



VETERINARY COUNCIL OF NEW ZEALAND

ANNUAL REPORT

2021/2022

VETERINARY COUNCIL
OF NEW ZEALAND
Te Kaitiaki Take Kōwhiri o Aotearoa





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We are pleased to present this report to the Minister of Agriculture under section 86 of the Veterinarians Act 2005.





About Us

The Veterinary Council regulates the veterinary profession in New Zealand.

We uphold veterinary standards to protect people and animals, and to maintain trust in veterinary professionals.

VCNZ supports this by setting, promoting and upholding high standards; having timely and transparent processes; being fair, consistent and compassionate; and fostering important relationships with veterinarians, the public and the wider veterinary services industry.

The Veterinary Council of New Zealand wants Aotearoa to have the world's most trusted veterinary profession.

The Veterinarians Act 2005 charges us with:

- Registering veterinarians who are properly trained and qualified
- Setting and monitoring the standards veterinarians must meet
- Promoting high standards of veterinary education and conduct
- Accrediting and monitoring training institutions for veterinarians
- Issuing veterinarians with annual practising certificates
- Dealing with concerns about veterinarians' performance, professional conduct or health and taking action where necessary
- Advising and making recommendations to the Minister of Agriculture and Massey University on matters related to veterinarians, veterinary education and veterinary science.

There are seven Council members, consisting of:

- **Three** veterinarians elected by the profession
- **One** veterinarian appointed by the Minister of Agriculture
- **Two** laypersons appointed by the Minister of Agriculture
- The Academic Director of the Veterinary Science Programme at Massey University.

We have a staff team of nine, led by our CEO and Registrar. We also rely on the support of veterinarians and members of the public to serve on our committees and advisory groups.

OUR STRATEGY 2019–2024

VETERINARY COUNCIL
OF NEW ZEALAND
Te Kaitiaki Take Kōwhiri o Aotearoa



Vision

*The world's
most trusted
veterinary
profession*

Mission

Leading New Zealand's
veterinary profession through:

*Setting, promoting and
upholding high standards*

*Timely and transparent
processes*

*Being fair, consistent and
compassionate*

*Fostering stakeholder
relationships*

Values

Together, we:

Collaborate
we work as a team

Care
we are considerate and fair

Adapt
*we develop ourselves
and our service*



Ko te pae tawhiti whāia kia tata, ko te pae tata whakamaua kia tīna
Seek out distant horizons and cherish those you attain

PROTECTION OF THE PUBLIC

Strategic Themes:

WELLBEING

The wellbeing of everyone we work with will be supported and at the forefront of our work. In 2024, veterinary professionals will be resilient and will see VCNZ as an organisation that cares about the profession and makes wellbeing a priority.

COMMUNICATION

VCNZ will be the go-to-body for lifting the standards of the veterinary profession in NZ. We will be trusted, appreciated and valued for the work that we do.

RELATIONSHIPS

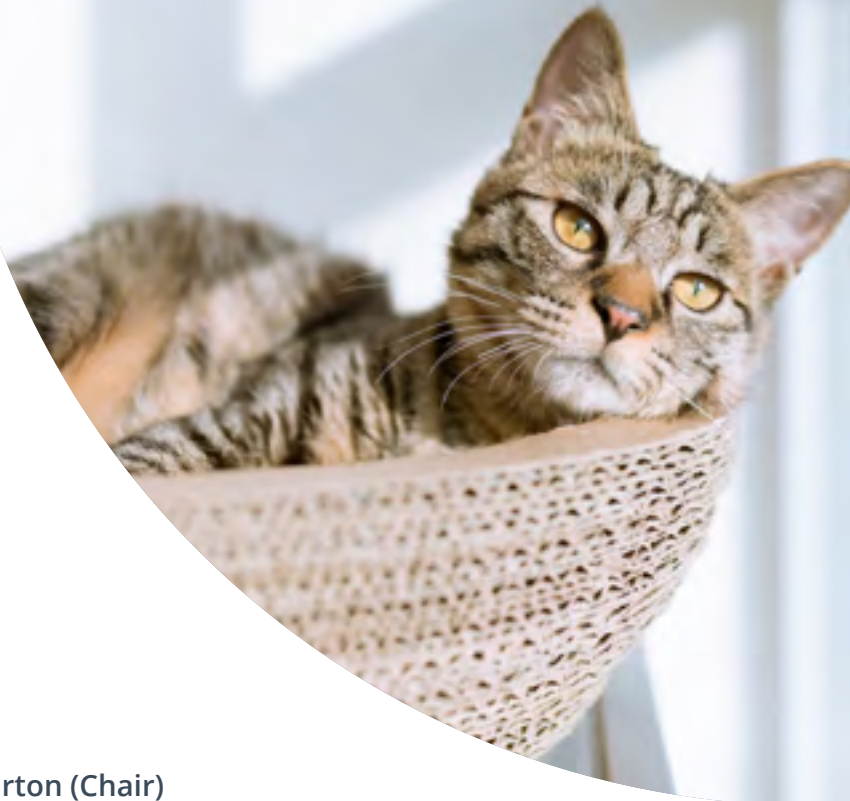
We have excellent relationships with our stakeholders across the board.

QUALITY

We will continuously improve our systems, take the lead on setting professional standards and ensuring that everyone understands what is expected of a veterinary professional.

FUTURE SCANNING

VCNZ will be ready for new challenges facing the veterinary profession and the public.



The Council



Dr Lindsay Burton (Chair)

Lindsay was first appointed to the Council in May 2015 and has chaired it since March 2019. He has been appointed as a veterinary member by the Minister of Agriculture.

Lindsay graduated with a Bachelor of Veterinary Science from Massey University in 1975 and spent five years working in mixed animal practice. He joined the New Zealand Dairy Board in 1980, where he was involved in animal breeding. This was followed by a period as Principal Veterinarian at Livestock Improvement Corporation (LIC). Other roles he has held include Director of National Animal Identification and Traceability, Principal Scientist John's Disease Research Consortium, and Chair of the MPI Farm to Processor Animal Welfare Forum.

Lindsay has extensive expertise and experience in science-based decision making. He is a member of the Council's Professional Standards Committee and Finance and Risk Committee.



Dr Ben Davidson (Deputy Chair)

Ben has been a mixed/large animal practitioner for 16 years. He has also been a director of the Rangiora Vet Centre for 14 years, where his focus is on future-proofing the business and providing veterinary services to clients.

Ben's interest in governance and leadership started at Massey University, where he was the Veterinary Students' Association President. He spent seven years on the New Zealand Veterinary Association Sheep and Beef special interest branch, including two years as President. During this time, he worked to improve communication and introduce formal strategic planning.

Ben was elected to the Council in December 2016. He was previously a member of the Council's Complaints Assessment Committee.



