



WESTERN RIVERS VETERINARY GROUP

ABN 27 640 854 968

Warren 35 Zora Street, PO Box 389, Warren NSW 2824 Phone: 02 6847 4795

Nyngan Lot 1 Lawlor Street, Nyngan NSW 2825 Phone: 02 6832 1335

www.westernriversvets.com.au

Questions on Notice – Dr Erica Kennedy BVSc

Ms Hurst asked if I had any other ideas for financial incentives to retain veterinarians after HECS relief has finished - I couldn't think of others at the time, but upon leaving thought of two.

1. Income tax relief for businesses paying income tax. There is no incentive to pay veterinarians more if it puts you over the threshold and then once you are over the threshold the more you pay them the higher you are taxed.
2. Personal income tax incentive for veterinarians who work rurally/remotely - again scaled based on level of remoteness.

QUESTIONS POTENTIALLY ASKED AT UNIVERSITY INTERVIEWS

I put the question to a group of veterinary practice owners and associate veterinarians and have collated some ideas below. I would also strongly suggest you ask Charles Sturt University for a list of questions they ask. I have had feedback from former students that think they were very good.

Questions that might help identify good prospective veterinarians:

What made you interested in working with people that own animals?

If your first job was in a rural town where you didn't have any local connections, what would you do to meet people and feel more at home in your new town?

Imagine your future career and picture that it involved sales. How would you feel about your livelihood being dependent on convincing customers to buy something from you?

Thinking about the ideal work environment for your personal attributes, would unpredictability cause you stress or angst? If so, how would you manage this long term?

How do you feel about making important decisions with only partial information?

Tell me about a time you had to calm an upset person so they could make an important decision?

If you had to do after-hours work in your first job, would this be something that might deter you from staying if the rest of the job was amazing?



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If you could work in the perfect job, what would be the location limits of where you would be prepared to work?

What animals are you frightened of?

What are your favourite things about working in a team?

Reflecting about a time you made a big mistake, how did you handle it or how could you have handled it best?

All these questions can be prepped for and potentially rehearsed or at least partially. I think it is important that there are two or three scenarios that require a display of initiative, resilience and ability to communicate well. They may be veterinary based but do not require a veterinary knowledge. They are more targeted at identifying stressors and the ability and approach to making decisions under pressure.

Eg: You have just opened the doors to your vet clinic for a busy Monday morning and find that the computers are not accessing the software and the EFTPOS machine is not functioning. Clients are starting to enter the reception area and the receptionist is running 15 minutes late. Can you work through some of the steps you might need to mitigate the problems with which you are faced?

Eg: You have just finished pregnancy testing a mob of cattle on a farm, as you are packing up, a txt comes through from a nurse at the clinic asking you to attend an emergency calving 50km away, you realise you are unlikely to have enough diesel to get to that farm and back to the clinic. Explain what challenges you face and what steps you will take.

Eg: It is Sunday afternoon when you receive a call about a dog that has just been bitten by a snake. You meet the owner at the clinic and commence assessment of the dog when the owner mentions they only have \$150. You know that snakebite treatment usually costs a minimum of \$1300. The owner thinks you should treat the dog regardless and starts to get frustrated and angry with you. What ethical, welfare, communication and financial challenges are present in this situation and what approach would you take?



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List of services laypeople are performing

Companion Animal

Reproduction - pregnancy confirmation in dogs, artificial insemination in dogs

Massage

Rehabilitation (not including qualified veterinary physiotherapists)

Chiropractic

Osteopath

Animal biomedical 'professionals'

Hydrotherapy

Chinese herbal medicine

Homeopathy

Bowen therapy

Acupuncture

Diet creation/nutritional recommendations - often without veterinarian or animal nutritionist advice - no information on bioavailability, often poorly balanced for puppies

Fitness therapists

Behaviorists/dog trainers/dog whisperers/dog psychologists (all unregulated, making diagnoses, often telling clients they don't need to see a vet for medical treatment of their behavioural conditions)

Anaesthesia free dentistry (not able to thoroughly clean nor identify and therefore diagnose disease)

Equine - many 'professions' are performing the below procedures

Reproduction:

Rectal ultrasound scanning of mare reproductive tract

Artificial insemination - frozen & chilled semen

Embryo transfer

Stallion collection

Semen shipping

Castrations (tied down with ropes, no anaesthesia)



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Dentistry:

- Sedating horses to file their teeth, sometimes with a powerfloat
- Extracting teeth
- Exposing pulp cavities without knowing
- Making diagnoses

Podiatry (to be performed by a qualified farrier or veterinarian):

- Trimming feet without knowledge (farrier course is 4 years! Many laypeople doing this)
- Taking radiographs
- Making diagnoses
- Removing ketatomas

Lameness:

- Trot ups/Flexion tests then making diagnoses
- Taking radiographs
- Chiropractor
- Acupuncture
- Massage
- Bowen Therapy
- PEMF(Pulsed electromagnetic therapy)
- Thermography
- Laser
- Cryotherapy
- Shock wave therapy

Parasitology

- Faecal egg counts - making diagnosis, selling and administering anthelmintics

Production Animal - think of the welfare and emergency animal disease implications when a disease is emerging on a farm but being missed because of a lack of knowledge and expertise of emergency animal diseases

- Semen testing bulls and certifying them for sale
- Pregnancy testing cattle and certifying them for sale
- Castrating and dehorning calves over 6 months of age without any pain relief
- Castrating and tail docking lambs over 6 months of age without pain relief or haemorrhage control
- Mulesing sheep between 6-12 months of age without pain relief



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Performing laparoscopy artificial insemination on sheep with minimal or no veterinary supervision (veterinarian may even be in another state)

Pregnancy scanning sheep and making diagnoses of causes poor pregnancy rates

Investigating lameness, making diagnoses and treatment plans (potential Foot & Mouth disease being missed)

Palpation of rams - ruling stock free of disease based on palpation

Faecal egg counting and recommendations of drenching without knowledge of products

Nutritional advice when unqualified (not an animal nutritionist or veterinarian)

Animal Nutritionists making diagnoses of disease

AVA Recommendations

Recommendation 1: The NSW Government commit to ongoing recognition and support of veterinarians to continue to build and maintain capacity for Emergency Animal Disease surveillance and response activities.

Strongly Agree - Vital for our international markets and agricultural industry. I listened to the other submissions/hearings and I must say that sending out mobile clinics such as the Animal Welfare League truck to rural areas will not help this at all. See my below explanation of why this model will have the opposite effect.

Recommendation 2: The NSW Government consider the pressing concerns experienced by government veterinarians and conduct a comprehensive review and develop a proactive strategy to support the critical work of our government veterinarians, ensure the health of our livestock, and maintain our ability to respond effectively to biosecurity threats and animal welfare issues.

Strongly Agree - Government veterinarians have specialist training and will be critical for an effective response to biosecurity threats

Recommendation 3: The NSW Government commit funding to AVA's wellness initiative, THRIVE to support veterinarians and veterinary staff to lead satisfying, prosperous and healthy careers.

Agree - The AVA is our only real 'governing' body so to speak, that is where we often turn for resources. They are the most well known representative body and supporting their strategies would definitely be of use.



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Recommendation 4: *The NSW Government consider funding a public awareness campaign to address the rising rates of verbal and physical assault of veterinary teams and to educate the community on the impact of their actions. For example, similar to the NSW Ambulance 'It's Never Okay' campaign.*

Strongly Agree - the problem is that people don't know about it and do not think about what that veterinarian may have just been through before they start hurling abuse at them. I've spoken with friends that have left the profession and they've said that client abuse is one of the strongest contributing factors that lead them to exiting the profession.

Recommendation 5: *The NSW Government consider funding for the profession to provide work integrated learning (WIL) opportunities for overseas veterinarians wishing to work in NSW as well as funding to assist international NSW applicants undertake the Australian veterinary examination process without financial hardship.*

Neutral - this is not the answer to the veterinary shortage. It won't hurt but should not be a major focus.

Recommendation 6: *The NSW Government support changes to visa provisions including lifting of the age cap for permanent residency to be in line with the human medical field.*

Agree - I agree that it should be in line with the medical field.

