



## “No go” on the regulation of para-professionals

*The Minister of Agriculture and Forestry, Hon David Carter has told the Council, on MAF advice, that he cannot progress it’s proposals to regulate veterinary para-professionals.*

Much work was put into developing the proposals by the Council, NZVA, the Veterinary Nurses Association, ANTECH, Massey staff and the vets who provided comment. The outcome is very disappointing.

The very high thresholds for occupational regulation required by the Ministry of Economic Development and Treasury thresholds are flawed. They don’t take any account of the benefits and opportunities of regulation and require proven disastrous outcomes such as ‘leaky homes’ or

lost investments before regulation is considered.

New Zealand is extremely vulnerable to international perception of its management of animal health, animal welfare and food safety. Failure to follow international trends to regulate para-professionals puts the country in a weak position. An equivalent ‘leaky home’ scenario arising from the action or inaction of an unregulated technical workforce could result in a devastating loss of market access

The Council continues to be very concerned about the risks posed by para-professional practice, particularly those operating outside a veterinary infrastructure. We will be raising these as part of the review of the Animal Welfare Act.

## Proposed Changes to the Veterinarians Act

*A Veterinarians Amendment Bill remains on the legislative programme. The Council is keen to use this to improve the operation of the current Act and is seeking comment on proposed legislative changes set out below.*

### Council Functions

• Greater clarity is required around Council’s major function of setting the standards registered veterinary practitioners must comply with. One of Council’s roles (75(c)) is to promote and encourage “high standards of professional education and conduct”. This is at odds with the requirement for the Council to prescribe “minimum standards” for fitness to practise and competence. The use of the term “minimum

standard” is inconsistent with case law which requires regulatory bodies to set professional standards and not allow them to lag.

• Deletion of the current reciprocity provision from Council’s functions. The Council’s statutory focus is on ensuring veterinarians are competent to practise – at the point of registration and on an ongoing basis. ‘Reciprocity’ means mutual action especially interchange of privileges. This implies that if an overseas jurisdiction recognises or withdraws recognition of a New Zealand qualification for registration purposes, then the Council should follow suit. While the recognition of overseas accreditation systems will continue to be pursued, the

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# Proposed Changes to the Veterinarians Act

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reciprocity principle is not consistent with Council's brief.

## Registration

- Supplementing the current recognised qualification and 'fit and proper person' registration requirements with competence and fitness provisions. Currently the Council must register an applicant if they hold a recognised qualification and are 'a fit and proper person' regardless of whether or not they have maintained recency or competence to practise. This is at odds with the purpose of the Act which is to ensure veterinarians' competence.

- Removal of the current s8 (1) requirement to gazette the individual institutions/qualifications recognised for registration purposes. Instead Council should be empowered to declare, by Gazette Notice, the accreditation systems it recognises for registration purposes with details of the individual institutions and qualifications to be maintained on the Council's website.

## Notifications

- Measures to require Court Registrars to notify the Council of convictions
- Measures to:
  - require colleagues and employers to report to the Council in circumstances where it appears that a veterinarian's practice is adversely affected by a mental or physical condition
  - require employers to report to Council in circumstances where a registered employee resigns or is dismissed for competence reasons

This removes uncertainty, allows early intervention and gives statutory

protection to the notifier. These requirements currently apply to all registered health practitioners. Council's experience with health and competence impaired veterinarians has been that early intervention and support are key to ensuring successful outcomes. The longer the situation is left the greater the risks to clients especially in circumstances where the veterinarian does not have insight into the impact of his or her impairment. Council is also concerned about circumstances where a veterinarian is dismissed or resigns because of competence reasons and is then free to go and work elsewhere, and to repeat the poor performance.

## Complaints

- Measures to allow the Council to undertake an initial assessment/triaging of complaints and concerns received and decide on further action. For example referral of conduct matters to a Complaints Assessment Committee, referral of health concerns to its Health Committee

## Discipline and Illegal Practise

- Separation of disciplinary and regulatory functions by removal of the current requirement that one member of the Judicial Committee be a Council member. This is consistent with best regulatory practice. It assures the independence of the disciplinary bodies' decision making and allows the Council to focus on its principal purpose of ensuring veterinarians' competence.
- The ability to require a separate disciplinary levy to be paid by veterinarians for funding the costs of Complaints Assessment Committees, proceedings of the Judicial Committee and appeals

