



a dog  
can change

VETERINARY COUNCIL OF NEW ZEALAND  
**ANNUAL REPORT**  
2022/2023



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



## CONTENTS

About Us .....	2	Fitness to Practice .....	19
Our Strategy 2019–2024 .....	3	Health .....	19
From the Chair .....	4	Competence.....	19
From the Chief Executive.....	6	Notifications and Complaints .....	20
The Council .....	9	Discipline.....	21
Registration and Recertification .....	15	Communications and Liaison .....	22
General Registration .....	15	Finance and Risk.....	23
Specialist Registration .....	15	Auditor’s Report .....	24
Limited Registration .....	16	Entity Information .....	28
Annual Practising Certificates .....	16	Statement of Service Performance .....	30
International Accreditation .....	17	Financial Report .....	32
Recency of Practice.....	17	Contact Us.....	40
Professional Standards .....	18		



# About Us

The Vet Council regulates the veterinary profession in New Zealand.

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

We support 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 Vet Council 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 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 Kaunihera Rata Kararehe 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.



## From the Chair

**Kia ora koutou. It is my pleasure to share the Veterinary Council of New Zealand's Annual Report for 2022-23 with you.**

With the world around us changing at a rapid pace, I'm proud to say that the Veterinary Council of New Zealand is firmly focused on the future and what needs to be done to maintain a resilient, robust veterinary profession.

In the last year, we have initiated several pieces of work that will be important in leading the long term, strategic direction of the sector. This includes taking a close look at what is being done to limit antimicrobial resistance and reviewing after hours care provision to see what role the Council could play in making it sustainable for the long term.

We have also been highly proactive in reviewing the Veterinarians Act, taking into account the changing dynamics within the profession, including increased contributions from allied professionals and practice management. The wellbeing of veterinary teams has remained firmly on our agenda and there has been plenty of activity associated with this, including working alongside the New Zealand Veterinary Association (NZVA) and other partners.

As a veterinarian, I am proud of the way our profession stepped up during the many weather related events in the past year. In Northland, Hawke's Bay, and other badly affected areas, veterinarians responded generously and with great professionalism to support their communities and look after the welfare of animals.

In the last quarter of 2022, we held our triennial Council elections. This saw Dr Rachel Gebbie and Dr Sara Bagheri end their terms, and we welcomed Dr Liz Shackleton and Dr Kylie Lawson on to the Council. Thank you to Rachel and Sara for their dedication and contributions to the Council during their terms.

Governance succession and getting younger people involved with the Council have been important topics of discussion in the 2022/23 year. This has coincided with our involvement in the high level Veterinary Schools of Australia and New Zealand Review, which looked at the sustainability of veterinary education, and what has to be done to meet the needs of the veterinary profession and our communities in the decades ahead.



Our stakeholder relationships remain strong with the likes of the Ministry for Primary Industries, Massey University, the veterinary workforce and the NZVA. These relationships are important for the success of all of our work, particularly for topical areas such as biosecurity and management of endemic diseases in New Zealand.

The work of the Council would not be as successful, or even possible, without the support we receive from the team in our office, under the able leadership of our Chief Executive Officer and Registrar Iain McLachlan. In this report, I would like to recognise their professionalism and consistently high standards that benefit both our Council, the wider industry, the public, and New Zealand's animals.

Lastly, thank you to all of our Council members for their ongoing enthusiasm, commitment and innovative thinking, for which I am hugely appreciative.

**Lindsay Burton**  
**Chair**  
**Veterinary Council of New Zealand**



## From the Chief Executive

The severe climate events that struck the North Island in early 2023, causing devastation across several regions, posed a major challenge, particularly for rural areas. Veterinarians and other veterinary professionals rose to the occasion helping animals and people in their communities. There was strong collaboration amongst the wider sector to ensure affected vet teams were well supported. Recovery work is continuing, with input from the Vet Council, government agencies, and other veterinary bodies.

Other major pieces of work for the Council in the last year included reviewing the Veterinarians Act 2005; beginning the development of an Antimicrobial Resistance (AMR) strategy; and reviewing the requirements for providing emergency after hours care. This work is part of our five-year strategy to strengthen and better regulate the veterinary profession. It also complements initiatives happening in other parts of the sector. We will be consulting with veterinarians and other professionals on the AMR strategy and emergency care review in 2024.

New Zealand's ongoing veterinarian shortage is still an important issue for the Council and I'm pleased to say there has been a significant amount of work done to mitigate this. Increased numbers of international registrations and a larger class size at Massey University are contributing to a gradual improvement and we continue to see the number of practising veterinarians increase year over year.

Following our work on veterinary wellbeing last year, a webinar about mental health in the workplace was held to coincide with Mental Health Awareness Week. This was rated very highly by those who attended. Other presentations and catchups were hosted throughout the year, including meetings in Christchurch and Taranaki involving staff and Council members. We see these as an important way to connect with veterinarians and share learnings across the profession.