Dr Rachel Gebbie

Rachel graduated from Massey in 2008. She completed an internship at Massey University and has spent several years in small animal practice around the country. She is a member of the Australian and New Zealand College of Veterinary Scientists in Small Animal Medicine.

Rachel is also a member of the Auckland Veterinary Society and the innovative 'NZ Women in Veterinary – Essential Solutions' group, supporting female veterinarians through mentorship, business and leadership advice, and emotional support.

Rachel is passionate about creating a sustainable future for vets in Aotearoa. She was elected to the Council in December 2016.



Mr Zach Mounsey

Zach was appointed as a non-veterinary member of the Council by the Minister of Agriculture. He is passionate about growing the value of New Zealand's primary industries and influencing their long-term sustainability.

Zach graduated from the University of Waikato with a Bachelor of Management Studies, where he added financial, economic and business disciplines to his farming knowledge. He has held roles in public trading and finance at Fonterra in the office of the CFO. He has also worked at DairyNZ as an economist and followed that with an inaugural corporate support role to the Chief Executive before joining Happy Valley Milk.

Zach spent time abroad with Harvard Business School developing his leadership and strategic capability.

He is a member of our Finance and Risk Committee.



Dr Julie Everett-Hincks

Julie was appointed as a non-veterinary member of the Council by the Minister of Agriculture. She is a Manager Science at Otago Regional Council, has a PhD in animal science, and previously worked as a senior scientist at AgResearch, before completing her law degree. Prior to taking up her current role, Julie acted as an advisor to the Royal Society Te Apārangi's Gene Editing Panel.

Julie's work on improving lamb survival won her national recognition and she was the first woman to receive the Sir Arthur Ward award in 2016 from the New Zealand Society of Animal Production.

Julie is a member of our Professional Standards Committee.



Prof Jenny Weston

Jenny is the Dean of Veterinary Sciences at Massey University. She graduated from Massey in 1994 and worked in clinical practice (mainly dairy) in Taranaki for eight years before returning to Massey to run the Farm Services Clinic for 10 years. She then coordinated the final year clinical rosters for the BVSc students for several years before her appointment as Associate Dean (BVSc) in 2015 and then Dean in May 2016.

Jenny also earned a Bachelor of Philosophy during her undergraduate training at Massey. Since her return to Massey she has undertaken further education in veterinary epidemiology (leading to Membership of the ANZCVS) and completed a PhD on diagnosis and control of Neospora caninum abortion in cattle. More recently she has completed a Postgraduate Diploma in Educational Administration and Leadership.

Jenny has been on the Executive of the Dairy Cattle Veterinarians Branch of the New Zealand Veterinary Association since 1997. She was a member of the New Zealand Veterinary Association Board for six years, including one term as President.



Dr Sara Bagheri

Sara is a mixed practice veterinarian and graduated from the Royal Veterinary College in 2006. She worked in the UK and Middle East before moving to New Zealand 13 years ago. She is passionate about sports medicine, biomechanics and wellness. She runs a veterinary sports medicine and rehabilitation practice and training centre in Canterbury from which she treats equines and canines and offers training to vets, paraprofessionals and owners.

Sara is passionate about veterinary team wellbeing and is an advocate for positive change within the profession to promote this.

Sara was elected to Council in 2019.



From the Chair

Kia ora koutou. It is my pleasure to share the Veterinary Council of New Zealand's (VCNZ) Annual Report for 2021-22 with you.

While some of the challenges from the previous year continued in 2021/22, the veterinary sector has once again stepped up and continued to deliver an exceptionally high standard of care to our patients and communities. The ongoing effects of the COVID-19 pandemic and the acute labour shortage has had a significant impact on the profession. There has also been an increased expectation from the public around the provision of clinical services.

VCNZ has recognised these pinch points and has regularly provided guidance throughout the year, such as advice about delivering after hours and emergency care; prioritising wellbeing during these uncertain times; and asking animal owners to be patient with vets.

As we have seen around the world, the ongoing labour shortage is not just a New Zealand issue. VCNZ has been working very closely with international co-regulators, universities and professional bodies associated with the veterinary industry, to provide support or registration pathways for overseas vets, while still maintaining our high standards of clinical care. Part of the worker shortage has been a result of the New Zealand border being closed

for such a long time, and travel around the globe being limited while COVID-19 risks were navigated.

We have been contributing to some strong initiatives in collaboration with the New Zealand Veterinary Association (NZVA), the Ministry for Primary Industries (MPI), and other agencies. For example, a lot of work has been done to prepare for the potential threat of foot-and-mouth disease. Although the risk is currently low to us, it could be catastrophic if it reached our shores. VCNZ has been working with the Government to ensure its planned response, processes, and access to veterinarians will meet future requirements.

One of the key areas the Council is proactively addressing is veterinary wellbeing. Vets have been working under immense pressure throughout the pandemic and keeping mentally and physically well is paramount to navigating all the challenges we are currently experiencing. VCNZ has worked very closely with other parts of the sector to recognise this and make sure that people are aware of the supports available to them.



The continued pressure is concerning. Not only does it affect the wellbeing of existing members of the profession, it also has an impact on the choices people make in joining or remaining in the industry.

Earlier this year, the Council was pleased to help launch Vet Futures, a cross-agency initiative which is looking at how we can shape a more sustainable future for veterinarians and allied professionals. It includes several different workstreams such as telemedicine, veterinary wellbeing, business and environmental sustainability, and communications. Other notable work in the last year included conducting a review of the current VCNZ strategy to develop goals for the next few years, and approving a revised set of Code of Professional Conduct principles. Thank you to the VCNZ team members who contributed to these pieces of work.

We are currently in the consultation phase for some major legislative changes to the Veterinarians Act. This will determine how the legislation can support veterinarians and also cover paraprofessionals and practices. It will look at defining roles, job delegation, training and standards. As it has been about 16 years since the Act was last reviewed, it is definitely time to update it. I look forward to seeing what comes out of this piece of work.

My thanks to Iain and the entire VCNZ team for their continued hard work throughout the last year. Thank you also to the Council and various committee members. It hasn't been the easiest year for the sector but I am hopeful that 2022/2023 will be both rewarding and challenging.

Lindsay Burton
Chair
Veterinary Council of New Zealand



From the Chief Executive

Despite COVID-19 still making its presence felt, the 2021/2022 year was a time to assist the veterinary sector to regain as much normality as possible, and overcome some of the after effects of the pandemic. It was also a time to push on with some important core work for the Council, including the revision of standards and progressing proposed changes to the Veterinarians Act.

The veterinary shortage that was exacerbated by border closures and restrictions on people coming to work in Aotearoa contributed to understaffing and increased pressure on veterinary teams, with many clinics struggling to provide after hours care. We continued to work with the Ministry for Primary Industries (MPI) and other partners such as the New Zealand Veterinary Association (NZVA) and Massey University School of Veterinary Science to allow more veterinarians to come into the country. We also travelled around the country discussing after hours and emergency services to learn more about the challenges and, where possible, offer advice. After Hours remains an important issue for veterinarians across Aotearoa and we are continuing to encourage clinics to work together to ensure their communities' needs are met.