Veterinarians Act 2005		
Public Act	2005 No 126	
Date of assent	21 December 2005	
Commencement	see section 2	
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against disciplinary decisions. Currently such costs are met from the annual practising certificate fees vets pay. Because of the difficulty of predicting costs the Council has to maintain a reasonable level of reserves to provide for unforeseen Court action or a spike in the number of complaints or disciplinary cases. This raises equity issues in relation to intergenerational costs. The ability to impose a separate disciplinary levy would address these equity issues and allow the Council to recoup costs on a one off basis, in the event of a major blow-out in this area

- Adequate powers of enforcement to investigate and prosecute illegal practice. Similar powers to the Health Practitioners Competence Assurance Act (HPCA), 2005 to issue search warrants are sought.

Please send any comments to the Registrar [registrar@vetcouncil.org.nz](mailto:registrar@vetcouncil.org.nz) by 20 August.

**Note that if the Minister agrees to legislative change there will be a further opportunity to comment at the Select Committee consideration stage**

# New Zealand National Veterinary Examinations (NZNVE)



*The NZNVE is the means by which a veterinarian who is trained overseas but whose degree is not immediately eligible for registration in New Zealand may demonstrate competence to be registered.*

To be eligible to sit the NZNVE overseas qualified veterinarians must:

- have completed a course of study, of not less than 4 years, in veterinary science, at a university, veterinary college, or institution acceptable to the Council
- have met the required level of English language competence

There are two parts to the examination:

- the Preliminary Registration Examination, staged 2 times a year, and made up of three papers in multiple choice question format. Each of the papers has 100 questions that are designed to test the candidate's knowledge across a variety of subject areas
- the Clinical Examination held annually in November at Massey University. This is made up of one written paper and nine other sections in clinical veterinary medicine. A pass is awarded when all ten sections have been successfully completed. However candidates who fail three or less sections are only be required to resit the sections they have failed

*We asked Dr John Alawneh who passed NZNVE in 2006 to share his experiences*

I feel privileged to share my experiences

of the NZNVE. Though it's probably going to be more challenging than the examination process itself!

I was born and raised in the Middle East in Jordan. My decision to study veterinary medicine was driven by my family's strong farming background.

After five years of study, I graduated, in 1999, with a veterinary degree from the Jordan University of Science and Technology. I practised in Jordan for 4 years before migrating to New Zealand.

At the end of 2001, Jordan was going through very tough economic times, so as a young couple, looking for new challenges, my wife Leena and I decided to seek another country to call home. Fortunately, that country was New Zealand.

But before being able to practise as a vet in New Zealand I needed to sit and pass NZNVE. And who likes to be examined?

The thought of being assessed across the whole spectrum of New Zealand veterinary practice was daunting – especially since my practice had been with dairy cattle and the Jordanian curriculum had focused on production animals. My knowledge of camel medicine was not going to help!

But I knew about the registration requirements well in advance of coming to New Zealand. So when we arrived I focused on making sure I was well prepared before attempting the examination.

Arranging a thorough exposure to NZ farming was invaluable. Coming from a country with different farming styles and systems meant that I needed to gain a good understanding of daily farming operations in New Zealand. That exposure gave me a bridge to integrate the theory I had learned as a student with the current NZ farm and clinical practising environment.

Enrolling in a postgraduate veterinary programme at Massey University was also very useful. When I first approached the Council about NZNVE, I was given a recommended reading list that looked endless. The list was, however, justified because some of the topics in the exam were new to me.

Consequently, I signed up for a postgraduate programme at Massey University which gave me access to all

resources I needed. My post graduate study objectives, which I achieved, were to identify weaknesses in, and then strengthen, my skills for the NZ practising environment and to get a thorough exposure to veterinary practice in NZ through Massey.

Identifying the areas I needed to focus on was straight forward, it was companion animals. I found veterinary clinical pathology and veterinary public health papers very helpful in addressing this skill gap. Both papers provided insights into routine cases and the clinical work to expect in the field. This gave me a good understanding of the level of competence I needed to achieve before considering going through the NZNVE process. My study gave me the opportunity to grow my skills and broaden my knowledge base, which was invaluable preparation for the NZNVE.