Our stakeholder relationships are incredibly important to the work we do and we are pleased to have strong partnerships with the Ministry for Primary Industries (MPI), New Zealand Veterinary Association, Massey University and the Veterinary Professional Insurance Society. These relationships are especially important during difficult times, so that we can work together and achieve much more than we would do individually. For example, in the last year, the sector has come together under the leadership of MPI to update planning for a potential foot and mouth disease outbreak, after an outbreak in Indonesia. Every year we review our stakeholder plan and strategy to ensure we are talking to the right people about issues of importance to the Council and profession, and 2023/24 will be no exception.

In the last year, we have been talking to several stakeholders about Māori representation in the veterinary profession and how we can better honour Te Tiriti. This work is ongoing and we are planning what we will do in the next year to grow our commitment.





Internally, we have reviewed our IT systems and further improved our security. In April, we launched The Hub, an online platform that houses our technical guidance and standards. Bringing this information together in one place makes it easier to read and research. It also makes finding answers to common veterinary practice questions, such as how the Code of Professional Conduct applies in particular situations, much simpler. Along with this, we made improvements to the Vet Council website and invested a considerable amount of time in developing our policies and procedures.

Other work has included conducting a survey for veterinary specialists about how we can better meet their needs. There was a 44 per cent completion rate and some very positive engagement that identified several actions we could take, which we are now putting into practice. Among these was the publication of a bi-annual specialists pānui – the first of

these was distributed in April. At the same time, we have continued our regular pānui for veterinarians, clinic owners and practice managers, and begun a new newsletter for veterinary students.

I would like to thank the members of the Council for their guidance throughout the past year as well as the people who serve on our committees and advisory groups. Thank you also to the Vet Council team for all of your hard work during an incredibly busy year.

Ngā mihi nui,

***Iain McLachlan***  
***Kaiwhakahaere Matua me Pouroki - Chief***  
***Executive and Registrar***  
***Veterinary Council of New Zealand***





# The Council



## **Dr Lindsay Burton (appointed veterinarian and Chair)**

Dr Lindsay Burton was first appointed to the Council in May 2015 and has been Chair since March 2019.

He graduated from Massey University in 1975 with a Bachelor of Veterinary Science (BVSc) and spent five years working in mixed animal practice. He then joined the New Zealand Dairy Board in 1980 and was involved in animal breeding. This was followed by a period as Principal Veterinarian at Livestock Improvement Corporation (LIC) until 2004. Additional roles he has held include Director of National Animal Identification and Traceability; Principal Scientist Johnes Disease Research Consortium; and Chair of the Ministry for Primary Industries Farm to Processor Animal Welfare Forum.

In 2005, Lindsay joined the Fonterra Cooperative Group as Risk Management Programme Specialist/Manager. The areas he covered included biosecurity; animal health (including disease control); food safety arising from animal pathogens; residue risk assessment; and animal welfare policy and strategy for the Milk Supply Technical and Food Assurance team. He was then appointed General Manager Veterinary, Technical and Risk Management from 2014 – 2019 at Fonterra, where he led the team responsible for key elements of food safety, animal health, and reputational risk. This related to farms, animals and raw milk within New Zealand and its offshore milk supplies.

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



### **Dr Ben Davidson (elected veterinarian and Deputy Chair)**

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Ben graduated from Massey University in 2000 and was the director and manager of Rangiora Vet Centre for 20 years. In March 2023, he sold his shares and left the practice to set up a vet contracting and consultancy service with a focus on wildlife, conservation medicine, and governance.

Alongside his role as an elected member of VCNZ, Ben is a trustee on the board of Orana Wildlife Park, a director of The cGP Lab and veterinary advisor to DairySmart NZ.

His interest in governance and leadership began when he was the Massey University Veterinary Students Association (MUVSA) President. He also spent seven years on the New Zealand Veterinary Association (NZVA) Sheep and Beef Special Interest Branch, including two as President. Ben has had formal training in governance and strategic planning through the New Zealand Institute of Directors. He has also facilitated strategic planning sessions for various organisations including the School of Veterinary Science, VCNZ, and The Vet Company.

Ben was elected to Council in December 2016 and was previously a member of the Council's Complaints Assessment Committee. He has been Deputy Chair since March 2019 and is Chair of the Finance and Risk Committee.



### **Dr Julie Everett-Hincks (appointed non-veterinarian)**

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Julie is a principal analyst at the Ministry for the Environment, and is an enrolled barrister and solicitor of the High Court of New Zealand. She has a PhD in animal science, and previously worked as a senior scientist at AgResearch before completing a law degree. Before taking up her current role, Julie was the Science Manager at Otago Regional Council and the Legal Advisor to the Royal Society Te Apārangi's Gene Editing Panel.

Julie's work on improving lamb survival won her national recognition: she was the first woman to receive the Sir Arthur Ward Award in 2016 from the New Zealand Society of Animal Production. She is a member of the Council's Professional Standards Committee.

Julie was raised on a sheep farm and lives with her family on a small property in Otago.



### Mr Zach Mounsey (appointed non-veterinarian)

Zach is passionate about growing the value of New Zealand's primary industries and influencing their long-term sustainability. After growing up on a dairy farm in Ōtorohanga, he recognised the opportunity in agriculture, both on-farm and beyond the farm gate. Zach graduated from the University of Waikato with a Bachelor of Management Studies adding financial, economic and business disciplines to his farming knowledge.

