



VETERINARY COUNCIL OF NEW ZEALAND

ANNUAL REPORT

2020/2021

VETERINARY COUNCIL
OF NEW ZEALAND
Te Kōwhirihera Rata Kararehe 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 animals, people and 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 eight, 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. In her spare time she enjoys travelling, music, baking, and exploring New Zealand on horseback.



From the Chair

It is my pleasure to share with you the Veterinary Council of New Zealand's 2020-21 Annual Report. I want to start by expressing the Council's thanks to all New Zealand veterinarians for their extraordinary work in serving their clients, patients and the wider community. It was an exceptionally difficult year with the COVID-19 public health measures and an acute veterinarian shortage.

In April 2020, at the beginning of the financial year, New Zealand was in the midst of a nationwide lockdown. Its effects were felt acutely in the veterinary sector, with practices needing to adapt to operate safely during a pandemic, and manage shortages of Restricted Veterinary Medicines (RVM). The closed border also meant fewer overseas vets could travel here, increasing the shortage of qualified vets in New Zealand. This has been one of our most pressing issues.

VCNZ has been working closely with the Ministry for Primary Industries to bring more vets into the country. Unfortunately, with our international borders remaining closed, places in managed isolation and quarantine are limited, meaning that it remains very difficult for overseas veterinarians to enter the country. The short supply is not only in Aotearoa, and we are competing with other countries who desperately need more veterinarians. It's unlikely that increased efforts to bring overseas vets into New Zealand will alone provide a long term solution, but it should hopefully help to alleviate some of the pressure during this pandemic.

COVID-19 challenges have meant that vets have experienced a lot more pressure and many changes in their day-to-day practise. In response, VCNZ has redoubled its efforts to provide wellbeing advice and assistance to veterinarians and practice managers. Along with offering wellbeing information and ways to access support through our website and other communication channels, we began a project to better understand and improve vets' psychological health. The reason for this was to put the Council in a stronger position to promote wellbeing and contribute to better outcomes for veterinary teams, animals and the public. We worked with the profession to develop a dedicated framework, which will help us establish a whole-of-profession initiative to improve veterinary wellbeing.

The Council has also focused on ensuring the systems for promoting and delivering ongoing learning and development in the veterinary profession remain fit for purpose. In the last year, we finished reviewing our Continuing Professional Development (CPD) requirements, introducing a suite of improvements in



consultation with practising veterinarians. These changes were trialled through 2021 to allow adequate time for veterinarians to adjust and come up to speed with the requirements.

This year we started Vet Futures Aotearoa, in collaboration with the NZVA, the Ministry for Primary Industries and the School of Veterinary Science, Massey University. Vet Futures is about looking to the future of the veterinary profession and working to shape it so that veterinarians thrive and continue to meet society's needs. More information about this will be announced in early 2022.

On a final note, I'd like to express my sincere thanks to our great team in Wellington who manage our business and have gone above and beyond to support the public and the profession during a very challenging year. My thanks also to all of our Council members and those who serve so ably on our committees.

Lindsay Burton

Highlights



3129

practising
vets

184

new
registrants

3

new
specialists

10

presentations to
veterinarians and
students

22

articles and
e-updates
published

280

public enquiries
about veterinary
conduct

Registration and Recertification

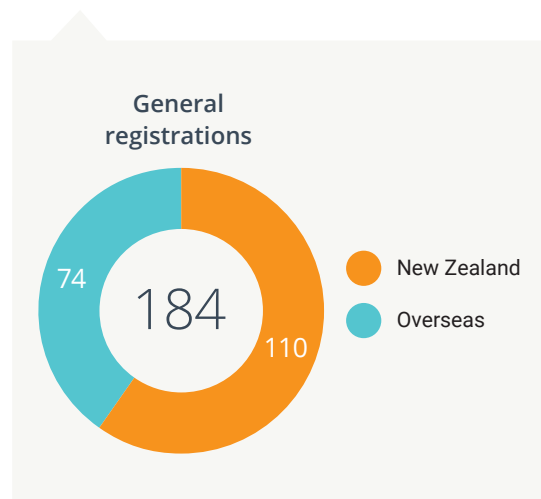
To work and use the title “veterinarian” in Aotearoa, veterinarians must be registered and hold an Annual Practising Certificate. Registration does not expire but Annual Practising Certificates must be renewed each year.

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 184 new registrations in 2020-21.