Recommendation 7: *The NSW Government provide resources to fund a think tank to develop an afterhours model that is sustainable for the profession and allows veterinary services to be delivered to the NSW community in both urban and rural areas 24/7.*

Disagree - A think tank is only going to be able to make recommendations, they will not be able to make something mandatory. It's a simple fix, all clinics/hospitals/mobile clinics should be mandated to provide an afterhours emergency service for animals they have treated. That would stop the few local clinics that are still providing an afterhours service from being dumped all the other clinic's afterhours work. Telemedicine is also not the answer. Very difficult to repair a surgical incision a dog has chewed at over the phone. Another local clinic ends up having to deal with it - not fair when, on a Sunday afternoon, the clinic that performed the procedure during regular hours (and was paid for it) gets to wash their hands of it so to speak. They're off having a nice weekend with no interruptions and the other clinic is having to piece together what the animal has been treated for, what they've been treated with and fix the problem that has arisen.



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Recommendation 8: *The NSW Government Veterinary professionals are extended the same opportunities as other professions that are being encouraged to move to regional, rural and remote areas*

Strongly agree - would absolutely help improve our ability to service rural and remote areas. See my submission for my ideas. I also think there should be some retrospective reward for the veterinarians that have been servicing rural NSW for many years.

Recommendation 9: *The AVA calls upon the NSW Government to explore solutions that support the veterinary sector in its role with stray animals, addressing the key issues outlined and promoting overall animal health, welfare, and public health.*

Agree - veterinarians should be involved in the health and welfare of stray animals that have been impounded. Councils should also have some responsibility for having programs to desex and rehome animals. We do not do any council desexing - I'm not sure how they rehome animals but they are not desexed before they are, unless they are sent to a rescue group who pay for them to be desexed.

Recommendation 10: *The NSW Government commits funding to develop and implement a framework that provides regulatory and appropriate financial support to the provision of veterinary services for lost, stray and homeless animals, injured wildlife and during emergency situations provided by all sectors of the profession (charities and the private veterinary sector).*

Agree - we probably spend \$10,000 pa on treating sick/injured wildlife, providing treatment to lost/stray animals. There would have to be some way of providing evidence for the treatment though so that the system was not abused.

Recommendation 11: *The NSW Government through funding encourages industry and the veterinary profession to collaborate and develop a framework or solution that will improve integration of veterinary services into animal production systems that is workable for all parties.*

Strongly Agree - I don't even think industry thinks of veterinarians as part of the industry to be honest. So many advisory councils and boards in the sheep, cattle and goat industries have no veterinary input. Internationally though, veterinarians are often thought of as an absolute key role in animal production industries, as they should be!



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Recommendation 12: *The NSW Government support extending access to the national Translating and Interpreting Service for veterinarians.*

Neutral - I'm not even sure what this is, maybe for non english speakers?

Recommendation 13: *The NSW Government provide funding to resource the development of prioritisation and planning of the longer-term strategies that will have the most effective workforce outcomes for all stakeholders the veterinary profession serves and the profession itself.*

Disagree - I think this needs to be federally funded, not just NSW.

Recommendation 14: *The NSW Government commit to legislative and regulatory reform to safeguard the role of the veterinary profession in the delivery of animal health and welfare, whilst making it adaptable to a constantly changing environment. This could be achieved by a review of the veterinary practice act and consider the interactions with other legislation including the prevention of cruelty to animals act.*

Strongly agree - This is absolutely critical for animal welfare. The more veterinarians are removed from the system the poorer the welfare outcomes will be. I've seen first hand when livestock agents for example take health and welfare decisions into their own hands - it is not the animal who benefits.

Recommendation 15: *The NSW Government considers funding around educational fee relief to encourage early career veterinarians to work in rural NSW.*

Strongly agree - This is something that could be done quickly and fairly easily as there are already models for this. Some strategies for reducing the workforce shortage especially rurally will take time, but this is something that could help immediately. I think there should be some retrospective relief for veterinarians with a HECS-HELP debt who have already been working rurally too. There should also be different levels depending on whether you are Regional, Rural or Remote.