After graduating, he held roles in public trading and finance at Fonterra in the office of the Chief Financial Officer. He then made the move to DairyNZ as an economist, followed by an inaugural corporate support role to the Chief Executive before joining Happy Valley Nutrition. Zach has also spent time abroad with Harvard Business School developing his leadership and strategic capability.

He is a member of the Council's Finance and Risk Committee. Zach and his partner sharemilk on a dairy farm in Ōtorohanga, where they live.



### Prof Jenny Weston (ex-officio member)

Jenny is the Academic Lead for Veterinary Science at Massey University. She graduated from Massey University 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 Academic Lead in May 2016. The leader of the BVSc programme at Massey is statutorily appointed to the Council.

Since her return to Massey, Jenny has undertaken further study in veterinary epidemiology, leading to her becoming a member of the Australian and New Zealand College of Veterinary Scientists (ANZCVS). She has completed a PhD in diagnosis and control of Neospora caninum abortion in cattle, and more recently completed a Postgraduate Diploma in Educational Administration and Leadership.

Jenny was on the Executive Committee of the Society of Dairy Cattle Veterinarians Branch of the NZVA for 20 years and served on the NZVA Board for six years, including one term as President.

She is a member of the Council's Recency of Practice and Registration Advisory Groups, and represents New Zealand on the Veterinary Schools Accreditation Advisory Committee (VSAAC), which accredits veterinary schools in Australia and New Zealand.

Her interests include endurance riding, travel, and tramping. She lives on a lifestyle block at Ashhurst with her husband and their animals.



### **Dr Liz Shackleton (elected December 2022)**

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A graduate of University College Dublin, Liz has spent the last 15 years in New Zealand working in clinical practice and various strategic leadership roles.

Her work has included supporting teams and governance functions across private and public partnerships in the primary sector. Supporting the development of New Zealand's primary industry talent is a key interest.

Liz is a chartered member of the Institute of Directors New Zealand, a past president and member of the Australia New Zealand College of Veterinary Scientists (Pharmacology), is an Institute for Strategic Leadership alumnus, and has experience across the primary industry, biosecurity, regulatory and animal health sectors.



### **Dr Kylie Lawson (elected December 2022)**

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In her role as General Manager at Animates Vetcare NZ, Kylie plays a key role in driving the business' growth. Her practical skills in executive leadership, business governance, and change management are essential in ensuring the organisation's success.

Kylie's commitment to excellence extends to her continuous professional development. Her attainment of a Certificate in Company Direction from the Institute of Directors in New Zealand reflects her dedication to upholding the highest standards of professional conduct.

Beyond her managerial role, Kylie is a strong advocate for strategic thinking, engagement, and workplace culture. Recognising the important role of culture in organisational success, she prioritises employee engagement and being a values-led business.

Her leadership philosophy centres on developing highly functional teams. She actively creates a psychologically safe workplace, emphasising the wellbeing and safety of her team members.



### Dr Sara Bagheri (until December 2022)

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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 where 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.

She was elected to the Council in 2019.



### Dr Rachel Gebbie (until December 2022)

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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.

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



# Highlights

3277

practising vets

315

new registrants

10

new specialists

21

presentations to veterinarians and students

24

articles and e-updates published

12

new standards and guidance documents published





# Registration and Recertification

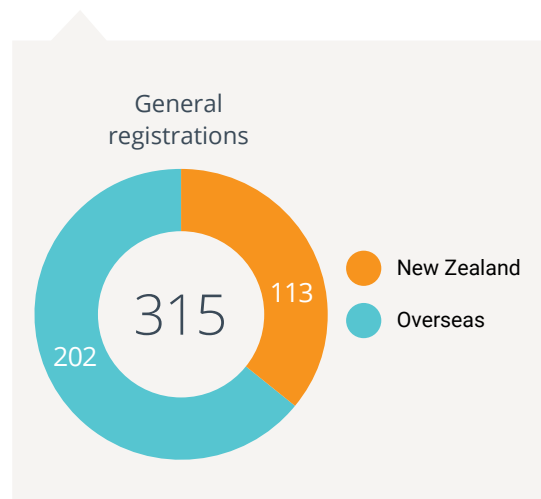
To work and use the title “veterinarian” in Aotearoa, veterinarians must be registered and hold an Annual Practising Certificate. Registration does not expire but Annual Practising Certificates must be renewed each year.

The Vet Council 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 vets returning to practice after a break have enough support to return safely and smoothly.

## General Registration

There were 315 new registrations in 2022-23.



