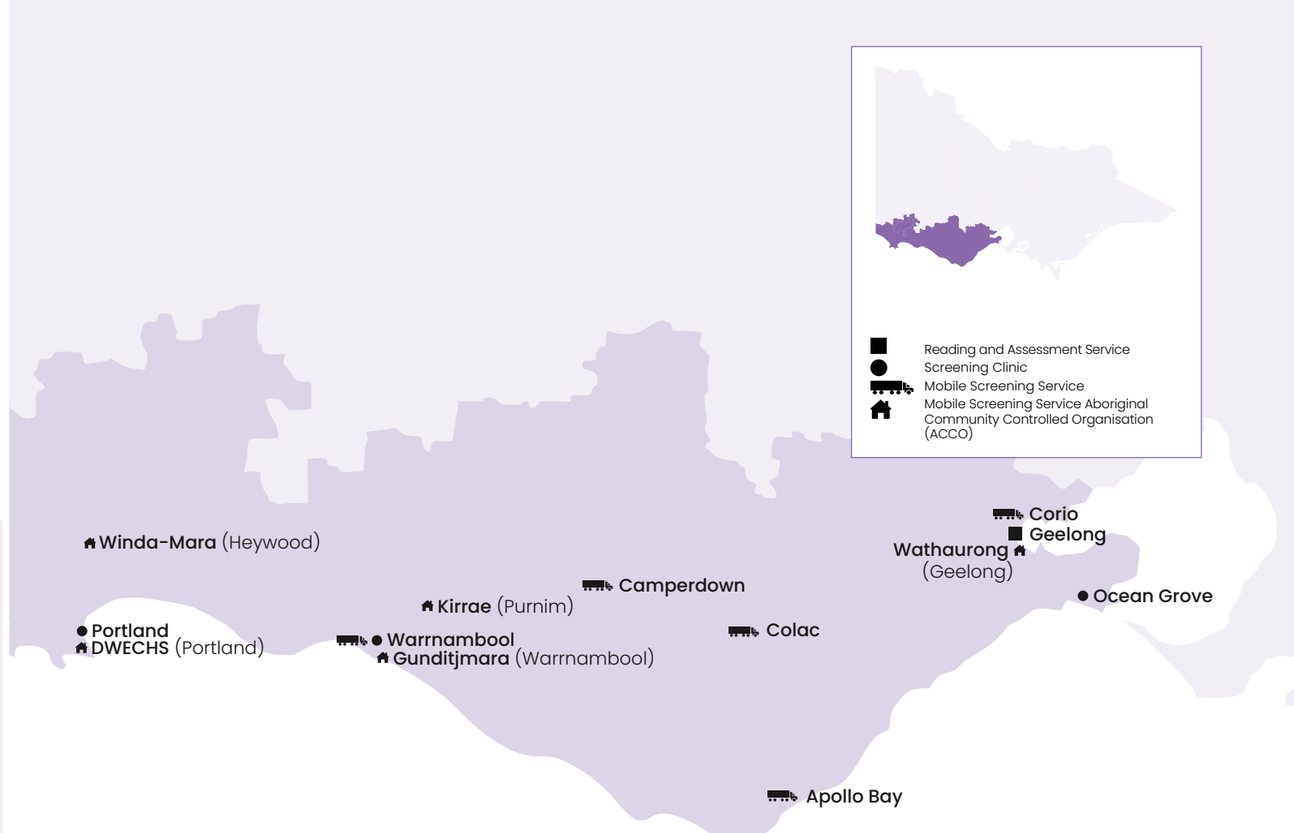
10 years **Madolyn Weldon**
Radiographer

Region highlights

- **Top 5 languages spoken by clients:**
  English, Karen, Italian, Mandarin, Tagalog
- **Total screens:** 15,218