Specialist Registration

There were three specialist registrations.

These were in the fields of:

- Veterinary clinical pathology
- Small animal veterinary medicine
- Veterinary dermatology.



Limited Registration

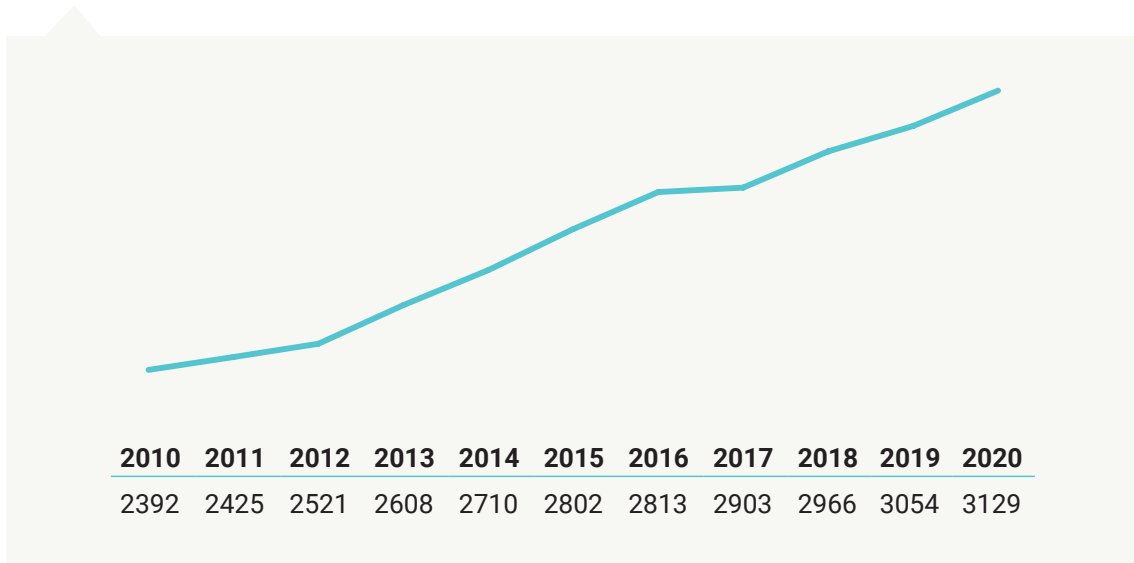
The Veterinarians Act allows for limited registration in some circumstances for those who would not otherwise be eligible for registration. This provides some flexibility to meet particular needs and respond to special circumstances. More information on the scopes of limited registration that are available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

3,129 Number of practising veterinarians (as at 23 September)



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 issued guidance in all of these cases without the need for voluntary or formal restrictions.

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 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.

The existing accreditation of the University of Glasgow, University of Pretoria and University of Melbourne veterinary science programmes was extended in early 2020 to allow for site visits to be rescheduled.

Following a virtual visit, the School of Veterinary Medicine, University College Dublin was granted accreditation with minor deficiencies.

All other planned accreditation visits were postponed due to the effects of the pandemic. These were rescheduled for later in 2021 in most cases and have now taken place.

The pandemic had major effects on all of the veterinary schools we accredit and, through AVBC, we engaged in continuous communication and monitoring of the veterinary schools in Australasia to ensure that standards continued to be met despite the challenges they were facing. We are pleased to report that all of the schools rose to the challenge and we have no concerns about the quality of training and assessment of veterinary students going through these programmes during the pandemic.



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 2020/21 were:

- Dr Lindsay Burton (Chair from August 2020)
- Dr Rachel Gebbie (Chair until August 2020)
- Dr Julie Everett-Hincks
- Dr Helen Beattie
- Dr Katie Grant
- Dr Bernice Mangal
- Dr Wayne Ricketts
- Dr Tony Zohrab
- Mr Andrew Hoggard (until January 2021)

The PSC continued its review of the Animal Welfare section of the Code of Professional Conduct. This is a large section and has a significant impact on veterinarians in practice. The PSC met monthly for most of the year to get through it. A final draft was completed by year end and will be presented to the profession for comment in early 2022. The PSC also completed a new Statement on Certification of Fitness for Transport.