We were particularly grateful for our strong relationships with MPI, NZVA, VPIS and Massey over the past year. These partnerships are always important but when times are challenging they are imperative in making VCNZ as effective as possible.

In 2021/22, we were proud to complete our Mental Health Framework and get Vet Futures, our future-focused cross agency initiative, underway. Both of these pieces of work have involved the entire veterinary sector and are hoped to strengthen the profession at both a personal and collective level. Over the next year, we will be supporting actions to come from the Framework and Vet Futures to make some tangible changes.

One of the Council's first steps in implementing the Framework has been to sign up to the International Mind Matters Initiative (MMI) which is designed to improve the mental health and wellbeing of veterinary professionals including nurses, surgeons, practice managers and students. By signing up to the MMI, we are able to share what we are doing in the wellbeing space, collaborate with global experts and access international research to enhance our own strategy for veterinarians in Aotearoa.

In the last year, we also presented to the Primary Production Committee (June 2021) on a petition regarding regulation of vet nurses. We believe that regulation of veterinary nurses is in the public interest and feeds into our work to update the Veterinarians Act to ensure it is fit for purpose. VCNZ plans to survey the veterinary profession on proposed changes in the coming year.



Mentorloop was also introduced. This online matching programme helps link professional mentees and mentors. Participation grew steadily over the year with a high level of satisfaction recorded by the end of 2021/22. Mentorloop is part of the wider mentoring support programme, NZVET Mentoring Support, provided by VCNZ and NZVA.

The need to communicate with our stakeholders, particularly veterinarians, has been even greater in the last year, and we have made a concerted effort to stay in touch. This has included establishing an email newsletter for practice managers and owners; a specialists' survey to understand their needs as a specific group; regular engagement with veterinary students at lectures, graduation and Vetstart; and more regular interaction with veterinary regulators in other parts of the world.

I would like to wholeheartedly thank the Council for their support in the last year and express my gratitude to all those serving on our committees, advisory groups and all of our VCNZ staff. I am proud of our strong performance, culture of learning and improvement, and most importantly the service we provide for animals, their owners and the veterinary profession.

Iain McLachlan
Chief Executive
Veterinary Council of New Zealand

Highlights

3172

practising
vets

202

new
registrants

9

new
specialists

19

presentations to
veterinarians and
students

19

articles and
e-updates
published

10

new standards
and guidance
documents
published



Registration and Recertification

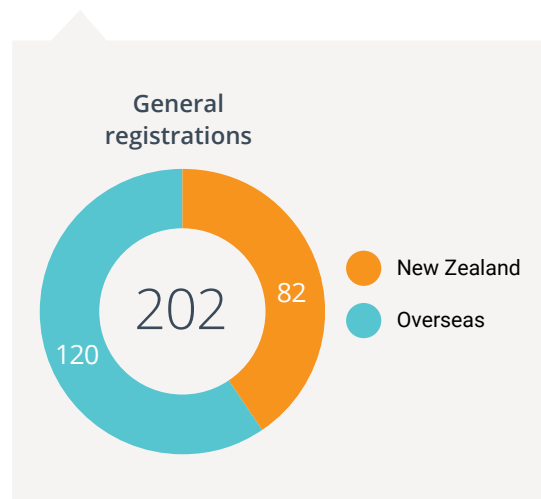
To work and use the title “veterinarian” in Aotearoa, veterinarians must be registered and hold an Annual Practising Certificate. Registration does not expire but Annual Practising Certificates must be renewed each year.

VCNZ is responsible for:

- Registering veterinarians and veterinary specialists
- Accrediting and approving veterinary education programmes and assessments that qualify a person for registration
- Re-certifying veterinarians by issuing Annual Practising Certificates
- Ensuring those returning to practice after a break have enough support to return safely and smoothly.

General Registration

There were 202 new registrations in 2021-22.



Specialist Registration

Nine specialist registrations in:

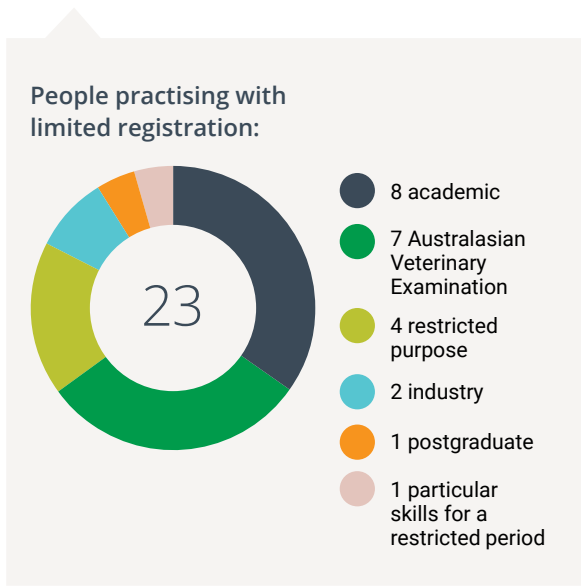
- Veterinary anaesthesia and analgesia
- Veterinary dermatology
- Equine surgery
- Small animal surgery
- Small animal oncology
- Veterinary sports medicine and rehabilitation (equine)
- Veterinary cardiology
- Veterinary radiology (diagnostic imaging)
- Small animal medicine



Limited Registration

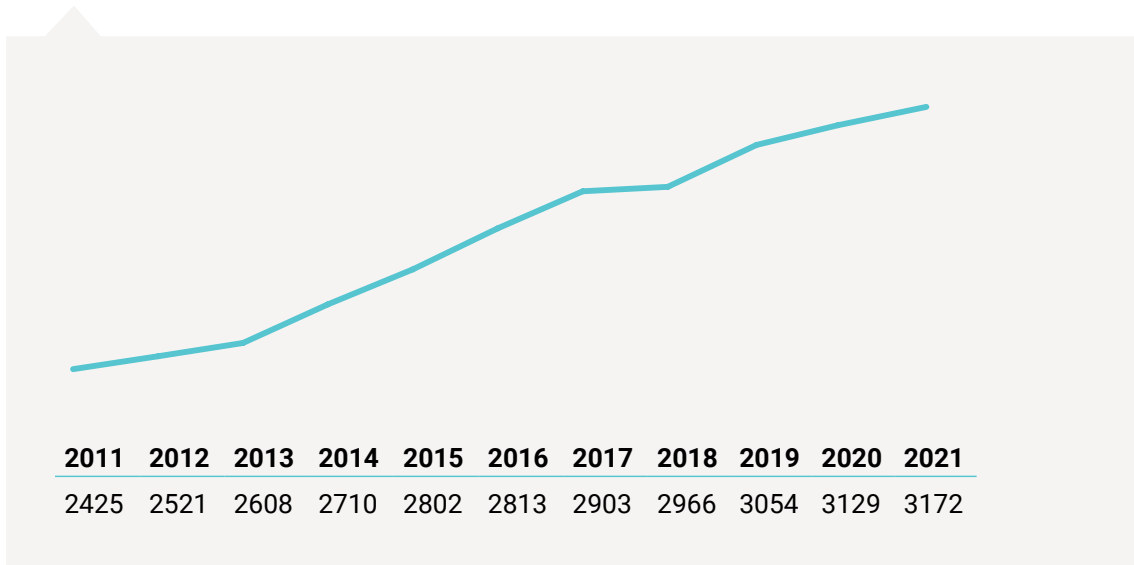
The Veterinarians Act allows for limited registration in some circumstances for those who would not otherwise be eligible for registration. This provides some flexibility to meet particular needs and respond to special circumstances. More information on the scopes of limited registration that are available can be found on our website.