Recommendation 16: *The NSW Government includes veterinarians in existing mechanisms to sustain medical and paramedical workers in rural areas of NSW.*

Agree - Particularly recognition of veterinary nurses and technicians and increasing the tasks they can do under supervision of a veterinarian.



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Other Comments

I listened to the vast majority of the hearing and there are a couple of other comments I would like to make and are important for you to understand. I'm probably the most remote person that spoke in the hearings so I have a really thorough understanding of the issues faced by pet owners, farmers and veterinary staff.

Mobile veterinary clinic type setups such as Animal Welfare League truck

I understand the idea and from the face it seems like a great one! However these trucks perform the same tasks that local clinics do day to day. Often these trucks set up in places where there may not be a vet in the immediate vicinity but there is a vet clinic nearby. Yes people may have to drive 45 minutes or an hour however even in places with vet clinics like Dubbo, they would have to use a car to get to the clinic anyway. These clinics put a sour taste in the local practices mouths as they just come in for a few days, do free or heavily discounted procedures and vaccines (adding to the discontent by pet owners when charged by vets), they take the 'cream' so to speak from the local clinics who can perform the work these trucks/mobile clinics do every day. They do not have the ability to examine the animals and perform any follow up treatment that might be required. They do not treat those same animals when they are bitten by a snake on a Saturday evening. They do not provide any ongoing services, during normal business hours or otherwise. Who is left to care for the animals they have treated? The nearest local clinics - further contributing to workload, stress, burnout and exiting the profession. I do not believe that in many of the submissions (of which I have nearly read all) there were comments about not having enough time in the day to castrate a dog that are responsible for the veterinary workforce shortage. There were innumerable comments about providing an afterhours service and the toll this takes. We need to encourage more permanent full time veterinarians rurally so that there are more of us to provide the services required on a long term sustainable basis.

Telemedicine

Telemedicine is very much along this line too. It has its purpose and the legislation should be amended to include what can and can't be done via telemedicine. If we have the welfare of the animal in mind, there are few situations where telemedicine is better than being physically examined by a veterinarian. I note that there were many people suggesting telemedicine and video calls as a proposed part solution however I don't recall anyone discussing exactly how people could make these calls? In rural/remote outback NSW people often struggle for enough mobile phone service to txt, let alone make a phone call, let alone video call! It's not uncommon for a broken up patchy phone call to end with "call me on the house phone" so that a conversation can be had. There is no way with the current telecommunication infrastructure in



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rural NSW that people could make meaningful video calls in order to diagnose things over the phone. Descriptions of what animals are doing (just over the phone in order to make a diagnosis and determine treatment) are dangerous and absolutely can lead to poor welfare outcomes. I have learnt this first hand. What someone described as muscle twitching in one conversation was actually the cat gasping for breath as it turned blue. Again, services that provide telemedicine are not able to provide a hands on afterhours service, they don't negate the need for physical veterinarians to be there for animals that need emergency treatment.



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Dr Erica Kennedy BVSc



Charles Sturt
University

SCHOOL OF AGRICULTURAL, ENVIRONMENTAL
AND VETERINARY SCIENCES
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ABN 83 878 708 55

BACHELOR OF VETERINARY BIOLOGY / BACHELOR OF VETERINARY SCIENCE

BVetBio/BVetSc

SUPPLEMENTARY APPLICATION PACK

2024 ENROLMENT



INSTRUCTIONS FOR DOMESTIC APPLICANTS

Supplementary Application Forms are to be uploaded to UAC by application close date of Thursday 31 August 2023 (Late applications and incomplete applications will NOT be accepted).

International Applicants, please stop here and go to study.csu.edu.au/courses/animal-vet-sciences/bachelor-veterinary-biology-bachelor-veterinary-science for more information and follow the links to *Admission Information International Students*.

Application process

- 1) Apply through NSW Universities Admissions Centre (UAC), including Bachelor of Veterinary Biology / Bachelor of Veterinary Science as one of your preferences. This applies to all Australian domestic applicants and current Charles Sturt University students.