Bendigo team



Geelong

Milestones

15 years **Kirsten Barton**
Receptionist

15 years **Louise Taylor**
Data Clerk/Receptionist

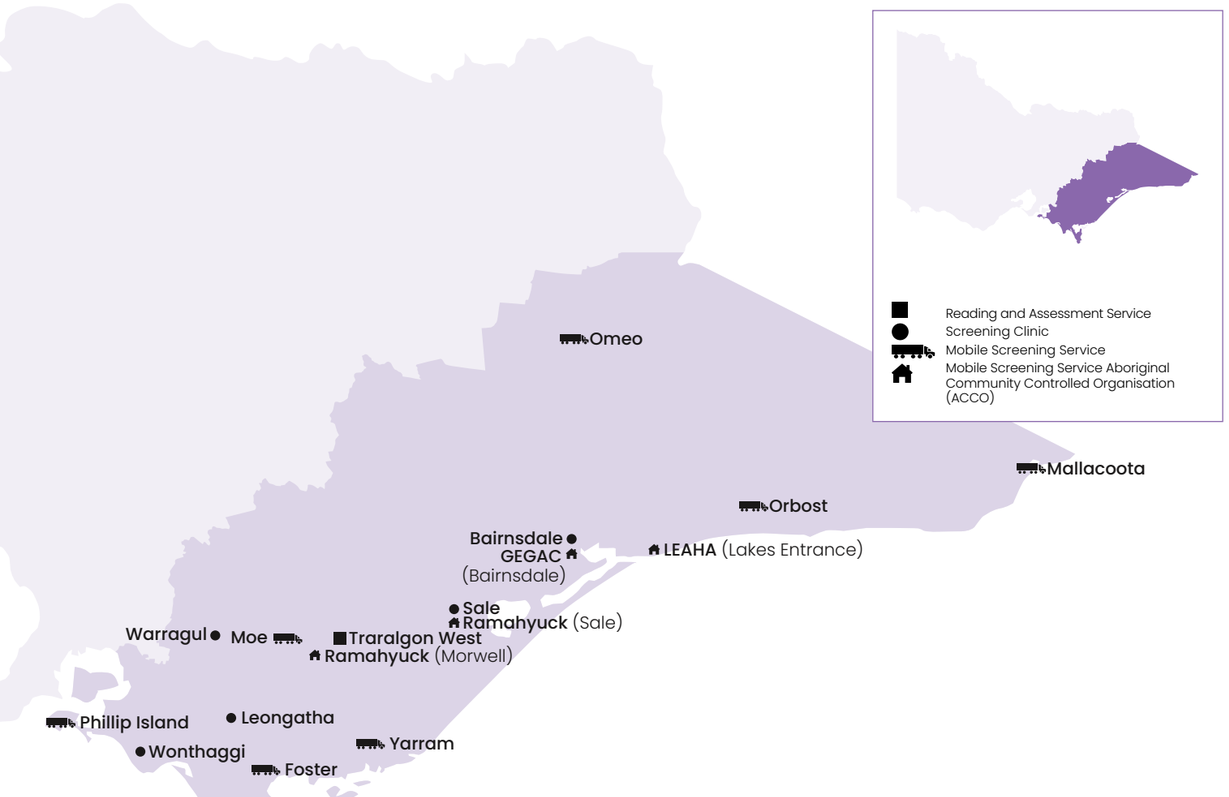
10 years **Victoria Lynn**
Mammographer

Region highlights

- **Top 5 languages spoken by clients:**
  English, Croatian, Italian, Mandarin, Greek
- **Total screens:** 26,003