During the year, VCNZ implemented an updated Continuing Professional Development (CPD) programme, after consulting with practising veterinarians. The changes have been made to ensure requirements are still fit for purpose. The new programme provides an easier process for veterinarians to follow and is in line with current evidence on professional development and learning. The new system was trialled from January 2021 until December 2021, allowing time for all veterinarians to adapt to the changes.



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.

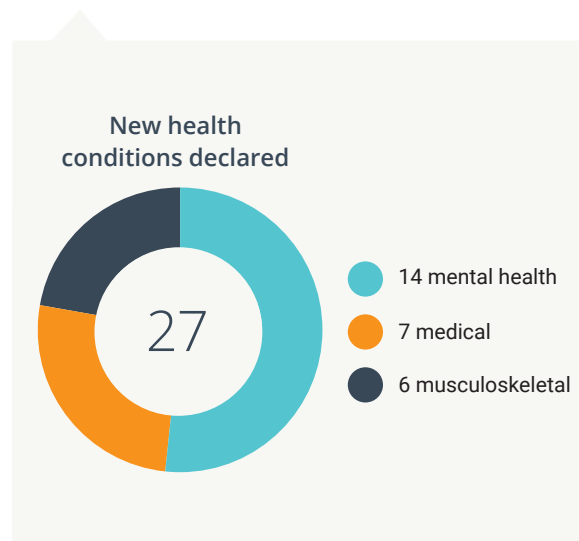
Our health processes focus on early intervention and rehabilitation. The approach is non-judgmental and confidential.

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 2020-21, a total of 82 veterinarians reported to us that they had a condition that could affect their practice. This included 27 veterinarians reporting new conditions which covered mental health, medical and musculoskeletal issues.

There were 17 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 2020-21, we carried out one competence assessment and one preliminary competence inquiry.

Membership of the last year’s Competence Assessment Teams included:

- Dr Stuart Burrough (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.

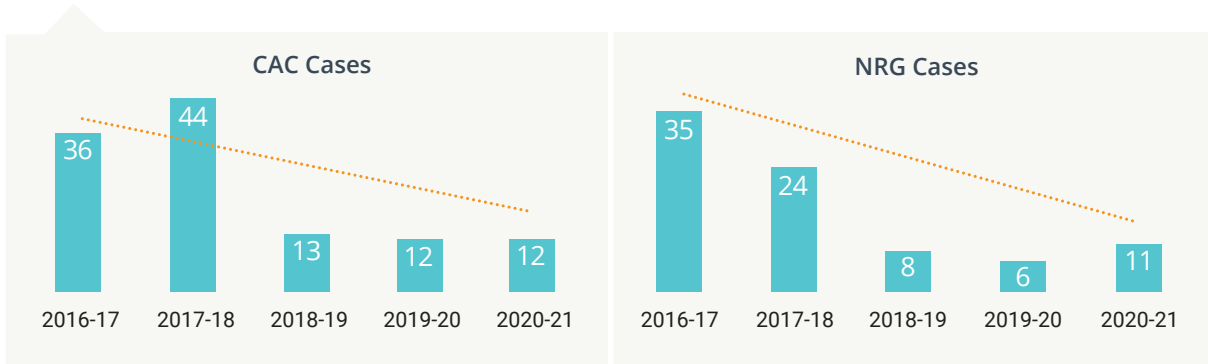
The aim of these processes is to protect public interest. The Council encourages CACs and NRG to focus on preventing future harm through education and rehabilitation where possible. In a small number of serious cases, disciplinary action may be needed and a CAC can lay charges against a veterinarian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