This year, we granted three new limited registrations. Two were in the restricted purpose scope and one was in the Australasian Veterinary Examination scope.



Annual Practising Certificates

3,172 Number of practising veterinarians (as at 30 June 2021)



International Accreditation

VCNZ is a member of the Australasian Veterinary Boards Council Inc (AVBC), along with most state and territory veterinary regulators in Australia. AVBC carries out the accreditation of veterinary education programmes on behalf of its members but VCNZ makes the final decision on whether to accept a veterinary degree for registration in New Zealand.

Accreditation normally takes place following an accreditation visit to the veterinary school in question by a team of experts. This year, the global pandemic and international travel restrictions meant that in-person site visits following the usual process were not always possible. Virtual site visits were implemented and formal guidelines for them were agreed with our international accreditation partners. AVBC also made provision for “verification visits” which can be carried out 12-18 months after the virtual visit to verify important information in person, where required.

During the year and following accreditation visits:

- The University of Glasgow veterinary science programme was granted accreditation with minor deficiencies.
- The University of Melbourne was granted probationary accreditation.
- The Massey University School of Veterinary Science was granted accreditation with minor deficiencies.
- Jockey Club College of Veterinary Medicine and Life Sciences, City University of Hong Kong was granted continuing provisional accreditation with minor deficiencies.

Recency of Practice

We require veterinarians to seek approval to work, when they have not practised as a veterinarian for three or more years, or if they are switching to a new field of work. This is to make sure there is sufficient support in place to allow them to develop or refresh the skills needed.

In most cases we issue guidance to the veterinarian. In cases where oversight is needed, we invite veterinarians to enter into a voluntary undertaking or agree to conditions on their practice, normally relating to supervision, oversight and ongoing learning.

We considered 21 cases this year and agreed conditions on practice in three. The remainder were issued guidance without the need for restrictions.



Professional Standards

VCNZ is responsible for setting the minimum standards for practising as a veterinarian, as well as promoting high standards of professional education and conduct.

Much of our professional standards work is carried out by the Professional Standards Committee (PSC).

The committee members in 2021/22 were:

- Dr Lindsay Burton
- Dr Rachel Gebbie
- Dr Julie Everett-Hincks
- Dr Helen Beattie
- Dr Katie Grant
- Dr Bernice Mangal
- Dr Wayne Ricketts
- Dr Tony Zohrab
- Mr Wayne Langford

The PSC met three times this financial year as well as conducting some business via email. The Committee advised on a number of standards including a new set of principles for the Code of Professional Conduct, a revised statement on cattle inductions, guidance on use of antimicrobial products, guidance on authorising medicines for use during surgical procedures and a revised statement on the authorisation of dry cow antibiotic therapy.

VCNZ staff continued to produce guidance and technical advice on topical issues for veterinarians throughout the year. This is available on the VCNZ website.



Fitness to Practise

Health

Supporting the good physical and mental health of veterinarians is a vital part of our role. We work with the New Zealand Veterinary Association to offer all veterinarians free access to a confidential, 24/7 counselling service.

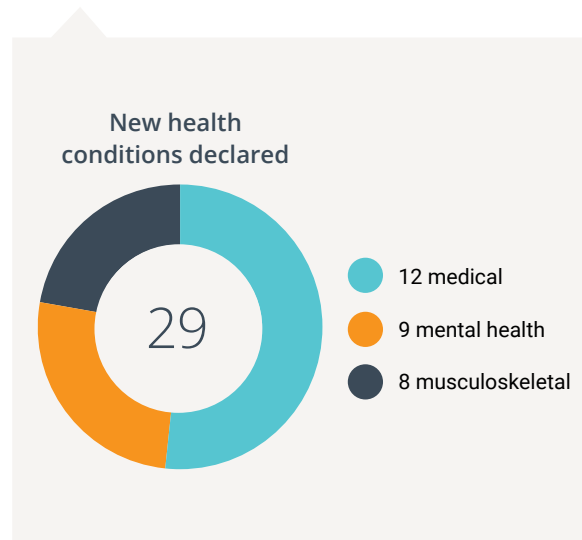
Our health processes focus on early intervention and rehabilitation. The approach is non-judgmental and confidential.

We operate a Health Advisory Group, made up of a medical advisor, a Council layperson and the Professional Advisor (veterinarian staff member). The Registrar takes advice from the group and can enter into voluntary agreements with veterinarians whose health is impaired. Agreements might require the veterinarian to undergo medical assessments or comply with any requirements considered necessary to ensure their safe practice.

If a veterinarian is considered to lack insight into their condition or is uncooperative, the case can be referred to the Council, which can exercise its statutory powers to protect the public if necessary.

Competence

We promote ongoing competence through our professional standards work and annual recertification. This includes a requirement for veterinarians to engage in continuing professional development. When a veterinarian's competence is questioned, we can conduct a preliminary competence inquiry or a competence assessment.



In 2021-22, a total of 79 veterinarians reported to us that they had a condition that could affect their practice. This included 29 veterinarians reporting new conditions which covered mental health, medical and musculoskeletal issues.

There were 19 veterinarians practising subject to a voluntary undertaking related to their health.

Preliminary competence inquiries involve a 2-3 hour visit to a veterinarian's practice to gain a better understanding of their practising context and to gather enough information for the Council to decide if a competence assessment is required. Competence assessments are carried out by a small team, including veterinarians and at least one layperson.

These normally include a day-long assessment at the veterinarian’s place of work and involve gathering additional information about their work. Neither process is disciplinary in nature and each is designed to be evaluative, educational and rehabilitative.

In 2021-22 there were no competence assessments or preliminary competence inquiries carried out.

