



Inquiry into the veterinary workforce shortage in New South Wales

TERMS OF REFERENCE

1. That Portfolio Committee 4 – Regional NSW inquire into and report on the veterinary workforce shortage in New South Wales, and in particular:
 - (a) the shortage of veterinarians across the profession, including clinical (small and large animal practice), government, academia, research, industry and pathology
 - (b) the challenges in maintaining a sustainable veterinary workforce, including recruitment and retention rates
 - (c) the burn-out and mental health challenges facing the veterinary profession
 - (d) the role of, and challenges affecting, veterinary nurses
 - (e) the role of, and challenges affecting, overseas trained veterinarians
 - (f) the arrangements and impacts of providing after-hour veterinary services
 - (g) the impact of the current legislative and regulatory framework on veterinarians
 - (h) the particular challenges facing the veterinary profession and the shortage of veterinarians in regional, rural and remote New South Wales
 - (i) the role played by veterinarians in providing care to lost, stray and homeless animals, injured wildlife and during emergency situations
 - (j) the impact of the current veterinary shortage on animal welfare, including the impact on the economy, members of the public seeking veterinary care for animals, pounds and shelters, the animal agribusiness industry, companion animal breeders and others
 - (k) current barriers to accessing veterinary care for members of the public, particularly those with lower incomes or who live in regional, rural and remote locations
 - (l) strategies to support the current veterinary workforce, as well as ways to increase the number of practising veterinarians particularly in regional, rural and remote New South Wales
 - (m) strategies to improve access to veterinary care
 - (n) any other related matter.

The terms of reference for the inquiry were self-referred by the committee on 9 June 2023.¹

Committee membership

Hon Mark Banasiak MLC	Shooters, Fishers and Farmers Party	<i>Chair</i>
Hon Emma Hurst MLC	Animal Justice Party	<i>Deputy Chair</i>
Ms Abigail Boyd MLC*	The Greens	
Hon Greg Donnelly MLC	Australian Labor Party	
Hon Aileen MacDonald MLC**	Liberal Party	
Hon Sarah Mitchell MLC	The Nationals	
Hon Cameron Murphy MLC	Australian Labor Party	
Hon Peter Primrose MLC	Australian Labor Party	

* Ms Abigail Boyd MLC is a participating member from 9 June 2023 for the duration of the inquiry.

** The Hon Aileen MacDonald MLC replaced the Hon Taylor Martin MLC as a substantive member of the committee from 8 May 2024.

¹ *Minutes*, NSW Legislative Council, 20 June 2023, pp 187-188.