For those contemplating the NZNVE process, I'd like to share the three important things I learned from my experience:

- Don't give up. If you are passionate about practising as a vet in NZ put the work in. Make sure you are thoroughly prepared before entering the exam process.
- View the NZNVE process as a positive challenge, similar to any other challenge in your professional life. Preparation for the examination process, through post graduate study and exposure to NZ practice, keeps you up to date and sharpens your clinical skills.
- NZNVE is only a starting point. It sets you up for a process of life long learning and ongoing interaction with your NZ veterinary colleagues.

For me it was the gateway to connect with my colleagues not only at a professional level, but also at a personal level.

I would like to take this opportunity to express my gratitude to all the people I have had contact with through my professional life here in NZ. We as a family are very lucky to have met and to know you. Whether you are in Palmerston North, Whakatane, or Rangitikei your warmth and support has been overwhelming and for that we thank you.

## Make sure you have your say on the proposed Continuing Professional Development (CPD) framework

The working party is currently finalising its proposals on mandatory CPD requirements for the issue of a practising certificate. Keep an eye out for the consultation document which will be sent to you later this month.

## VCNZ Annual Report for 2009

The Council's 2009 annual report can be read or downloaded on line at: <http://www.vetcouncil.org.nz/pubs.php> or you can request a copy by emailing [vet@vetcouncil.org.nz](mailto:vet@vetcouncil.org.nz)

## Cancellation of Registration for failure to declare Fitness to Practise Issues

*The Council has recently cancelled the registration of a US qualified veterinarian who failed to declare overseas convictions and disciplinary action.*

When applying for registration, or an annual practising certificate, veterinarians are required to specify any matters that may bring their fitness to practise into question. Veterinarians must declare if they have:

- been charged with or found guilty of a criminal offence
- been suspended or dismissed on conduct or competence grounds
- resigned for reasons relating to competence or conduct
- been subject to an adverse finding by an overseas veterinary jurisdiction
- any mental or physical condition with the potential to affect their practise

The veterinarian concerned failed, when he applied for registration, to declare a recent USA conviction for driving under the influence of alcohol or any of his previous DUI

convictions. In his subsequent annual practising certificate applications he also failed to declare disciplinary proceedings in USA and the revocation of his license to practise.

Registration applicants are required to arrange for a letter confirming their good standing status to be sent directly to the Council from every jurisdiction they are registered in. The same requirements apply for NZ registered veterinarians applying for a practising certificate, if they have practised outside New Zealand in the preceding year. In this case the relevant USA board confirmed the veterinarian's good standing status because it was not yet aware of his convictions.

The veterinarian's false declarations were revealed when he applied for registration in Australia and the USA authorities were unable to verify his good standing status.

## Re-classification of Ketamine as a Class C4 Controlled Drug

*Ketamine has been reclassified as a Class C4 controlled drug as from 1 December 2010. This means ketamine must be stored in a locked cupboard unless required for immediate use. Records should also be kept and reconciled frequently.*

The Ministry of Health has obtained Parliamentary approval to reclassify ketamine as a Class C4 controlled drug under the Misuse of Drugs Act 1975. This was in response to increasing concern over its diversion into non legitimate purposes and on the recommendation of the Expert Advisory Committee on Drugs.

The reclassification does not remove the drug's availability for use by veterinarians but it mandates additional controls aimed at reducing the potential for diversion. These mean that:

- ketamine, like other Class A, B and C1 – 4 drugs, must be stored in a locked/metal cupboard that is securely fixed to or part of the premises, unless required for immediate use
- veterinarians are prohibited from advertising this substance

Veterinarians are also strongly advised to keep registers of controlled drug use and to reconcile these frequently. Two people should be involved in the reconciliation – either doing the reconciliation together or alternately.

The schedules of controlled drugs and approved recording form are available at: [www.legislation.govt.nz/act/public/1975/0116/latest/DLM436101.html](http://www.legislation.govt.nz/act/public/1975/0116/latest/DLM436101.html)  
[www.legislation.govt.nz/regulation/public/1977/0037/latest/DLM54840.html](http://www.legislation.govt.nz/regulation/public/1977/0037/latest/DLM54840.html)

## VCNZ Judicial Committee hearing – Mr James Mason

*Papakura veterinarian, James Mason, has been struck off the Registrar of Veterinarians after having been found guilty of professional misconduct by the Council's Judicial Committee.*

In breach of Greyhound Association rules and ethical standards, Mr Mason placed substantial bets on dogs for which he had on-course responsibilities. The bets were placed off-course to avoid detection.