## Specialist Registration

In the last year there were 10 specialist registrations in:

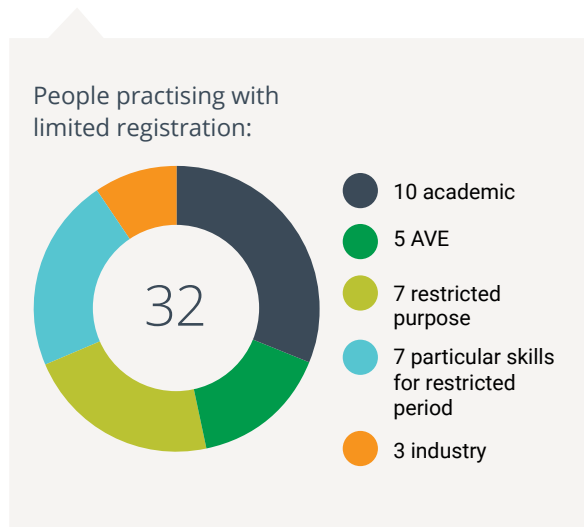
- Veterinary emergency medicine and critical care
- Zoological medicine
- Veterinary dentistry
- Veterinary dermatology
- Veterinary neurology
- Equine surgery
- Animal welfare science, ethics and law
- Small animal surgery
- Equine surgery
- Veterinary anaesthesia and analgesia



### Limited Registration

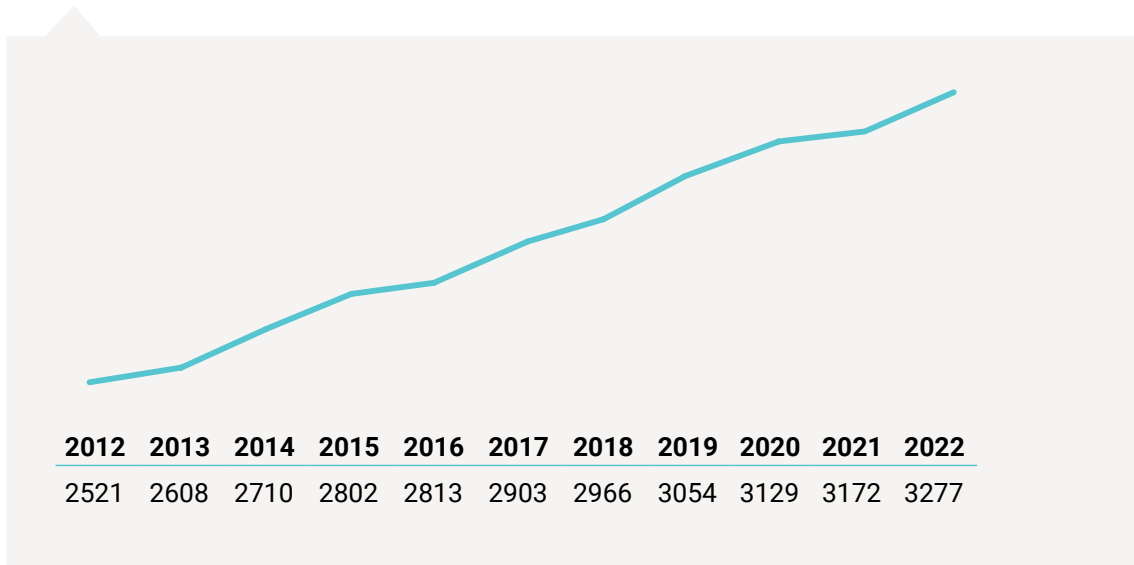
The Veterinarians Act allows for limited registration in some circumstances for people who would not otherwise be eligible for registration. This provides some flexibility to meet particular needs and respond to special circumstances. More information on the scopes of limited registration that are available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

This year, we granted eight new limited registrations. Two were within the Australasian Veterinary Exam scope, four were particular skills for a restricted period, and two were under the academic scope.



### Annual Practising Certificates

**3,277** Number of practising veterinarians (as at 30 June 2022)



## International Accreditation

The Vet Council 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 the Vet Council 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.

During the year, the University of Pretoria veterinary science programme was granted probationary accreditation.

## 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 19 cases this year and all were granted practising certificates, with guidance and without the need for formal restrictions.



# Professional Standards

The Vet Council 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 2022/23 were:

- Dr Lindsay Burton
- Dr Julie Everett-Hincks
- Dr Katie Grant
- Dr Bernice Mangal
- Dr Wayne Ricketts
- Dr Tony Zohrab
- Mr Wayne Langford
- Dr Rachel Gebbie (until December 2022)
- Dr Steve Cranefield (from June 2022)
- Dr Natalie Lloyd (from June 2022)
- Dr Brendon Bell (from June 2022)
- Dr Clive Bingham (from June 2022)

The PSC met seven times this financial year and conducted some business via email. The Committee advised on standards on several topics including definitions for “supervision”, managing expired and returned veterinary medicines, veterinary operating instructions, dry cow therapy, managing cattle pregnancies, and authorising restricted veterinary medicines in emergencies.