Geelong team



Gippsland

Milestones

14 years ***Retirement***
Dr David Chan
Clinical Director

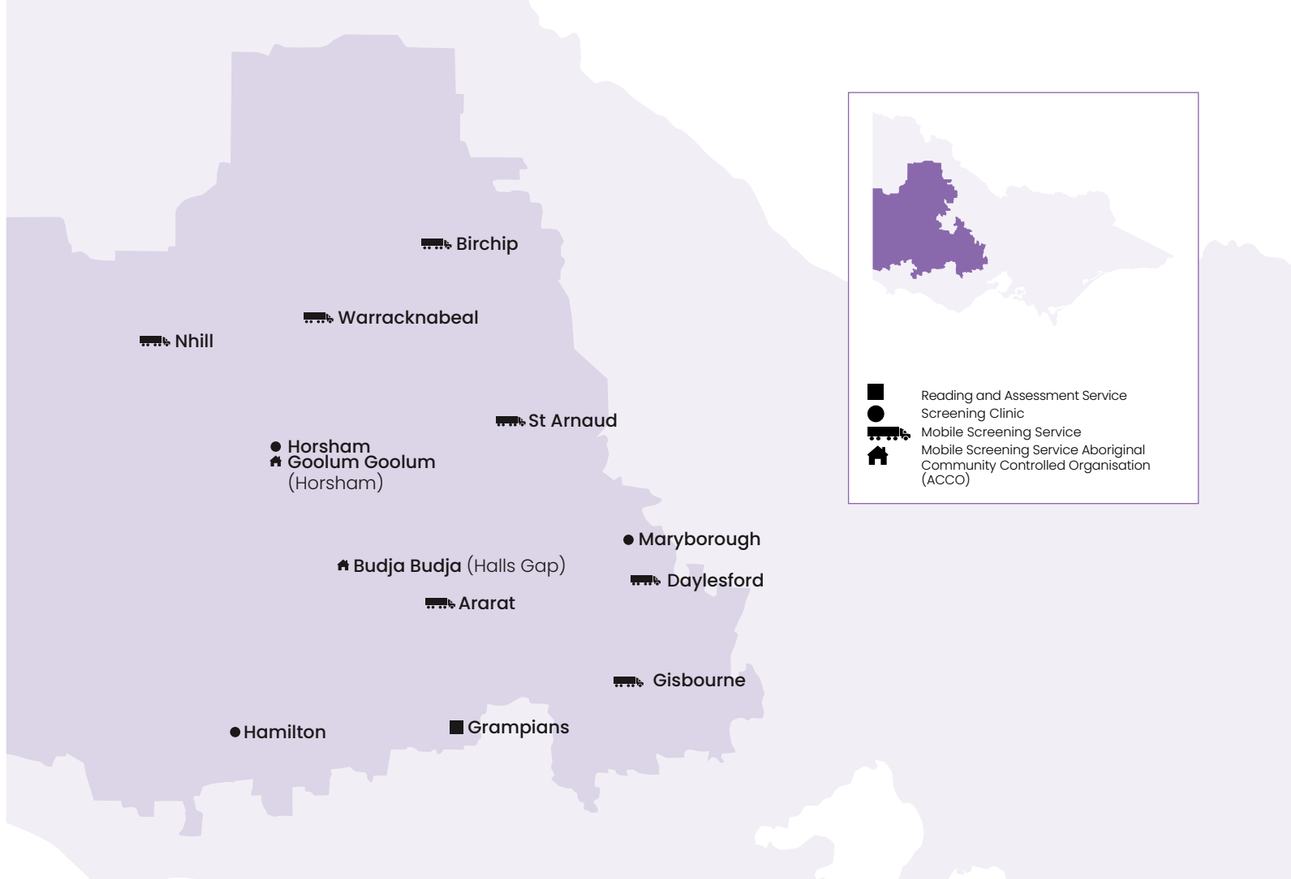
5 years ***Retirement***
Jacqueline Hyett
Data Clerk

Region highlights

- **Top 5 languages spoken by clients:** English, Filipino, Italian, Greek, Mandarin
- **Total screens:** 18,003