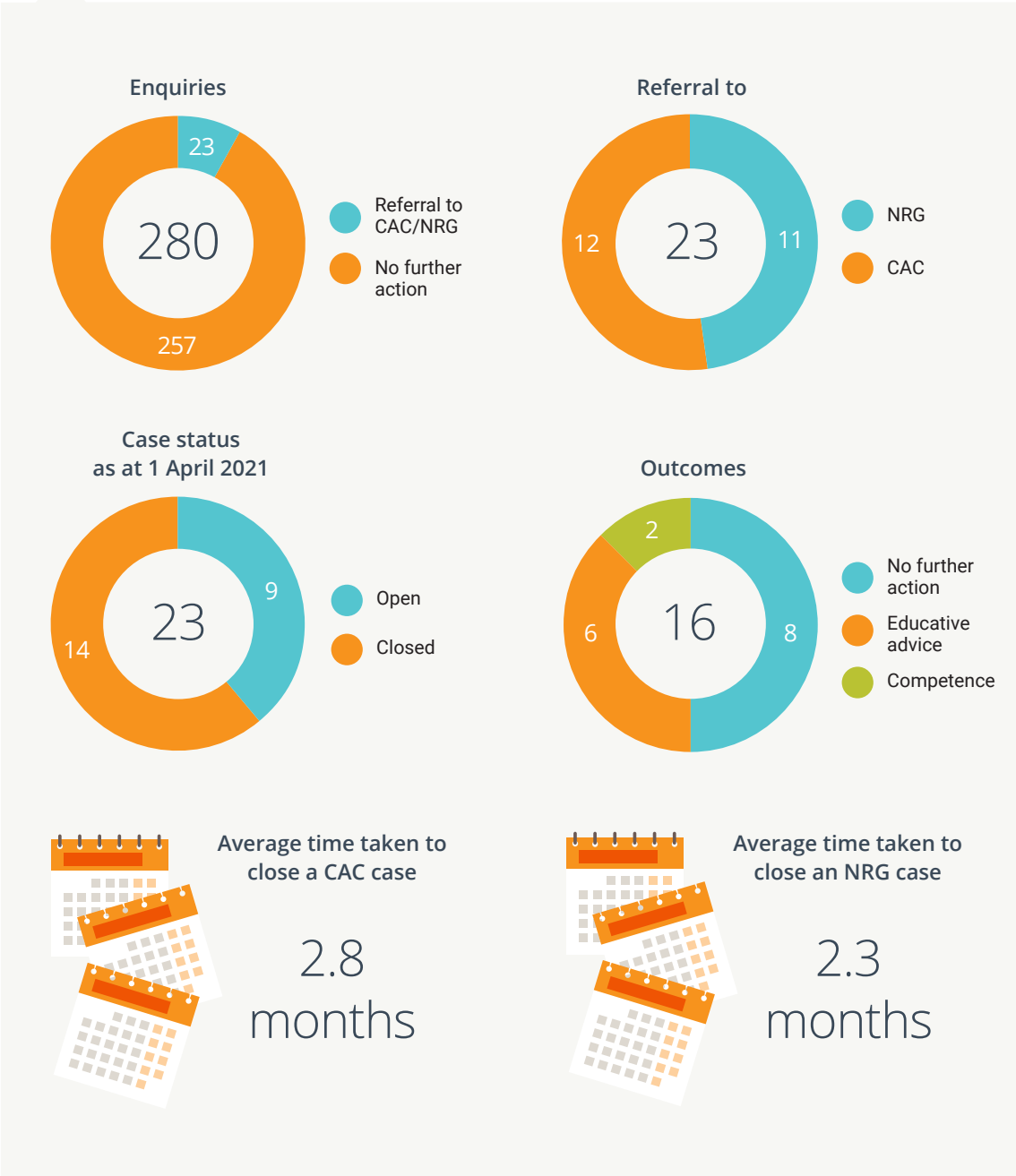
In 2020-21, members of the CAC were:

- Dr Mark Simpson
- Ms Susan D’Ath
- Dr Warwick Baldwin
- Ms Sue Beggs
- Dr Neil Houston
- Dr Stephen Hopkinson
- Dr Brendon Bullen
- Dr Kylie Lawson

In 2020-21, 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 2020-21, there were no disciplinary hearings.

Communications and Liaison

Good communication is crucial to our work, and has been especially important in the last year in staying connected to veterinary professionals, the public and all of our stakeholders during the COVID-19 pandemic.

We developed a new communications strategy in early 2020 and this guided us in making sure we were delivering useful, timely information about COVID-19 and other issues. The vet shortage, wellbeing support for veterinarians, our 2019-24 VCNZ strategy, and changes to practice required by COVID-19 regulations were among the key topics communicated.

We started engaging with a wider audience via LinkedIn, regularly updated our website, proactively engaged with the media on issues that were important for veterinarians; and distributed regular email updates to keep veterinarians, practice managers, our internal team and Council up-to-date.