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



# Fitness to Practice

## 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.

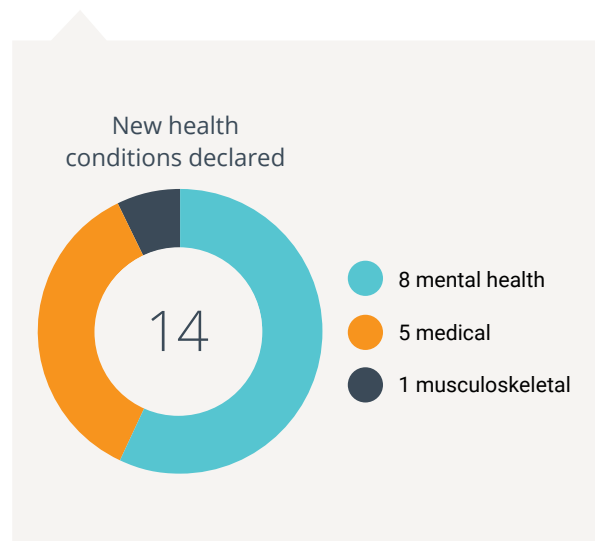
Our health processes focus on early intervention and rehabilitation. The approach is non-judgmental and confidential.

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 they can practice safely.

If a veterinarian lacks 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 2022-23, a total of 63 veterinarians reported to us that they had a condition that could affect their practice. This included 14 veterinarians reporting new conditions which covered mental health, medical and musculoskeletal issues.

There were 18 veterinarians practising with 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 2022-23 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.

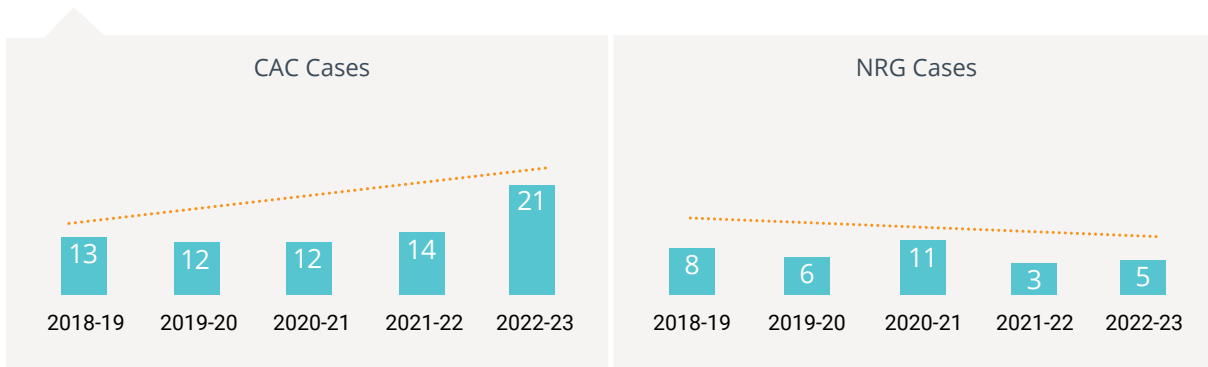
The aim of these processes is to protect public interest. The Council encourages the CAC and NRG to focus on preventing future harm through education and rehabilitation where possible. In a small number of serious cases, disciplinary action may be needed and a CAC can lay charges against a veterinarian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

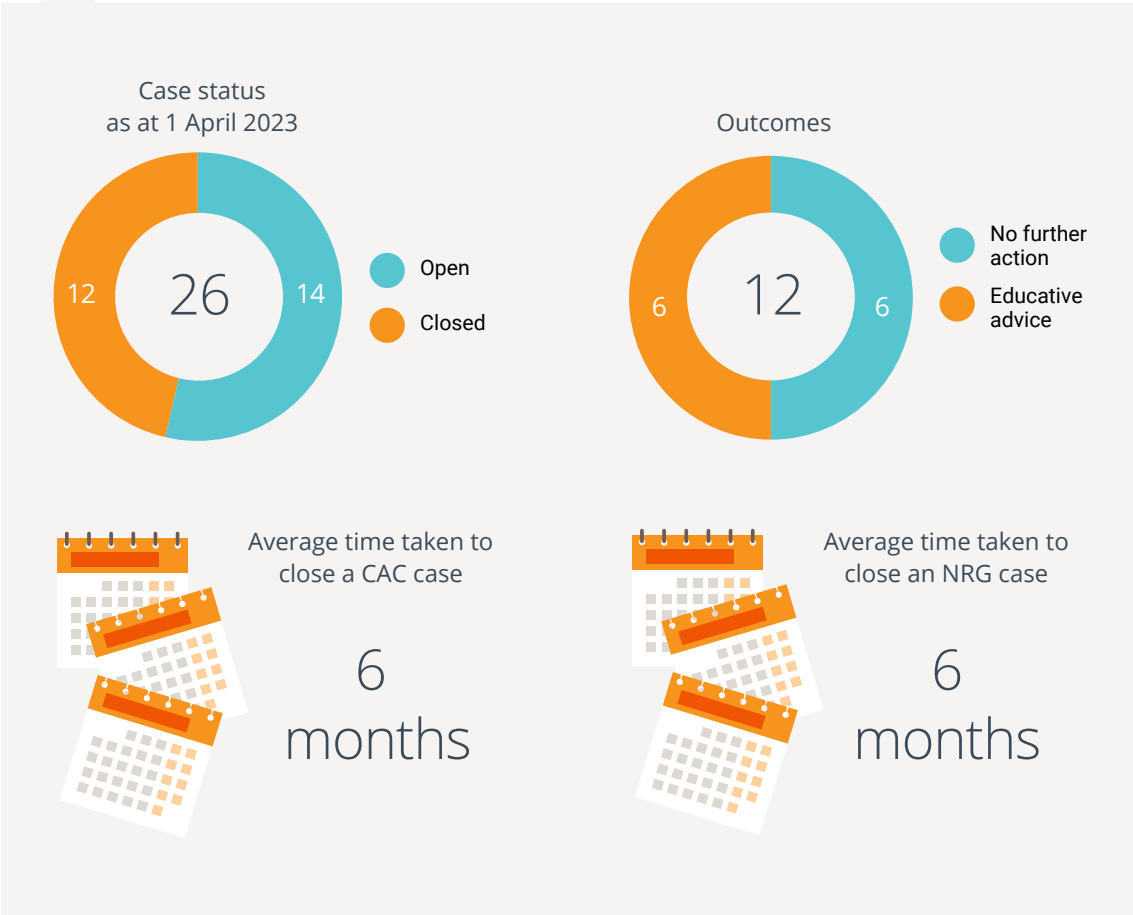
In 2023, members of the CAC were:

- Dr Mark Simpson
- Susan D’Ath
- Dr Brendon Bullen
- Susan Beggs
- Dr David Barrowman
- Dr Rosemary Price
- Jennie Kruisvijk

In 2023, members of the NRG were:

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





### 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 2022-23, there were no disciplinary hearings.



# Communications and Liaison

Ensuring the Vet Council clearly and consistently engages with veterinarians, stakeholders and the public is a big part of the day-to-day-work of our communications team.

This helps keep people up-to-date with what we are doing, what is happening in the veterinary sector, and any changes to legislation or our regulatory functions that might impact what they do.

Over the last year, the communications team has supported the creation of several key communication and engagement strategies for upcoming projects including the emergency and after hours care review and antimicrobial resistance (AMR) strategy. They have also supported the Chief Executive with updating the organisation's stakeholder relations plan.

We continued to regularly post on LinkedIn and issue media releases throughout the year. Some of the topics that received a significant amount of coverage included our work on AMR during World AMR Week; encouraging a greater use of allied veterinary professionals in clinical work such as minor routine procedures; and advising people to have an emergency care plan in place for their pets.

Working with the media is one of the key ways we share important information with the public and wider veterinary sector. Videos introducing the Council members were also filmed and will be used on the Vet Council website.

We also refreshed our monthly veterinarian pānui and bi-monthly practice pānui, and introduced six-monthly updates for veterinary specialists and students. As part of this, the communications team has been working with the Deputy Registrar to prepare a monthly case study to demonstrate how complaints and other concerns are managed, and what the profession can learn from them. They are also a great way to learn more about how professional standards and the Code of Conduct are applied in different situations.



# 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 the Vet Council and cybersecurity. In 2022-23, the Committee also focused on the timeliness of financial reporting and approved the earmarking of a portion of the organisation's financial reserves for future disciplinary cases. Given their rarity and the difficulty in predicting when they will take place, earmarking reserves will assist with future budgeting and planning.

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 the Veterinary Council of New Zealand ('The Council') which comprises the financial statements on pages 7 to 14, the statement of service performance on pages 5 to 6 and the entity information on pages 3 to 4. The complete set of the financial statements comprise the statement of financial position as at 31 March 2023, the statement of financial performance and the statement of cash flows for the 2023 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 2023, and the financial performance and cash flows for the year then ended, and the service performance for the year ended 31 March 2023 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 *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 for the Performance Report**

The Council 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 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 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 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**

13 October 2023

# Performance Report

Veterinary Council of New Zealand  
For the year ended 31 March 2023

Prepared by BW Miller Dean Limited

## Contents

3	Entity Information
5	Statement of Service Performance
7	Statement of Financial Performance
8	Statement of Financial Position
9	Statement of Cashflows
10	Notes to the Financial Statements

## Entity Information

### Veterinary Council of New Zealand For the year ended 31 March 2023

#### 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 people and animals, and to maintain trust in 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 of Agriculture 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 2022/23 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 2025.
- 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. Term ended December 2022.
- Dr Sara Bagheri  
Elected veterinary member. Term ended December 2022
- Dr Kylie Lawson  
Elected veterinary member, from December 2022. Current term ends December 2025.
- Dr Elizabeth Shackleton  
Elected veterinary member, from December 2022. Current term ends December 2025.

The Council formally met five times during the year to 31 March 2023 including one meeting by video conference.