Gippsland team



Grampians

Milestones

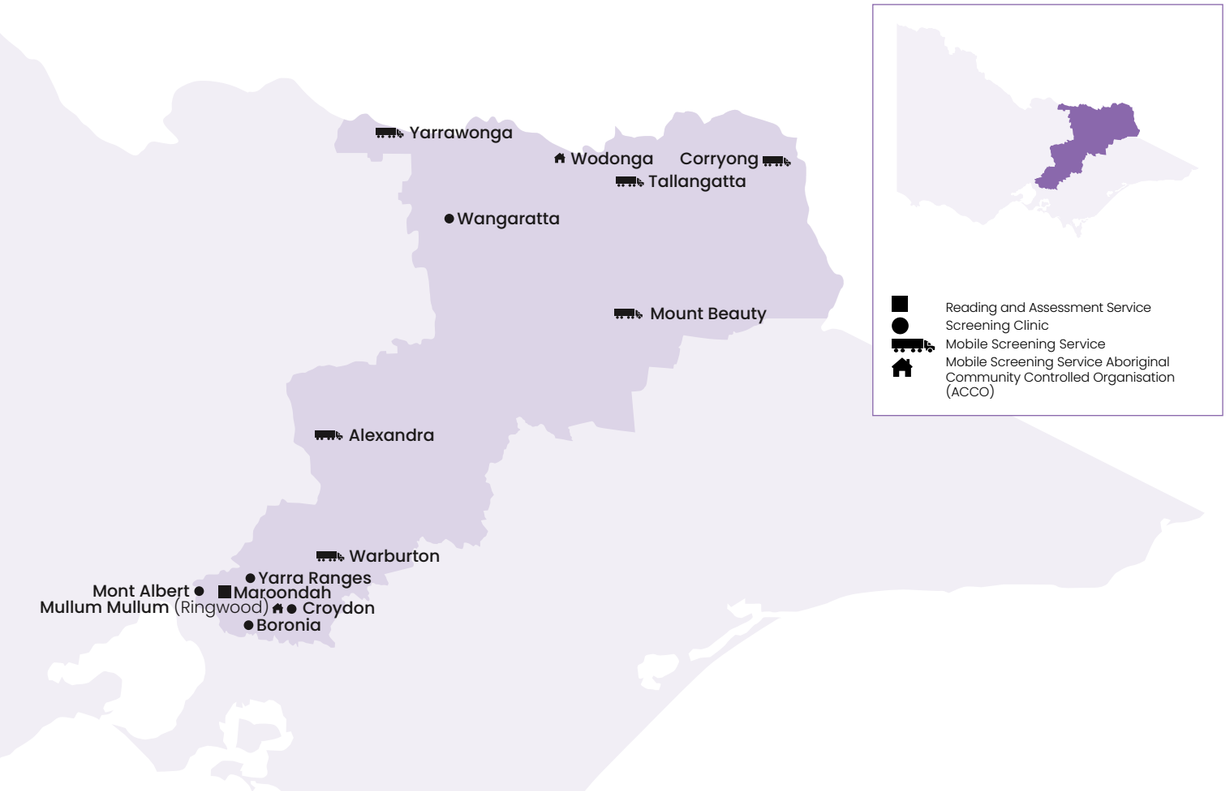
20 years ***Retirement***
Jann McNish
Data Manager

Region highlights

- **Top 5 languages spoken by clients:** English, Mandarin, Filipino, Dutch, German
- **Total screens:** 12,751



Grampians team



Maroondah

Milestones

30 years ***Retirement***
Mr Rick Masters
Surgeon

20 years **Remya Thatiot**
Data Manager

17 years ***Retirement***
Joyce Sharp
Data Coordinator

15 years **Janelle Badrock**
Senior Data Clerk

10 years **Michelle Wu**
Radiologist

Region highlights

- **Top 5 languages spoken by clients:**
  English, Mandarin, Cantonese, Greek, Italian
- **Total screens:** 40,028