When one of the dogs on which he put money on won its race, Mr Mason failed to deliver for testing its post-race drug testing urine sample.

The Judicial Committee found Mr Mason's misconduct raised issues of integrity and honesty. Compounding that, the Committee said he acted deliberately to make sure the winning dog's sample could not be tested.

Other charges of providing unidentified and unlabelled medicines to two dogs, including the winning dog, on the day of the race, could not be established because the relevant witness declined to attend the hearing.

At the hearing, Mr Mason and his supporters were abusive and threatening towards the Judicial Committee.

Mr Mason appealed the disciplinary decision in the District Court, which found, in April, his actions to be unethical and needing disciplinary sanction because of the obvious motivation for corruption, his dereliction of duty and highly unethical actions.

The Judge agreed Mr Mason's deliberate actions in failing to provide the dog's urine sample for testing fully justified a finding of professional misconduct and his removal from the Register.

He noted Mr Mason's conduct verged on corruption that could bring the veterinary profession into very real disrepute and seriously undermine the public's trust and confidence.

The full Judicial Committee and District Court decisions are available at <http://www.vetcouncil.org.nz/news.php>



### Newly Registered Specialist

Congratulations to Dr Else Acke who has recently gained specialist registration in Small Animal Medicine.

### Elections for Veterinary Council membership

The election for three of the veterinary members of Council will be held later in the year. This is your chance to determine who should be involved in the regulation of your profession. See the last page of this NewsBrief if you are interested in standing or want to nominate someone to stand.

### Complaints Assessment Committee (CAC) decisions

The Council has begun publishing a selection of CAC decisions on its website. You can find these at <http://www.vetcouncil.org.nz/pubs.php>

### NZFSA to get new vet

The Approvals and ACVM Group of the New Zealand Food Safety Authority is on the lookout for a new veterinary technical assessor.

The Group, which is responsible for regulation of veterinary medicines in New Zealand, registers products and ensures compliance to the Agricultural Compounds and Veterinary Medicines Act and Regulations. Technical assessors are critical components of the registration process. They carry out the technical appraisal and risk

assessment of applications, determining whether or not the product meets the criteria for registration and what conditions should be placed on the registration to manage any risks identified.

To keep up with the number of vet med applications, NZFSA intends to hire a new technical assessor. If you would like information about this opportunity, contact Trish Whitaker ([trish.whitaker@nzfsa.govt.nz](mailto:trish.whitaker@nzfsa.govt.nz)). Applications will close on 16th August

## “Take home” messages from recent complaint investigations

### Clostridial Myonecrosis

A recent fatal case of clostridial myositis in a horse highlights risks associated with intramuscular injections in equines. In this particular case the horse received an intramuscular injection of Flunixin meglumine. Forty two hours later it developed acute symptoms of clostridial myositis and despite treatment died twenty four hours later. *Clostridium septicum* was isolated from the tissues.

Clostridial myositis is an uncommon but usually fatal sequela to the injection of intramuscular agents in horses. Some evidence suggests that normal horses harbour anaerobic spores including *Clostridium* spp. in muscle tissues that are the likely source of infection within the anaerobic environment set up by intramuscular injections - rather than the skin being the source (Vengust et al. 2002). The incidence of myonecrosis following IM injections in horses is not common, however 28 of 439 (6%) of surveyed veterinarians had experienced such a complication during routine practice. No particular technique used for intramuscular injections appeared to be directly related to such events (Brown et al. 1988).

While clostridial myonecrosis has been reported following the use of a variety of agents (e.g. E-SE, Multiject B, Ivermectin etc) there are a number of reports in the literature of cases occurring following the intramuscular use of Flunixin. This may reflect the widespread use of this drug and the fact that it is registered for both intravenous and intramuscular injection. In general most veterinarians administer the drug intravenously however there are occasions when it may be difficult or dangerous to do so.

It would be prudent for veterinarians, before administering intramuscular injections (other than antibiotics) to horses to advise clients of the risk of clostridial myonecrosis and the possible



outcomes. Owners should be advised to seek immediate veterinary advice if their animal develops myositis following an intramuscular injection. Although the prognosis is poor, early aggressive treatment increases the animal's chance of recovery.

### Foaling

As a consequence of a complaint involving a foaling mare the Complaints Assessment Committee has identified a couple of interesting issues that it considered would be of value for veterinarians to reflect on.