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

<b>Chair</b>	Lindsay Burton
<b>CEO &amp; Registrar</b>	Iain McLachlan
<b>Postal address</b>	PO Box 10 563, Wellington 6143
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<b>Phone</b>	04 473 9600
<b>Email</b>	<a href="mailto:vet@vetcouncil.org.nz">vet@vetcouncil.org.nz</a>
<b>Website</b>	<a href="http://www.vetcouncil.org.nz">www.vetcouncil.org.nz</a>

# Statement of Service Performance

## Veterinary Council of New Zealand For the year ended 31 March 2023

### 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 2022/23	Actual 2021/22
<b>Wellbeing</b>			
Hold a webinar to support veterinarian and team member mental health	Achieved	Achieved	N/A
Average score on monthly staff survey (out of 5)	4	4.1	3.8
<b>Communication</b>			
Number of face to face presentations to the profession	10	18	14
Number of presentations to veterinary students	3	3	5
Average feedback score from presentations (out of 10)	8	7.2	N/A
Number of veterinary articles published	15	24	19
Number of press releases and media articles	6	14	N/A
<b>Relationships</b>			
Percentage attendance at AVBC meetings	100%	100%	100%
Support and participate in Vet Futures Aotearoa	Achieved	Achieved	Achieved
Number of meeting with key stakeholder organisations	75	168	N/A
<b>Quality</b>			
Average time taken to close a Complaints Assessment Committee case	6 months	6 months	4 months
Average time taken to close a Notification Review Group case	6 months	6 months	3 months
Number of new guidance and standards documents issued for veterinarians	10	12	10



Number of new guidance documents issued for veterinary practices	5	3	N/A
<b>Future scanning</b>			
Number of veterinarians registered	200	317	202
Number of strategic planning sessions held	4	4	4
Carry out stage 2 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 2023

	2023	NOTES	2022
<b>Revenue</b>			
Fees and other revenue from Registrants	1,749,673	1	1,694,162
Interest, dividends and other investment revenue	43,341		12,660
Other revenue	5		554
<b>Total Revenue</b>	<b>1,793,020</b>		<b>1,707,376</b>
<b>Expenses</b>			
Employment Related Expenses	872,076	2	826,849
Costs related to providing goods or service	759,316	3	610,160
Other Expenses	32,297	4	37,535
<b>Total Expenses</b>	<b>1,663,689</b>		<b>1,474,544</b>
<b>Surplus/(Deficit) for the Year</b>	<b>129,330</b>		<b>232,832</b>

# Statement of Financial Position

## Veterinary Council of New Zealand As at 31 March 2023

	31 MAR 2023	NOTES	31 MAR 2022
<b>Assets</b>			
<b>Current Assets</b>			
Bank accounts and cash	1,635,459	5	1,696,435
Receivables and prepayments	33,734		4,958
Prepayments	95,032		97,679
Interest Receivable	9,005		2,725
Investments (current)	1,765,678	5	1,435,372
<b>Total Current Assets</b>	<b>3,538,909</b>		<b>3,237,170</b>
<b>Non-Current Assets</b>			
Property, Plant and Equipment	29,385	7	28,916
IT Development	1,183	7	2,367
<b>Total Non-Current Assets</b>	<b>30,568</b>		<b>31,282</b>
<b>Total Assets</b>	<b>3,569,477</b>		<b>3,268,452</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Creditors and accrued expenses	101,818	6	87,208
Employee costs payable	84,134		87,541
Goods and services tax	205,242		188,450
Fees Received In Advance	1,534,635		1,390,936
<b>Total Current Liabilities</b>	<b>1,925,829</b>		<b>1,754,135</b>
<b>Total Liabilities</b>	<b>1,925,829</b>		<b>1,754,135</b>
<b>Total Assets less Total Liabilities (Net Assets)</b>	<b>1,643,648</b>		<b>1,514,317</b>
<b>Accumulated Funds</b>			
Accumulated surpluses or (deficits)	1,643,648		1,514,317
<b>Total Accumulated Funds</b>	<b>1,643,648</b>		<b>1,514,317</b>

 \_\_\_\_\_ Chair  
 \_\_\_\_\_ Chief Executive Officer  
 \_\_\_\_\_ Date

## Statement of Cashflows

### Veterinary Council of New Zealand For the year ended 31 March 2023

	2023	2022
<b>Statement of Cashflows</b>		
<b>Cashflows from Operating Activities</b>		
<b>Cash Inflows</b>		
Fees, Subscriptions and other receipts from registrants	1,864,600	1,606,625
Interest Received	37,061	13,252
GST	16,792	9,049
Other Income	5	554
<b>Total Cash Inflows</b>	<b>1,918,458</b>	<b>1,629,480</b>
<b>Cash Outflows</b>		
Cash Paid for Supplies, Employees & Services	(1,639,068)	(1,464,199)
<b>Total Cash Outflows</b>	<b>(1,639,068)</b>	<b>(1,464,199)</b>
<b>Total Cashflows from Operating Activities</b>	<b>279,390</b>	<b>165,281</b>
<b>Cashflows from Investing Activities</b>		
Purchase of Fixed Assets	(10,148)	(9,588)
Sale of Fixed Assets	88	-
<b>Total Cashflows from Investing Activities</b>	<b>(10,060)</b>	<b>(9,588)</b>
<b>Cashflows from Financial Activities</b>		
<b>Cash Outflows</b>		
Increase in Investments	(330,306)	(12,845)
<b>Total Cash Outflows</b>	<b>(330,306)</b>	<b>(12,845)</b>
<b>Total Cashflows from Financial Activities</b>	<b>(330,306)</b>	<b>(12,845)</b>
Net Increase/(Decrease) in Cash	(60,976)	142,848
Opening Cash	1,696,435	1,553,587
Closing Cash	1,635,459	1,696,435

# Notes to the Financial Statements

## Veterinary Council of New Zealand For the year ended 31 March 2023

### 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 \$1,534,635 shown in the Statement of Financial Position represents fee income in advance that will be recognised in the practising period from April 2023 to March 2024. (2022: \$1,390,936 recognised in the months April 2022 to March 2023).