Maroondah team



Monash

Milestones

25 years **Deborah Summerbell**
Nurse Counsellor

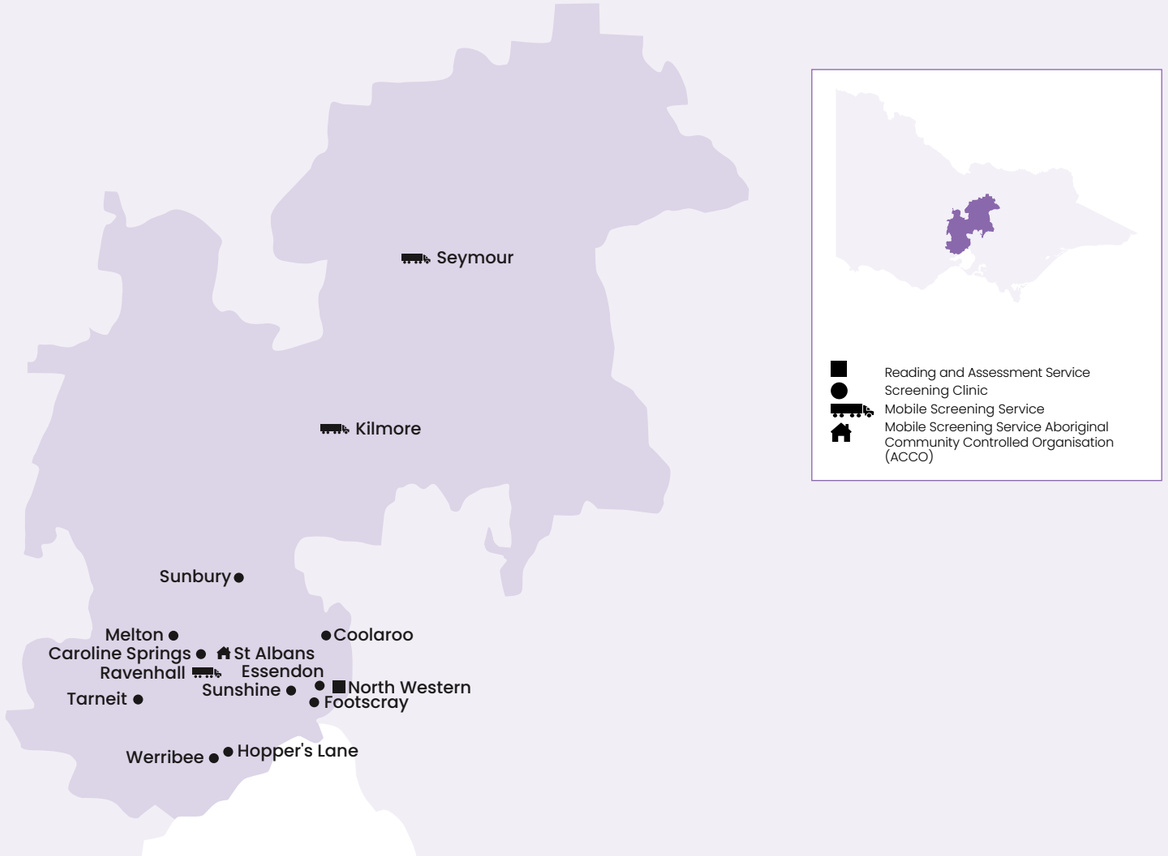
10 years **Briohny Casey**
Radiographer

Region highlights

- **Top 5 languages spoken by clients:**
  English, Mandarin, Vietnamese, Cantonese, Greek
- **Total screens:** 58,921



Monash team



North Western

Milestones

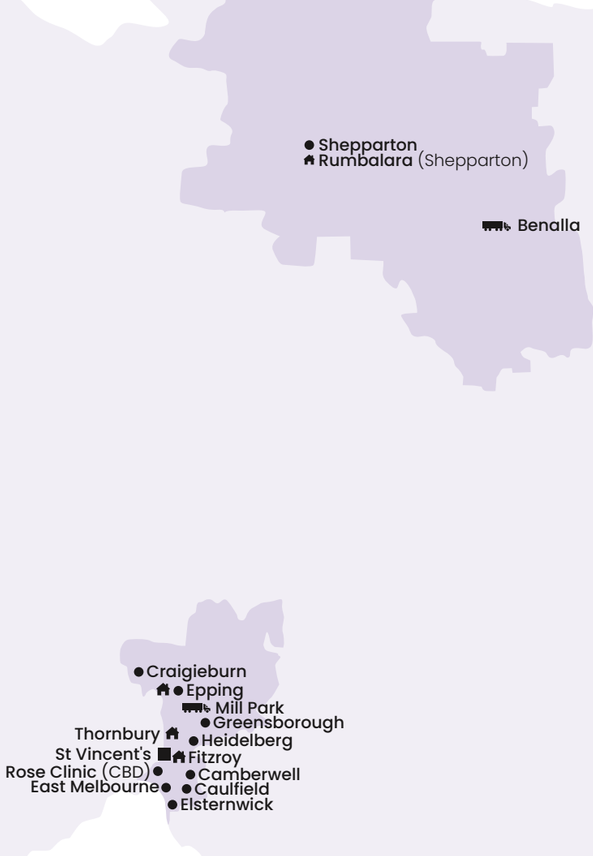
16 years ***Retirement***
Michelle DeStefana
Office Coordinator

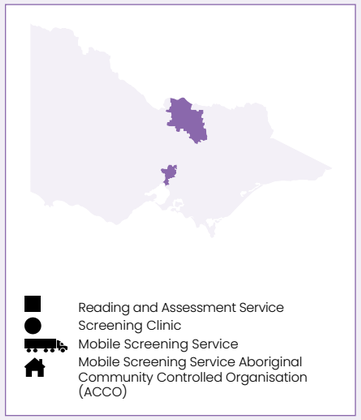
Region highlights

- **Top 5 languages spoken by clients:**
  English, Vietnamese, Italian, Arabic, Mandarin
- **Total screens:** 52,274