COVID-19 restrictions meant there were fewer face-to-face meetings in the last year but we continued to work closely with our stakeholders including:

- Continued participation in the Australasian Veterinary Boards Council.
- Engagement with the School of Veterinary Science, Massey University, including presenting to final year veterinary students.
- Ongoing discussions with the Government on a solution for allowing overseas vets to enter the country during the pandemic.
- Regular contact and engagement with the Ministry for Primary Industries, particularly in the areas of animal welfare, and agricultural compounds and veterinary medicines.
- Quarterly meetings with the Veterinary Professional Insurance Society.
- Liaison with other New Zealand regulators.
- Liaison with the Allied Veterinary Professional Regulatory Council and other groups from the veterinary sector.
- Liaison with international veterinary regulators as well as regulators of other professions through the Council on Licensure, Enforcement and Regulation.

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 seeks to identify new and emerging risks. 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 Council of 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 financial statements on pages 5 to 11, the statement of service performance on pages 3 and 4 and the entity information on pages 1 and 2. The complete set of the financial statements comprise the statement of financial position as at 31 March 2021, 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 2021, and the financial performance and cash flows for the year then ended, and the service performance for the year ended 31 March 2021 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.

Baker Tilly Staples Rodway Audit Limited, incorporating the audit practices of Christchurch, Hawkes Bay, Taranaki, Tauranga, Waikato and Wellington.

Baker Tilly Staples Rodway Audit Limited is a member of the global network of Baker Tilly International Limited, the members of which are separate and independent legal entities.

Responsibilities of the Council for the Performance Report

The Council is responsible on behalf of the Council 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 is responsible on behalf of the Council 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 intends to liquidate the Council or to cease operations, or has 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

22 December 2021

Entity information

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 2020/21 were:

- Dr Lindsay Burton, Chair
Ministerial veterinarian appointee. Current term ended May 2021.
- 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 March 2022.
- Dr Julie Everett-Hincks
Ministerial non-veterinary appointee. Current term ends October 2021.
- Dr Rachel Gebbie
Elected veterinary member. Current term ends December 2022.
- Dr Sara Bagheri
Elected veterinary member. Current term ends December 2022

The Council met four times during the year to 31 March 2021. This included one meeting held 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.

Statement of Service Performance

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 2020/21	Actual 2019/20
Wellbeing			
Implement a new CPD framework that includes a focus on veterinarian wellbeing	Achieved	Achieved	N/A
Implement a support programme for new graduate veterinarians	Achieved	Achieved	N/A
Average score on monthly staff survey (out of 5)	4	3.97	3.95 (surveys only conducted November to February)
Communication			
Number of face to face presentations to the profession	10	8	19
Number of presentations to veterinary students	3	2	4
Number of Council e-updates and articles published	20	22	21
Relationships			
Percentage attendance at AVBC meetings	100%	100%	100%
Develop a stakeholder relationship plan	Achieved	Achieved	N/A
Quality			
Number of veterinary education programmes accredited or re-accredited (as meeting the qualification requirements for veterinary registration)	2	1	1
Average number of days to register a veterinarian on receipt of a complete application	4	2.8	1.4
Number of enquiries received about veterinary conduct	200	280	175

Future scanning

Register an estimated 200 veterinarians who are properly trained and qualified	200	185	282
Number of strategic planning sessions held	4	4	1
Make material progress on a Governmental review of the Veterinarians Act	Achieved	Not achieved	N/A

Contact us

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**Veterinary Council of New Zealand
Statement of Financial Performance
For the Year ended 31 March 2021**

		Mar-21	Mar-20
	Notes	\$	\$
Revenue			
Fees and other revenue from registrants	1	1,627,033	1,694,595
Interest income		20,635	39,511
Other revenue		9	-
Total revenue		1,647,677	1,734,106
Expenses			
Employment related expenses	2	760,340	702,399
Costs related to providing goods or services	3	915,267	610,511
Other Expenses	4	43,748	76,738
Total expenses		1,719,355	1,389,648
Surplus (Deficit) for the period		-71,678	\$ 344,458

This financial statement should be read in conjunction with the accompanying accounting policies and notes

Veterinary Council of New Zealand
Statement of Financial Position
For the Year ended 31 March 2021