The veterinarian subject to the complaint was presented with a severe mal presentation of a foal (upside down and head back). After a period of approximately two hours he called for assistance. The dystocia was successfully corrected and the foal eventually delivered, with no harm to the mare, within approximately 10 - 15 minutes of arrival of the second veterinarian. However the foal was born in a comatose, non viable state and subsequently died during the night. The option of euthanasia or treatment of the foal was not offered to the owner before the veterinarians departed.

### Questions to reflect on:

How long do you consider it reasonable to work on a difficult foaling before calling for assistance? It is generally accepted in equine practice that if no progress is being made with an assisted foaling within approximately 20- 30 minutes then a second veterinarian should be called for if available. Difficult foalings are exhausting for veterinarians and fatigue can set in rapidly. The viability of the foal diminishes with time during obstetrical procedures so any assistance that reduces the time taken to deliver can be beneficial to the out come.

What is the best approach to dealing with a nonviable neonatal foal? Good communication with the owner about the foal's viability is paramount. If the foal is obviously not viable then the option of euthanasia or on going treatment (at a specialist referral center if available) should be discussed with the owners. This is important from an animal welfare perspective and to help the owners cope with the situation. Owners can feel a sense of abandonment when left with a non viable foal with no veterinary plan in place for its survival.

## Important message from New Zealand Food Safety Authority (NZFSA): Veterinarians recognised to authorise the purchase and use of restricted veterinary medicines

As you know restricted veterinary medicine (RVM) system has replaced the prescription animal remedy (PAR) system, and this means a few changes for you as veterinarians.

When registering a RVM under the Agricultural Compounds and Veterinary Medicines (ACVM) Act 1997, NZFSA imposes conditions on its importation, manufacture, sale and use to manage risks. One of these conditions is that RVMs can be purchased only under the authorisation of a veterinarian or another person recognised under section 62 of the Act.

On 20 May 2010 NZFSA recognised every veterinarian who is registered with the Veterinary Council of New Zealand (VCNZ) and who has a current VCNZ practising certificate, to issue valid authorisations for the purchase and use of RVMs.

In order to avoid extra administrative processing and compliance costs by making a separate list, NZFSA will refer to the Veterinary Council's public register of practising veterinarians as the list of veterinarians recognised under section 62 to carry out the authorisation function.

### 'Authorisation' standards

NZFSA's expectations of how veterinarians authorise the purchase

and use of RVMs have been set out in a 'standard', which is available on the NZFSA website (<http://www.nzfsa.govt.nz/acvm/publications/other-standards/pts-vet-authoriser1209.pdf>).

Every veterinarian must meet the requirements in *ACVM Performance and Technical Standards No 1: Veterinarians Recognised (under section 62, ACVM Act) to Issue a Valid Authorisation for Purchase and Use of Restricted Veterinary Medicines Requiring Veterinary Authorisation*. Don't be put off by the long title -- the requirements are not new. These standards are consistent and compatible with the VCNZ *Code of Professional Conduct* and have been developed with VCNZ.

### Approved operating plans only required for some vets

Veterinarians who supply RVMs only in regard to authorisations issued by themselves or other veterinarians in the same veterinary practice are not required to have an NZFSA-approved operating plan. In other words, if you don't dispense RVMs for an authorisation issued by a vet outside of your own practice, you don't need an approved operating plan.

However, veterinarians who sell RVMs outside the course of their own veterinary practices (and pharmacists or any other entity wanting to sell RVMs) must have an

NZFSA-approved operating plan, which is documented evidence that RVM sellers are meeting the requirements. Operating plans cover general information (contact details, scope of the sales activity) plus brief information on personnel, premises/equipment, documentation and records. Specific requirements for these operating plans are on the NZFSA website (<http://www.nzfsa.govt.nz/acvm/topics/approved-traders/expect.htm>).

### Consequences of non-compliance

If, in the unlikely event that the authorisation practises of a particular veterinarian are found to be unacceptable, that veterinarian will be personally contacted and advised that his or her recognition has been suspended or revoked.

Investigations that might lead to suspension or revocation are likely to be jointly investigated by NZFSA and VCNZ because of the implications in regard to compliance with the VCNZ Code of Professional Conduct. A specific list of practising veterinarians who are not recognised to authorise the purchase and use of RVMs will be kept by NZFSA as a public reference. At the moment that list is blank.