North Western team





St Vincent's

Region highlights

- **Top 5 languages spoken by clients:**
  English, Mandarin, Vietnamese, Cantonese, Greek
- **Total screens:** 66,636



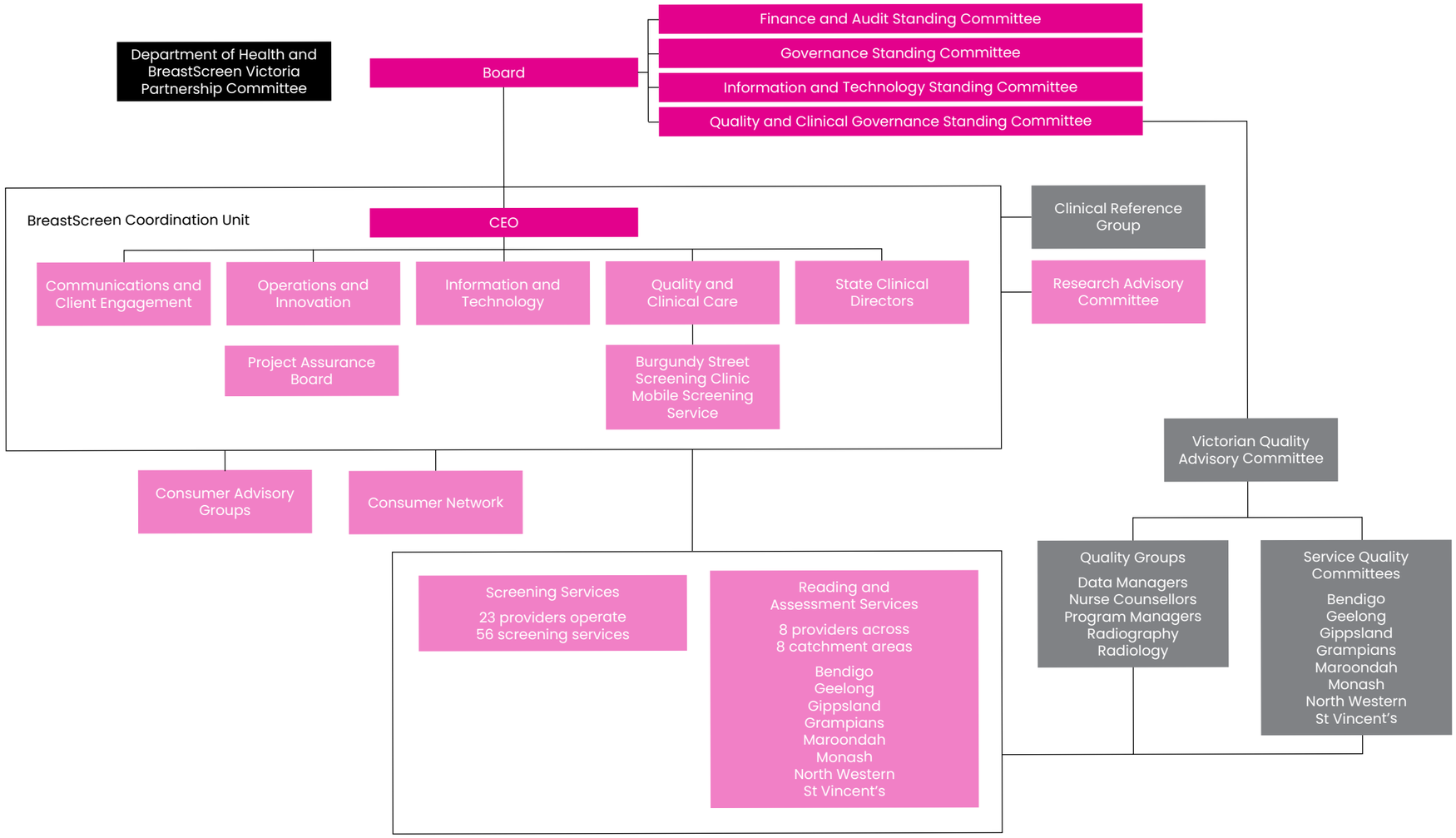
The St Vincent's team proudly pictured with artwork created by Anjee-Lee Bamblett

Our governance

Our governance structure ensures we meet our service and compliance obligations, maintain quality standards and provide evidence-based service for our clients.