Members of previous competence assessment teams have included:

- Dr Stuart Burrough (convenor)
- Dr Stuart Bruere (convenor)
- Dr Cath Watson
- Ms Rachel Kent
- Dr Pieter Verhoek (preliminary competence interviewer)

Notifications and Complaints

The Veterinarians Act requires complaints about veterinarians to be referred to a Complaints Assessment Committee (CAC). We also operate a Notifications Review Group (NRG) which considers concerns raised by people who do not wish to make a formal complaint about a veterinarian. This allows for a faster and less formal resolution of concerns.

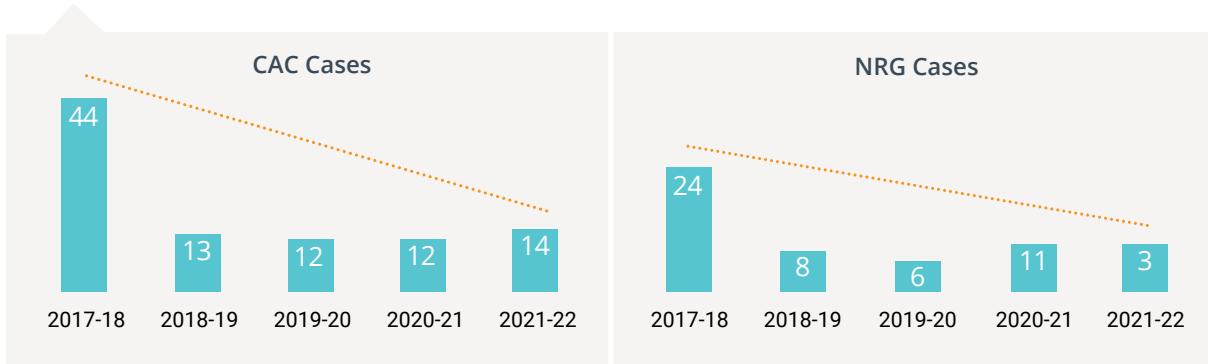
The aim of these processes is to protect public interest. The Council encourages CACs and NRG to focus on preventing future harm through education and rehabilitation where possible. In a small number of serious cases, disciplinary action may be needed and a CAC can lay charges against a veterinarian before the Judicial Committee.

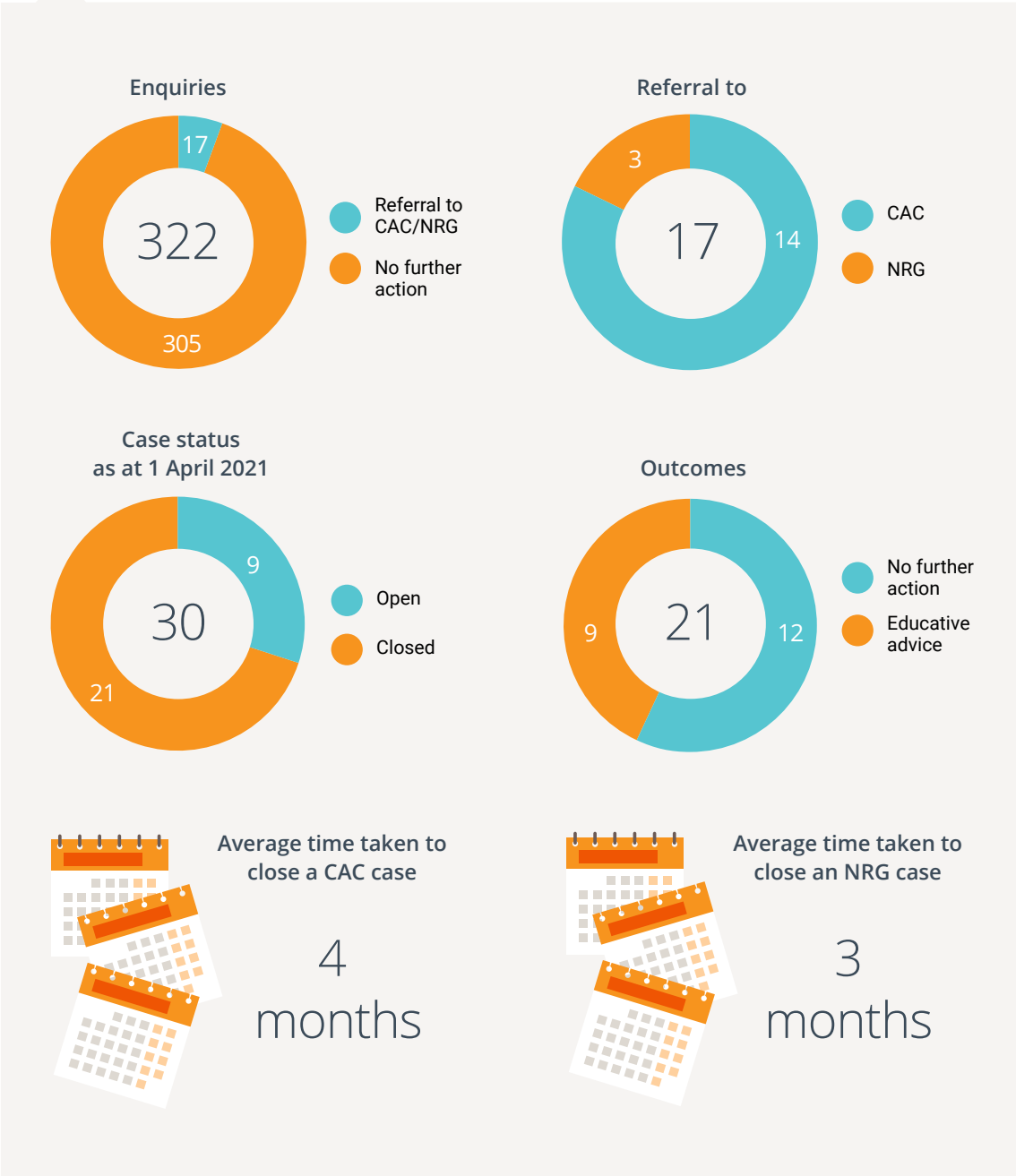
In 2021-22, members of the CAC were:

- Dr Mark Simpson
- Ms Susan D’Ath
- Dr Brendon Bullen
- Ms Sue Beggs
- Dr Neil Houston
- Dr Stephen Hopkinson
- Dr Kylie Lawson
- Dr David Barrowman
- Dr Phil Watson

In 2021-22, members of the NRG were:

- Dr Stuart Burrough
- Dr Emma Cuttance
- Dr Craig Hunger
- Ms Helen Ridley





Discipline

When a CAC decides to lay charges, a Judicial Committee is convened to consider the case. It must have at least four members, including an experienced solicitor or barrister of the High Court, a lay person, a member of the Council, and a veterinarian with relevant experience in the area of practice that is the subject of the original complaint.

In 2021-22, there were no disciplinary hearings.

Communications and Liaison

Good communication is crucial to our work, and has been especially important in the last couple of years in staying connected to veterinary professionals, the public and all of our stakeholders.