NOTE: For enquiries regarding UAC applications, go to: <http://www.uac.edu.au>

- a. If you are a current Year 12 student in Australia, or are completing an Australian Year 12 qualification overseas, please upload your most recent High School report
 - b. Include details of your studies and qualifications within the UAC application
 - c. Complete the Supplementary Application Form and upload with supporting documents to UAC as part of your online application. **All four sections must be completed for this application to be accepted**
 - d. Animal Husbandry/Veterinary Experience must be provided on the Supplementary Application Form. This section is your opportunity to demonstrate your interest in, and commitment to, rural and / or regional communities, veterinary science and animal production. This may include work experience in veterinary practices and other veterinary or animal production enterprises, including the family farm, where you have gained experience relevant to your interest in the livestock industries and veterinary science
 - Please enter all experiences gained, paid or unpaid, with supporting documents in this section.
 - Please note the listed experiences must have been completed within the past 7 years.
 - Supporting documents must be provided for **each** experience and include the **number of days** for these experiences.
 - All supporting documents must include valid identifiers and contact details (e.g. a letterhead, ABN, date, name and signature by the owner / manager / supervisor).
 - Referees or enterprises cited in this section may be contacted as part of the selection process.
- 2) After assessment of your application, if selected, you will be invited to attend an online interview through Zoom. Interview selection does not guarantee entry into the course. Interviews are held over four business days commencing the last Thursday in November and includes 20 minutes theme and question reading time and 20 minutes interview.
 - 3) If an offer of admission is made, requests to defer commencement of this course will be considered on a case-by-case basis.



CHECKLIST

This checklist outlines the requirements of a **complete application**. This applies to all Australian domestic applicants including Charles Sturt University students.

Before submitting applicants must complete this checklist to ensure they are submitting a complete application.

- ☐ Applied through UAC, listing Bachelor of Veterinary Biology / Bachelor of Veterinary Science as one of your preferences
- ☐ Provided UAC with details of your studies and qualifications, **including** all completed secondary studies, and completed, current or incomplete tertiary study

UAC uses this information to obtain your results from most Australian tertiary institutions. Most institutions won't release your academic record if you have a lock on your transcript (e.g. outstanding debts), and this may prevent you from receiving an offer. UAC can't assess qualifications using transcripts supplied by you if non-release status has been advised by an institution. It is your responsibility to make sure your transcript is available to UAC.

Applicants with study completed greater than 7 years ago

- ☐ Provided evidence of substantive continued education and / or professional development in the field related to your qualifications

Gap year and current Year 12 students only

- ☐ Provided a copy of the most recent School Report

All applicants

- ☐ Completed Supplementary Application Form, consisting of
 - ☐ Section 1: Essay
 - ☐ Section 2: Letter to the Head of School
 - ☐ Section 3: Animal Husbandry / Veterinary Experiences
 - Complete summary
 - Attach validations
 - ☐ Section 4: Disclosure Form (completed and signed)

Submission of a complete application is a strict requirement of the application process. It is the responsibility of the applicant to ensure all required information and supporting documents are provided.

Applicants will not be contacted in relation to any information missing from the application.



SUPPLEMENTARY APPLICATION FORM

The form MUST be completed and submitted electronically through UAC as a part of the application process. Save a copy of this form and use this saved version to complete. (This document is to be opened using Adobe Acrobat Reader). Use the Tab key to navigate between fields.

SECTION 1: ISSUES FACING AUSTRALIAN ANIMAL INDUSTRIES (*Limit of 500 words*)

Briefly discuss (in the space provided) the selected issue facing Australian Animal Industries, providing arguments for and against the issue. Include references for any materials such as books, journals or websites you have used to research your topic. The American Psychological Association (APA) 7th edition referencing style can be used: cdn.csu.edu.au/data/assets/pdf_file/0011/3371843/Charles-Sturt-University-APA-7-Referencing-Summary.pdf

"Animal health, human health and environmental health are inextricably intertwined and interdependent. With this in mind, discuss the use of antimicrobials in food producing animals."



SECTION 2: LETTER TO THE HEAD OF THE SCHOOL OF AGRICULTURAL, ENVIRONMENTAL AND VETERINARY SCIENCES

Write a letter in the space provided addressed to the Head of the School of Agricultural, Environmental and Veterinary Sciences. In your letter, discuss why you believe you should be selected to enter the veterinary science program at Charles Sturt University. Include your voluntary involvement in community and cultural activities as well as any leadership experiences you have gained. Do not exceed the space provided.