BreastScreen Victoria has developed an organisational structure to ensure we deliver safe and effective breast screening services to as many clients as possible.

BreastScreen Victoria governance structure



BreastScreen Victoria Board

BreastScreen Victoria is governed by an independent Board whose members are appointed by the Victorian Minister for Health.

Dr Elisabet Wreme (Chair)
MSc, Prof Doctor in Bus Admin, FAICD

Debra Cerasa (Deputy Chair)
MEdMgt&Ldr, BHScNsg, GradDipAdEd&Trg, GradDipBusMgt, RN, RM, CertICU, GAICD

Sue Madden (Treasurer)
BBus, FCPA, GAICD

Rita Butera (CEO)
AssDWelf, GradDipOrgDev, GAICD

Katrina Enos
BSc (Social Sciences), GAICD

Dr Vanda Fortunato
PhD, MA, BA, GAICD

Louise Glanville
BSocWk, BArts, LLB, GradCertHlthLaw, MA (Res)

Liz Kelly
BBus, GradDipOrgPsych, Cert IV Workplace Training & Assessment, accredited mediator, MAICD
Retired September 2025

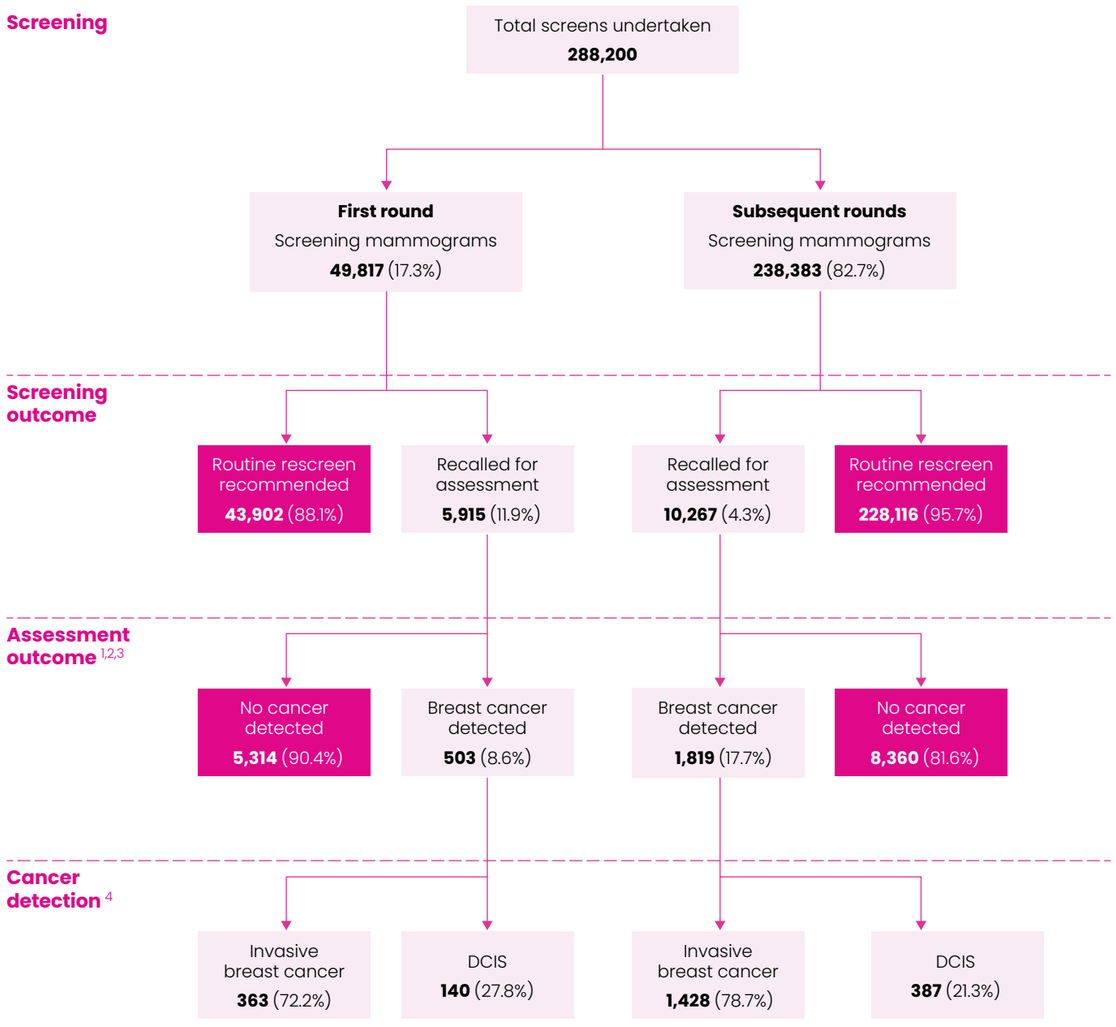
Dr Jocelyn Lippey
B.Med, FRACS

Alistair Lloyd
BComp, MBA, GAICD

Vicky Peters
Grad Dip Career Ed and Dev, MAICD

Dr Angela Williams
MBBS MForensMed MBA MPH/MHM GAICD PRI NRMA LLB GDLP AFRACMA FFFLM(UK) FFCFM(RCPA)

Screening and assessment pathway 2025 Calendar Year



1 Excludes women who did not attend assessment.
2 Percentages do not add to 100% due to the exclusion of women who did not complete assessment and women with incomplete assessment/histology data.
3 At the time this report was finalized, 0.8% of women assessed in 2025 were yet to complete their assessment experience.
4 Excludes breast cancers diagnosed at early review more than six months after the screening mammogram and cancers diagnosed at early rescreen for women who presented with a breast lump and/or clear or blood stained nipple discharge in the same breast in which the breast cancer was diagnosed.

Data for women screened in 2025 is as it stood on 24 July 2026.
Future requests for data and publications may not exactly correspond to the figures in this report as they will reflect subsequent additions to the dataset.