COVID-19, and the many issues that have arisen from it, have required a new level of engagement and have on many occasions opened up new ways of talking to each other.

Communications remained one of our top priorities in 2021/22 and we looked carefully at each of our stakeholders, how we were communicating with each other and if any changes needed to be made. For example, to complement our existing monthly e-newsletter for veterinarians, we introduced a quarterly e-newsletter for practice managers and owners to ensure they were also aware of updates and advice from VCNZ.

We continued our engagement with a wider audience via LinkedIn, issued media releases on topics of special interest or concern to animal owners and veterinarians; developed a Vet Futures website; worked on drafting the Wellbeing Framework; and started on changes to our website to make it more user friendly for veterinarians and the general public.

We continued to work closely with our stakeholder organisations, including:

- Australasian Veterinary Boards Council
- Tāwharau Ora, School of Veterinary Science, Massey University
- The Ministry for Primary Industries
- The New Zealand Veterinary Association
- Veterinary Professional Insurance Society
- Other New Zealand professional regulators
- Allied Veterinary Professional Regulatory Council
- New Zealand Veterinary Nursing Association
- International veterinary regulators

Finance and Risk

The Council exercises oversight of our finance and risk activities and has appointed a Finance and Risk Committee to assist it. The Committee oversees our financial management, reporting, control and audit work as well as monitoring risk.

Under our risk management framework, the Committee regularly monitors risks to VCNZ and continues to monitor our cybersecurity. With our increasing reliance on cloud computing and remote working, the Committee increased its scrutiny of our cyber security risk management in 2020-21. This included ensuring we had insurance cover in place for cyber security events and commissioning a cyber security gap assessment, which took place in 2021-22.

This year, the committee members were:

- Dr Ben Davidson (Chair)
- Dr Lindsay Burton
- Mr Zach Mounsey
- Dr Richard Wild



INDEPENDENT AUDITOR'S REPORT

To the Veterinary Council of New Zealand

Report on the Audit of the Performance Report

Opinion

We have audited the performance report of Veterinary Council of New Zealand ('the Council') which comprises the entity information on pages 3 and 4, the statement of service performance on pages 5 and 6, and the financial statements on pages 7 to 14. The complete set of the financial statements comprise the statement of financial position as at 31 March 2022, the statement of financial performance and the statement of cashflows for the year then ended, and notes to the financial statements, including significant accounting policies.

In our opinion the accompanying performance report presents fairly, in all material respects, the entity information and the financial position of the Council as at 31 March 2022, and the financial performance and cash flows for the year then ended, and the service performance for the year ended 31 March 2022 in accordance with the service performance criteria of the Council in accordance with Public Benefit Entity Simple Format Reporting – Accrual (Not-for-Profit) ('PBE SFR-A (NFP)') issued by the New Zealand Accounting Standards Board.

Our report is made solely to the Council. Our audit work has been undertaken so that we might state to the Council those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Council as a body, for our audit work, for our report or for the opinions we have formed.

Basis for Opinion

We conducted our audit of the financial statements in accordance with International Standards on Auditing (New Zealand) ('ISAs (NZ)') and the audit of the service performance information in accordance with the ISAs (NZ) and New Zealand Auditing Standard ('NZ AS') 1 *The Audit of Service Performance Information*. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Performance Report* section of our report. We are independent of the Council in accordance with Professional and Ethical Standard 1 (Revised) *International Code of Ethics for Assurance Practitioners (including International Independence Standards) (New Zealand)* issued by the New Zealand Auditing and Assurance Standards Board and the International Ethics Standards Board for Accountants' *International Code of Ethics for Professional Accountants (including International Independence Standards)* ('IESBA Code'), and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other than in our capacity as auditor we have no relationship with, or interests in, Veterinary Council of New Zealand.

Responsibilities of the Council members for the Performance Report

The Council members are responsible for:

- the preparation and fair presentation of the entity information, the financial statements and the statement of service performance in accordance with PBE SFR-A (NFP);
- service performance criteria that are suitable in order to prepare service performance information in accordance with PBE SFR-A (NFP); and
- such internal control as the Council members determine is necessary to enable the preparation of the performance report that is free from material misstatement, whether due to fraud or error.

In preparing the performance report, the Council members are responsible for assessing the Council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Council members either intend to liquidate the Council or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Performance Report

Our objectives are to obtain reasonable assurance about whether the entity information, the financial statements as a whole, and the statement of service performance are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (NZ) and NZ AS 1 will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of this performance report.

A further description of the auditor's responsibilities for the audit of the performance report is located at the External Reporting Board's website at:

<https://www.xrb.govt.nz/assurance-standards/auditors-responsibilities/audit-report-18/>



BAKER TILLY STAPLES RODWAY AUDIT LIMITED

Wellington, New Zealand

28 November 2022

Performance Report

Veterinary Council of New Zealand
For the year ended 31 March 2022

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Entity Information

Veterinary Council of New Zealand For the year ended 31 March 2022

Legal name

Veterinary Council of New Zealand

Type of entity and legal basis

The Veterinary Council of New Zealand (the Council) is the statutory body established under the Veterinarians Act 2005 (the Act) to regulate veterinarians. The Council is a registered charity

Purpose and functions

The Council upholds veterinary standards to protect animals, people and veterinary professionals. It achieves this by:

- accrediting and monitoring the institutions that train veterinarians
- registering veterinarians who are properly trained and qualified
- setting and monitoring the standards veterinarians must meet
- promoting high standards of veterinary education and conduct
- annually re-certifying veterinarians
- reviewing and acting on, where necessary, concerns about a veterinarian's performance, professional conduct or health
- advising and making recommendations to the Minister for Primary Industries and Massey University on matters related to veterinarians, veterinary education and the practice of veterinary science.

Structure

There are seven Council members. Three veterinarian members are elected by veterinarians. Two laypeople and one veterinarian are appointed by the Minister of Agriculture. The Academic Director of the Veterinary Science programme at Massey University is also a member.

The Chair and Deputy Chair are elected annually by the Council at its first meeting of the year.

Council members during 2021/22 were:

- Dr Lindsay Burton, Chair
Ministerial veterinarian appointee. Current term ends July 2024.
- Dr Ben Davidson, Deputy Chair
Elected veterinary member. Current term ends December 2022.
- Associate Professor Jenny Weston
Massey University Academic Programme Director. Term began May 2016.
- Mr Zach Mounsey
Ministerial non-veterinary appointee. Current term ends August 2025.

- **Dr Julie Everett-Hincks**
Ministerial non-veterinary appointee. Current term ends October 2024.
- **Dr Rachel Gebbie**
Elected veterinary member. Current term ends December 2022.
- **Dr Sara Bagheri**
Elected veterinary member. Current term ends December 2022

The Council formally met four times during the year to 31 March 2022. In addition the Council held 3 meetings by video conference in which the current strategic plan was reviewed.