		Mar-21	Mar-20
	Notes	\$	\$
Assets			
Current Assets			
Bank accounts and cash	5	1,553,588	1,655,884
Receivables and accrued income		4,958	6,876
Prepayments		67,403	77,159
Investments	5	1,422,527	1,024,515
Interest receivable		3,317	6,149
Total current assets		3,051,793	2,770,584
Non-current assets			
Property, plant and equipment	6	30,374	35,394
IT Development	6	4,733	275,570
Total non-current assets		35,106	310,964
Total assets		3,086,899	3,081,549
Liabilities			
Current Liabilities			
Accounts payable and accruals	7	80,398	67,665
Employment entitlements		66,904	60,272
GST payable		179,639	154,520
Fees Received in Advance		1,478,472	1,445,928
Total current liabilities		1,805,412	1,728,384
Total liabilities		1,805,412	1,728,384
Net Assets		\$ 1,281,487	\$ 1,353,165
Accumulated Funds			
Accumulated surplus		1,281,487	1,353,165
Total accumulated funds		\$ 1,281,487	\$ 1,353,165



Chair



Chief Executive Officer

20 December 2021

Date

This financial statement should be read in conjunction with the accompanying accounting policies and notes



Veterinary Council of New Zealand
Statement of Cashflows
For the Year ended 31 March 2021

	Mar-21	Mar-20
	\$	\$
<u>Cash Flows from Operating Activities</u>		
Cash was received from:		
Fees, Subscriptions and other receipts from registrants	1,661,504	1,753,262
Interest income	23,467	42,137
Other income	-	-
Insurance Proceeds	-	-
Investments withdrawals	-	382,655
GST	27,598	17,051
Cash was applied to:		
Payments to suppliers and employees	1,410,198	1,360,276
Net Cash Flows from Operating Activities	302,371	834,829
<u>Cash Flows from Investing and Financing Activities</u>		
Cash was received from:		
Sale of property, plant and equipment	-	-
Cash was applied to:		
Acquisition of property, plant and equipment	6,655	13,161
Acquisition of IT Development	-	302,625
Investment deposits	398,012	-
Net cash flows applied to Investing and Financing Activities	404,667	315,786
Net Increase/ (decrease) in cash	(102,296)	519,043
Opening Cash	1,655,884	1,136,841
Closing Cash	1,553,588	1,655,884
This is represented by:		
Bank and Cash	\$ 1,553,588	\$ 1,655,884

This financial statement should be read in conjunction with the accompanying accounting policies and notes



Veterinary Council of New Zealand
Statement of Accounting Policies
For the Year ended 31 March 2021

STATEMENT OF ACCOUNTING POLICIES

Reporting Entity

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

The Council 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 of equal or less than \$2,000,000 for the last two annual reporting periods. All transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the assumption that the Council will continue to operate as a going concern 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.

The \$1,478,472 shown in the Statement of Financial Position represents fee income in advance that will be recognised in the months April 2021 to March 2022.

(2020 \$1,445,928 recognised in the months April 2020 to March 2021)

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 Services Tax

Veterinary Council of New Zealand is registered for GST. The financial statements have been prepared on a GST exclusive basis, except for accounts receivable and accounts payable.

Valuation of Property, Plant & Equipment

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

Depreciation

Rates of depreciation applied to the property, plant & equipment in the financial statements are:

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

Accounts Receivable

Accounts Receivable are stated at net realisable value after due allowance for uncollectable debts.

Taxation

The Council is exempt from paying income tax under sCW 50(2) of the Income Tax Act, 2007.

Bank Accounts and Cash

Bank accounts and cash comprise cash balances and bank balances (including short term deposits) with original maturities of 90 days or less.

Investments

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

Changes in Accounting Policy

There have been no changes in accounting policies during the annual reporting period. (2020 NIL) other than noted above.

Veterinary Council of New Zealand
Notes to the Financial Statements
For the Year ended 31 March 2021