Screening and assessment summary

	2021	2022	2023	2024	2025
Screening					
First round women	26,028	33,662	42,421	45,835	49,817
	10.3%	13.1%	15.7%	15.7%	17.3%
Subsequent round women	226,863	222,919	228,185	245,513	238,383
	89.7%	86.9%	84.3%	84.3%	82.7%
Total	**252,891**	**256,581**	**270,606**	**291,348**	**288,200**
	100%	100%	100%	100%	100%
Screening outcome					
First round women					
Routine rescreen recommended	23,139	29,748	37,415	40,125	43,902
	88.9%	88.4%	88.2%	87.5%	88.1%
Recalled for assessment	2,889	3,914	5,006	5,710	5,915
	11.1%	11.6%	11.8%	12.5%	11.9%
Subsequent round women					
Routine rescreen recommended	217,396	213,603	218,173	234,530	228,116
	95.8%	95.8%	95.6%	95.5%	95.7%
Recalled for assessment	9,467	9,316	10,012	10,983	10,267
	4.2%	4.2%	4.4%	4.5%	4.3%
Assessment outcome [1,2,3]					
First round women					
No cancer detected	2,607	3,510	4,488	5,133	5,314
	90.4%	90.2%	90.5%	90.7%	90.4%
Breast cancer detected	243	341	412	471	503
	8.4%	8.8%	8.3%	8.3%	8.6%
Subsequent round women					
No cancer detected	7,749	7,657	8,110	8,823	8,360
	82.0%	82.5%	81.4%	80.6%	81.6%
Breast cancer detected	1,630	1,548	1,774	1,997	1,819
	17.3%	16.7%	17.8%	18.3%	17.7%
Cancer detection [4]					
First round women					
Invasive breast cancer	194	249	325	355	363
	79.8%	73.0%	78.9%	75.7%	72.2%
DCIS	49	92	87	114	140
	20.2%	27.0%	21.1%	24.3%	27.8%
Subsequent round women					
Invasive breast cancer	1,303	1,243	1,392	1,555	1,428
	80.1%	80.6%	78.6%	78.0%	78.7%
DCIS	323	300	379	439	387
	19.9%	19.4%	21.4%	22.0%	21.3%

Produced by:

BreastScreen Victoria
Level 1, 31 Pelham Street
Carlton South
Victoria 3053

October 2026

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ABN: 54 505 206 361

Copies of this report are available at:

www.breastscreen.org.au
13 20 50



Financial Report

The BreastScreen Victoria Inc. Financial Report for the year ended 30 June 2026 has been produced as a separate document. Copies are available at: www.breastscreen.org.au or phone 13 20 50.

BreastScreen Victoria

VICTORIA State Government