The Council appoints committees to undertake functions on its behalf, to provide advice and to make policy recommendations. The business and membership of the Council's standing committees is reported on in the relevant sections of this report.

The Council is supported by a Wellington based staff team, led by the CEO & Registrar. The staff team are responsible for the Council's operations.

Main sources of Revenue

Ninety six percent of the Council's revenue comes from the annual practising certificate application fees paid by veterinarians. Additional sources of funding include:

- Fees from applicants for veterinary registration
- Fees from for the issue of letters of good standing
- Cost recovery from disciplinary hearings.

Contact us

Chair	Lindsay Burton
CEO & Registrar	Iain McLachlan
Postal address	PO Box 10 563 Wellington 6143
Council Office	Level 10 Bayleys Building 36 Brandon Street Wellington
Phone	04 473 9600
Email	vet@vetcouncil.org.nz
Website	www.vetcouncil.org.nz

Statement of Service Performance

Veterinary Council of New Zealand For the year ended 31 March 2022

The outcomes we aim for

The Council's Strategy 2019-2024 sets a vision of New Zealand veterinarians as the world's most trusted veterinary profession and outlines our mission as leading New Zealand's veterinary profession through:

- Setting, promoting and upholding high standards
- Timely and transparent processes
- Being fair, consistent and compassionate
- Fostering stakeholder relationships.

The Strategy identifies five themes: Wellbeing, communication, relationships, quality and future scanning; all sitting under the overarching theme of public protection.

Output	Expected performance	Actual 2021/22	Actual 2020/21
Wellbeing			
Develop and publish a wellbeing framework for the veterinary profession	Achieved	Achieved	N/A
Average score on monthly staff survey (out of 5)	4	3.8	3.97
Communication			
Number of face to face presentations to the profession	10	14	8
Number of presentations to veterinary students	3	5	2
Number of articles published	15	19	22
Launch an email newsletter for practice owners and managers	Achieved	Achieved	N/A
Relationships			
Percentage attendance at AVBC meetings	100%	75%	100%
Support and participate in Vet Futures Aotearoa	Achieved	Achieved	N/A
Quality			
Number of veterinary education programmes accredited or re-accredited (as meeting the qualification requirements for veterinary registration)	2	4	1
Average time taken to close a Complaints Assessment Committee case	6 months	4 months	2.8 months
Average time taken to close a Notification Review Group case	6 months	3 months	2.3 months

Service Performance

Number of new guidance and standards documents issued (excluding COVID-19-related)	4	10	6
Future scanning			
Number of veterinarians registered	200	202	185
Number of strategic planning sessions held	4	4 (excluding strategic plan review)	4
Carry out stage 1 of a review of the Veterinarians Act	Achieved	Achieved	N/A

Statement of Financial Performance

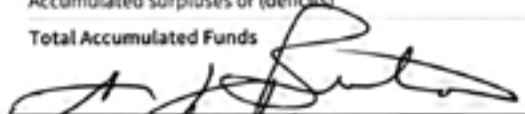
Veterinary Council of New Zealand
For the year ended 31 March 2022

	2022	NOTES	2021
Revenue			
Fees and other revenue from Registrants	1,694,162	1	1,627,033
Interest, dividends and other investment revenue	12,660		20,635
Other revenue	554		9
Total Revenue	1,707,376		1,647,677
Expenses			
Employment Related Expenses	826,849	2	760,340
Costs related to providing goods or service	610,160	3	915,267
Other Expenses	37,535	4	43,749
Total Expenses	1,474,544		1,719,355
Surplus/(Deficit) for the Year	232,832		(71,679)

Statement of Financial Position

Veterinary Council of New Zealand
As at 31 March 2022

	31 MAR 2022	NOTES	31 MAR 2021
Assets			
Current Assets			
Bank accounts and cash	1,696,435	5	1,553,588
Receivables and prepayments	4,958		4,958
Prepayments	97,679		67,403
Interest Receivable	2,725		3,317
Investments (current)	1,435,372	5	1,422,527
Total Current Assets	3,237,170		3,051,793
Non-Current Assets			
Property, Plant and Equipment	28,916	7	30,374
IT Development	2,367	7	4,733
Total Non-Current Assets	31,282		35,107
Total Assets	3,268,452		3,086,899
Liabilities			
Current Liabilities			
Creditors and accrued expenses	87,208	6	80,399
Employee costs payable	87,541		66,904
Goods and services tax	188,450		179,639
Fees Received In Advance	1,390,936		1,478,472
Total Current Liabilities	1,754,135		1,805,414
Total Liabilities	1,754,135		1,805,414
Total Assets less Total Liabilities (Net Assets)	1,514,317		1,281,485
Accumulated Funds			
Accumulated surpluses or (deficits)	1,514,317		1,281,485
Total Accumulated Funds	1,514,317		1,281,485


Chair


Chief Executive Officer

23 November 2022
Date

Statement of Cashflows

Veterinary Council of New Zealand
For the year ended 31 March 2022

	2022	2021
Statement of Cashflows		
Cashflows from Operating Activities		
Cash Inflows		
Fees, Subscriptions and other receipts from registrants	1,606,625	1,661,504
Interest Received	13,252	23,467
GST	9,049	27,598
Other Income	554	-
Total Cash Inflows	1,629,480	1,712,569
Cash Outflows		
Cash Paid for Supplies, Employees & Services	(1,464,199)	(1,410,198)
Total Cash Outflows	(1,464,199)	(1,410,198)
Total Cashflows from Operating Activities	165,281	302,371
Cashflows from Investing Activities		
Purchase of Fixed Assets	(9,588)	(6,655)
Total Cashflows from Investing Activities	(9,588)	(6,655)
Cashflows from Financial Activities		
Cash Outflows		
Increase in Investments	(12,845)	(398,012)
Total Cash Outflows	(12,845)	(398,012)
Total Cashflows from Financial Activities	(12,845)	(398,012)
Net Increase/(Decrease) in Cash	142,848	(102,296)
Opening Cash	1,553,588	1,655,884
Closing Cash	1,696,436	1,553,588

Notes to the Financial Statements

Veterinary Council of New Zealand For the year ended 31 March 2022

Statement of Accounting Policies

Reporting Entity

The Veterinary Council of New Zealand is governed by the Veterinarians' Act 2005.

Basis of Preparation

The entity has elected to apply PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit) on the basis that it does not have public accountability and has total annual expenses equal to or less than \$2,000,000. All transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the assumption that the entity will continue to operate in the foreseeable future.

Measurement Base

The accounting principles recognised as appropriate for the measurement and reporting of income and expenditure on an accrual basis using historical cost have been adopted, in so far as they apply to the Council.

Specific Accounting Policies

The following specific accounting policies which materially effect the measurement of the financial performance and financial position have been adopted.

Revenue

Revenue is accounted for as follows:

Annual Practising Fees

The Annual Practising Fee is charged for the period from 1 April to 31 March.