#### 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. (2022 NIL). Policies have been applied on a consistent basis with those of the previous reporting period.

### Notes to the performance report

	2023	2022
<b>1. Analysis of Revenue from Registrants</b>		
Annual Practising Fees	1,620,674	1,601,667
Registration Application Fees	118,575	83,565
Specialist Registration Fees	2,511	2,825
Letter of Good Standing	7,913	6,104
<b>Total Analysis of Revenue from Registrants</b>	<b>1,749,673</b>	<b>1,694,162</b>

	2023	2022
<b>2. Employment Expenses</b>		
ACC Levies	1,383	1,701
Kiwisaver Employer Contributio	24,518	22,579
Payroll costs	2,225	4,847
Salaries	826,077	770,687
Staff Appointment Costs	9,016	19,879
Sundry Personnel Costs	8,858	7,156
<b>Total Employment Expenses</b>	<b>872,076</b>	<b>826,849</b>

	2023	2022
<b>3. Costs related to providing goods or services</b>		
Annual Practising Certificate	17,812	41,662
Australian Veterinary Boards Council costs	90,325	87,649
Communications	53,636	49,082
Competence assessment	(906)	1,172
Complaints Assessment Committee	15,497	6,436
Council	92,599	48,771
Database & Website Support expenses	139,153	116,404
Elections	8,000	-
Health	24,861	32,077

Liaison	20,304	18,130
Notifications Review Group	1,345	2,502
Operating Expenses	144,824	81,028
Professional Standards	29,773	13,359
Property Rental	97,513	93,988
Veterinarian Act Review	24,580	17,900
<b>Total Costs related to providing goods or services</b>	<b>759,316</b>	<b>610,160</b>
	<b>2023</b>	<b>2022</b>

#### 4. Other Expenses

Accounting Fees	9,234	8,620
Audit Fees	8,170	12,942
Depreciation	10,774	13,413
Other expenses	4,120	2,559
<b>Total Other Expenses</b>	<b>32,297</b>	<b>37,535</b>
	<b>2023</b>	<b>2022</b>

#### 5. Bank accounts, Cash & Investments

##### Bank and Cash Balances

Cheque Account BNZ	875,282	1,073,141
Petty Cash	200	200
PayPal Balance	-	67,004
On Call	759,146	555,228
Money Maker Account ASB	831	863
<b>Total Bank and Cash Balances</b>	<b>1,635,459</b>	<b>1,696,435</b>

##### Investments

Term Investment - BNZ	823,850	513,530
Term Investment - ASB	442,680	432,118
Term Investment ANZ	499,148	489,725
<b>Total Investments</b>	<b>1,765,678</b>	<b>1,435,372</b>

**Total Bank accounts, Cash & Investments** **3,401,137** **3,131,808**

**2023** **2022**

#### 6. Analysis of liabilities

##### Creditors and accruals

Trade Creditors	80,083	56,220
Accruals	21,735	30,988
<b>Total Creditors and accruals</b>	<b>101,818</b>	<b>87,208</b>

**Total Analysis of liabilities** **101,818** **87,208**

## 7. Property, Plant, Equipment and IT Development

2023	Opening	Purchases	Sales /	Current	Closing
	Carrying		disposals /	Yr Depn	Carrying
	Amount		adjustments	& Loss	Amount
<b>Property, Plant &amp; Equipment</b>					
Office Equipment	10502	10148	88	7251	13311
Furniture & Fittings	18414			2340	16074
Reference Library					
	<b>28916</b>	<b>10148</b>	<b>88</b>	<b>9591</b>	<b>29385</b>
<b>IT Development</b>					
Software Development	1088			544	544
Website Development	1279			640	639
	<b>2367</b>			<b>1184</b>	<b>1183</b>
<b>Total</b>	<b>31282</b>	<b>10148</b>	<b>88</b>	<b>10775</b>	<b>30568</b>

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



## 8. Capital Commitments and contingent liabilities

Capital expenditure commitments contracted for at balance date	2023	2022
	NIL	NIL

## 9. Related Party transactions

During the year ended 31 March 2023 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 \$4392.60 (2022 \$1,628.70)

Board Member remuneration	2023	2022
	\$47310	\$28,836

## 10. Commitments and contingencies

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

	2023	2022
Current	92,126	117,286
Non-current	19,096	109,182
	<b>\$111,222</b>	<b>\$226,468</b>

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

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

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