Notes to the performance report

	Note	2021	2020
		\$	\$
1. Analysis of Revenue			
Fees:			
Practising fees		1,561,034	1,574,374
Application fees		61,741	112,502
Specialist Application fees		942	1,570
Hearing Cost & Judicial fines recoveries		0	0
Letters of good standing		3,317	6,150
Total		1,627,033	1,694,595
2. Employment Expenses			
ACC levies		1,513	1,634
Wages & Salaries		718,823	666,363
Kiwisaver Contribution		23,571	19,179
Other Employment Costs		7,897	7,078
Staff Appointment Costs		8,536	8,145
		760,340	702,399
3. Costs related to providing goods or services			
Annual practicing certificate		45,375	42,580
AVBC Inc		84,202	82,906
Communications		43,144	11,111
Competence assessment		15,340	25,593
Complaints Assessment Committee		19,898	36,935
Council		60,188	75,784
Council planning & training		7,205	2,470
Database expenses	7	412,468	40,627
Diligent Boards		16,373	17,766
Health		24,456	5,391
Judicial proceedings		-	51,983
Liaison		2,104	15,475
Notifications Review Group		3,865	3,025
Other expenses		67,939	80,001
Professional Standards		15,049	29,632
Professional Standards - CPD New Grad Mentoring Programme		15,165	
Property rental		82,497	87,582
VCNZ Elections		-	1,650
		915,267	610,511
4. Other Expenses			
Accounting fees		12,720	8,000
Audit fees		10,070	9,335
Depreciation & Loss on Disposal/Sale	7	16,462	56,186
Other expenses		4,496	3,217
		43,748	76,738
5. Bank accounts, Cash and Investments			
		2021	2020
		\$	\$
Bank and Cash Balances			
Current and Savings Accounts		1,431,608	1,133,908
Paypal Account		121,780	521,776
Cash on Hand		200	200
		1,553,588	1,655,884
Investments			
ASB Term Deposits (Fixed Term)		428,185	345,549
BNZ Term Deposits (Fixed Term)		510,111	205,946
ANZ Term Deposits (Fixed Term)		484,231	473,020
Total Deposits		1,422,527	1,024,515

The Veterinary Council has a credit card facility with the Bank of New Zealand. The credit card limit is \$12,000



**Veterinary Council of New Zealand
Notes to the Financial Statements
For the Year ended 31 March 2021**

6. Property, plant, equipment & IT Development

2021	Opening carrying amount	Purchases	Sales / disposals/ adjustments	Current year depn & loss	Accum Depn	Closing carrying amount
<u>Property, plant & equipment</u>						
Office Equipment	14,022	5,354	13	8,874	102,093	10,515
Furniture & Fittings	21,372	1,302	39	2,855	42,426	19,858
Reference Library	-	-	-	-	672	-
	<u>35,394</u>	<u>6,656</u>	<u>52</u>	<u>11,729</u>	<u>145,191</u>	<u>30,373</u>
<u>IT Development</u>						
Software Development	4,342	-	10	2,176	67,623	2,176
Database Development	266,115	96,423	-362,538	-	-	-
Website Development	5,113	-	-	2,556	2,778	2,557
	<u>275,570</u>	<u>96,423</u>	<u>-362,528</u>	<u>4,732</u>	<u>70,401</u>	<u>4,733</u>
Total	310,964	103,079	-362,476	16,461	215,592	35,106

The Database Development cost has been expensed this year and accumulated depreciation to date adjusted in the Statement of Financial Performance.

2020	Opening carrying amount	Purchases	Sales / disposals/ adjustments	Current year depn & loss	Accum Depn	Closing carrying amount
<u>Property, plant & equipment</u>						
Office Equipment	16,717	8,729	-	11,424	93,240	14,022
Furniture & Fittings	20,615	4,384	48	3,675	39,618	21,372
Reference Library	-	-	-	-	672	-
	<u>37,332</u>	<u>13,113</u>	<u>48</u>	<u>15,099</u>	<u>133,530</u>	<u>35,394</u>
<u>IT Development</u>						
Software Development	8,697	-	-	4,355	65,447	4,342
Database Development	-	302,625	-	36,510	36,510	266,115
Website Development	5,335	-	-	222	222	5,113
	<u>14,032</u>	<u>302,625</u>	<u>-</u>	<u>41,087</u>	<u>102,179</u>	<u>275,570</u>
Total	51,364	315,738	48	56,186	235,709	310,964

7. Analysis of liabilities	2021	2020
Accounts payable and accruals		
Trade creditors	58,613	54,814
Accruals	21,785	12,851
Total	80,398	67,665

**Veterinary Council of New Zealand
Notes to the Financial Statements
For the Year ended 31 March 2021**

8. Capital commitments and contingent liabilities

	2021	2020
Capital expenditure commitments contracted for at balance date are:	<u>Nil</u>	<u>Nil</u>

9. Related party transactions

During the year ended 31 March 2021 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 \$7833.90.

Board Member remuneration:	<u>2021</u> <u>31,597</u>	<u>2020</u> <u>28470</u>
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10. Commitments and contingencies

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

	2021	2020
Current	110,369	95,973
Non-current	<u>177,017</u>	<u>248,965</u>
	<u>287,386</u>	<u>344,938</u>

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 the 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:

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