Annual Practising Fee income is recognised on an accrual basis in the practising period to which it relates.

The \$1,390,936 shown in the Statement of Financial Position represents fee income in advance that will be recognised in the practising period from April 2022 to March 2023. (2021: \$1,478,472 recognised in the months April 2021 to March 2022).

Interest Income

Interest Income is recognised on an accruals basis.

Other Income

All other income is accounted for on an accruals basis and accounted for in accordance with the substance of the transaction.

Goods and Service Tax

Veterinary Council of New Zealand is registered for GST. All amounts are stated exclusive of goods and services tax (GST) except for accounts payable and accounts receivable which are stated inclusive of GST.

Accounts Receivable

Accounts receivable are stated at net realisable value after due allowance for uncollectible debts.

Income Tax

Veterinary Council of New Zealand is exempt from New Zealand income tax under sCW 50(2) of the Income Tax Act 2007.

Bank Accounts and Cash

Bank accounts and cash in the Statement of Cash Flows comprise cash balances and bank balances available on call.

Investments

Investments comprise short term deposits with less than 12 months to maturity.

Valuation of Property, Plant and Equipment

Property, Plant and Equipment have been valued at cost less accumulated depreciation to date.

Depreciation

Rates of depreciation applied to the Property, Plant, Equipment and IT Development are:

Office Equipment	9.0-80.4%	DV
Furniture and Fittings	8.4 -39.6%	DV
Reference Library	26%	DV
Software Development	50%	DV
Website Development	50%	DV

Changes in Accounting Policies

There have been no changes in accounting policies. (2021 NIL). Policies have been applied on a consistent basis with those of the previous reporting period.

Notes to the performance report

	2022	2021
1. Analysis of Revenue		
Annual Practising Fees	1,601,667	1,561,034
Registration Application Fees	83,565	61,741
Specialist Registration Fees	2,825	942
Letter of Good Standing	6,104	3,317
Total Analysis of Revenue	1,694,162	1,627,033
	2022	2021
2. Employment Expenses		
ACC Levies	1,701	1,513
Kiwisaver Employer Contributio	22,579	23,571
Payroll costs	4,847	2,282
Salaries	770,687	718,823
Staff Appointment Costs	19,879	8,536
Sundry Personnel Costs	7,156	5,615
Total Employment Expenses	826,849	760,340
	2022	2021
3. Costs related to providing goods or services		
Annual Practicing Certificate	41,662	45,375
Australian Veterinary Boards Council costs	87,649	84,203
Communications	49,082	43,144
Competence assessment	1,172	15,340
Complaints Assessment Committee	6,436	19,898
Council	48,771	60,188
Council planning & training	-	7,205
Database & Website Support expenses	116,404	412,555
Diligent Boards	-	16,373

Health	32,077	24,456
Liaison	18,130	2,104
Notifications Review Group	2,502	3,865
Operating Expenses	81,028	67,852
Professional Standards	13,359	30,214
Property Rental	93,988	82,497
Veterinarian Act Review	17,900	-
Total Costs related to providing goods or services	610,160	915,267
	2022	2021

4. Other Expenses

Accounting Fees	8,620	12,720
Audit Fees	12,942	10,070
Depreciation	13,413	16,462
Other expenses	2,559	4,497
Total Other Expenses	37,535	43,749
	2022	2021

5. Bank accounts, Cash & Investments

Bank and Cash Balances		
Cheque Account BNZ	1,073,141	835,792
Petty Cash	200	200
PayPal Balance	67,004	121,780
On Call	555,228	594,953
Money Maker Account ASB	863	862
Total Bank and Cash Balances	1,696,435	1,553,588
Investments		
Term Investment - BNZ	513,530	510,111
Term Investment - ASB	432,118	428,185
Term Investment ANZ	489,725	484,231
Total Investments	1,435,372	1,422,527
Total Bank accounts, Cash & Investments	3,131,808	2,976,115
	2022	2021

6. Analysis of liabilities

Creditors and accruals		
Trade Creditors	56,220	58,613
Accruals	30,988	21,785
Total Creditors and accruals	87,208	80,398
Total Analysis of liabilities	87,208	80,398

7. Property, Plant, Equipment and IT Development

2022	Opening	Purchases	Sales /	Current	Closing
	Carrying		disposals /	Yr Depn	Carrying
	Amount		adjustments	& Loss	Amount
Property, Plant & Equipment					
Office Equipment	10516	8359		8373	10502
Furniture & Fittings	19858	1230		2674	18414
Reference Library					
	30374	9589		11047	28916
IT Development					
Software Development	2176			1088	1088
Website Development	2557			1278	1279
	4733			2366	2367
Total	35107	9589		13413	31282

2021	Opening	Purchases	Sales /	Current	Closing
	Carrying		disposals /	Yr Dep	Carrying
	Amount		adjustments	& Loss	Amount
Property, Plant & Equipment					
Office Equipment	14022	5354	14	8874	10516
Furniture & Fittings	21372	1302	39	2855	19858
Reference Library					
	35394	6656	52	11729	30374
IT Development					
Software Development	4342		10	2176	2176
Database Development	266115	96423	(362538)		
Website Development	5115			2556	2557
	275570	96423	(362528)	4732	4733
Total	310964	103079	(362476)	16461	35107

8. Capital Commitments and contingent liabilities

Capital expenditure commitments contracted for at balance date	2022	2021
		NIL

9. Related Party transactions

During the year ended 31 March 2022 year, members of Council who are registered Veterinarians, deal with the Council as part of their ordinary course of business as veterinarians.

Council members have also worked for the Professional Standards Committee. Total fees paid to the Professional Standards Committee amounted to \$1628.70 (2021 \$7,833.90)

Board Member remuneration	2022	2021
	\$28,836	\$31,597

10. Commitments and contingencies

Non-cancellable operating lease rentals (inclusive of GST) are payable as follows:

	2022	2021
Current	117,286	110,369
Non-current	109,182	177,017
	\$226,468	\$287,386

The Council entered into a lease for new premises in December 2017. The term of this lease is six years from the commencement date of 21 December 2017.

The Council entered into a lease on a photocopier on 24 September 2017. The term of this lease is five years from the commencement date.

11. Audit

These financial statements have been audited

12. Events Subsequent to reporting date

There were no events that have occurred after the balance date that would have a material impact on the Performance Report (Last year NIL).

CONTACT US:

VETERINARY COUNCIL OF NEW ZEALAND

Chair: LINDSAY BURTON | **CEO & Registrar:** IAIN MCLACHLAN

Postal Address: PO BOX 10 563 | WELLINGTON 6143

Council Office: LEVEL 10 | THE BAYLEYS BUILDING | 36 BRANDON STREET | WELLINGTON

p 04 473 9600 **e** vet@vetcouncil.org.nz **w** www.vetcouncil.org.nz