If you have questions, please contact [acvm@nzfsa.govt.nz](mailto:acvm@nzfsa.govt.nz)

## Review of The Code of Professional Conduct for Veterinarians

The Code Review Working Party will be meeting in late July/early August to finalise its proposals on the revised Code of Professional Conduct, prior to seeking feedback.

Meantime the drafts completed so far are available, for comment at [www.vetcouncil.org.nz/news.php](http://www.vetcouncil.org.nz/news.php)

Members of the working party will be available to talk about the proposed changes. So if you are planning, for example a Regional or Special Interest Branch meeting and would like to invite working party representation please contact the Registrar on [registrar@vetcouncil.org.nz](mailto:registrar@vetcouncil.org.nz) or 04 473 9600



## To All Veterinarians,

### *Election of Veterinarians to be Members of the Veterinary Council of New Zealand*

The membership of the Veterinary Council of New Zealand, as constituted under Section 73 of the Veterinarians Act 2005 includes three veterinarians elected by veterinarians in accordance with the Veterinarians (Elections) Regulations 2006.

Under the Veterinarian (Elections) Regulations 2006, I hereby inform you that, if there are more nominations than vacancies, an election of members of the Veterinary Council will be carried out by a poll to be held on 3rd December 2010.

I invite nominations for candidates for this election.

Only veterinarians whose names appear on the register and who hold a current practising certificate for the 2010-2011 practising year at 5 pm on the day nominations close (7 October 2010), 56 days before the election day, are eligible to vote.

#### **Nomination requirements:**

Every nomination must be:

- + in a form approved by the returning officer
- + made by two or more veterinarians
- + assented to by the candidate in writing
- + given or sent to the returning officer.

Nomination forms and guidance on the profile statement which can accompany the nomination are available by contacting the Council Registrar on 04 473 9600 or [registrar@vetcouncil.org.nz](mailto:registrar@vetcouncil.org.nz). Nominators should be aware that their names will be published along with a short profile of the nominee which will accompany the ballot papers.

The nomination must be forwarded to reach me (c/- the Veterinary Council) not later than 7 October 2010 (56 days before the date of the election). Any nomination received after that date is invalid and will be disregarded.

If the number of candidates is equal to, or fewer than the number of vacancies, the Regulations provide that the returning officer shall declare the candidate or candidates so nominated to be duly elected. If the number of candidates exceeds the number of vacancies then an election will be conducted by postal ballot.

Please check your entry on the on-line register at <http://www.vetcouncil.org.nz/onlineReg.php> to ensure your postal and email addresses are current and advise the Council at once if it is incorrect.

The Veterinary Council Office can supply copies of the Elections Regulations, nomination forms and guidance on the nominee profile, on request.



#### **Timeline of 2010 Election:**

Veterinarians advised in VCNZ Newsbrief:

*By 31 July*

Candidate nominations close:

*7 October (exact date)*

Ballot papers provided to eligible voters:

*By 22 October*

Ballot closes, votes counted:

*3 December (exact date)*

Candidates and Council notified:

*6 December*

Gazette Notice, Minister notified:

*December*

Vets notified by Newsbrief December

Philip Noel Ross JP  
*Returning Officer*

## In brief.....what else has Council been up to?

Approved the accreditation of the veterinary science degree course at Murdoch University for a period of two years	Participated in the NZ Planning Committee for World Veterinary Year in 2011.
Advised veterinary medicine traders, VPIS and relevant employers of the names of veterinarians who had not responded to the second reminder letter about failure to renew their practising certificate.	The Chair and Registrar attended the Australasian Veterinary Boards Council (AVBC) meeting in Brisbane in June
Approved three applications for registration in the limited scope relating to particular skills for a restricted period	Responded to the Parliamentary Regulations Review Select Committee's request to justify the increase in the 2010 APC
Met with Hon David Carter, Minister of Agriculture and Forestry to discuss the review of the Veterinarians Act.	Agreed with the RCVS recommendation that the veterinary science degree course at Bristol University be given a further two years of conditional approval.
Continued to participate in meetings of the Agricultural Compounds and Veterinary Medicines Advisory Council (AVMAC)	Met with MAF policy officials to discuss proposed changes to the Veterinarians Act.
Held regular meetings with NZVA, MAFBNZ and ACVM officials.	Annual practising certificate renewal exercise