Dear Head of School, School of Agricultural, Environmental and Veterinary Sciences

SECTION 3: ANIMAL HUSBANDRY / VETERINARY EXPERIENCES

Please complete an entry below for each relevant experience, listing the activities you performed. Include family farms, veterinary practices and other veterinary or animal production enterprises where you have gained experience relevant to your interest in the livestock industries and veterinary science. You must attach documents with valid identifiers (*see Application Process 1.d.*) to support each experience, including family enterprises. **Experiences without validation, or completed more than 7 years ago will not be considered.**

Name of Enterprise		Validation attached
Type of Enterprise	Contact Name / Number	
List the activities you performed		
Estimated Total Days	Year/s (e.g. 2019, 2016-2019)	

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Type of Enterprise	Contact Name / Number	
List the activities you performed		
Estimated Total Days	Year/s (e.g. 2019, 2016-2019)	

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Estimated Total Days	Year/s (e.g. 2019, 2016-2019)	

Name of Enterprise		Validation attached
Type of Enterprise	Contact Name / Number	
List the activities you performed		
Estimated Total Days	Year/s (e.g. 2019, 2016-2019)	

If you have additional experiences you can attach these at the end of the application.



SECTION 4: DISCLOSURE FORM

Bachelor of Veterinary Biology/Bachelor of Veterinary Science

Please read the following document carefully before signing and returning to Charles Sturt University School of Agricultural, Environmental and Veterinary Sciences

The Australasian Veterinary Board Council Inc (AVBC) is the Australian body responsible for accrediting veterinary science courses. Graduates from approved veterinary courses are considered eligible for registration as veterinarians in all states of Australia, New Zealand, Hong Kong, South Africa and the United Kingdom. In order to meet these professional expectations, graduates must be able to demonstrate their ability to perform various animal handling, manipulative, therapeutic and diagnostic techniques. The Veterinary Surgeons Board may refuse to register a person not deemed fit to practice veterinary science by reason of infirmity, injury, mental or physical illness, habitual drunkenness or addiction to a deleterious drug. In order to meet and maintain accreditation standards with the AVBC, Charles Sturt is required to train and graduate students who are eligible to be registered as veterinarians.

Skills expected of Charles Sturt Veterinary Science graduates are listed at *The Charles Sturt Veterinary [Graduate Attributes](#)*, which are based on the Royal College of Veterinary Surgeons (United Kingdom) *Essential Competences Required of the New Veterinary Graduate: Day One Skills* and the AVBC attributes of veterinary graduates.

All Veterinary Science students must demonstrate the ethical, physical and emotional capacity to participate in the full curriculum and to achieve the level of competence required by the School in order to graduate and be registrable as a veterinarian.

If you have a temporary or permanent medical condition or disability that may impact on your study in the Veterinary Science degree, you should contact the Accessibility and Inclusion Advisor at the Wagga Wagga campus (phone 02 6933 2987, email access@csu.edu.au or website <https://www.csu.edu.au/current-students/support/personal/accessibility-inclusion>) as soon as possible to make an appointment to discuss reasonable study adjustments. This may include conditions such as (but not restricted to): learning disabilities, mental health problems, sensory and physical disabilities, life threatening allergies, immunosuppressive conditions and pregnancy.

- ☐ I have read the *Charles Sturt Veterinary Science Graduate Attributes* and I believe that I will be able to demonstrate the required competences and skills of the Bachelor of Veterinary Biology/Bachelor of Veterinary Science, for the completion of the course.
- ☐ I declare that the information provided in my application for entry into the Bachelor of Veterinary Biology/Bachelor of Veterinary Science is true and accurate to the best of my knowledge.

Name:

UAC / CSU Number:

Please print

Signed:

Date:

Include one completed and signed copy of this Disclosure Form with your application form.



Charles Sturt
University

Bachelor of Veterinary Biology / Bachelor of Veterinary Science

Students applying for the Bachelor of Veterinary Biology / Bachelor of Veterinary Science are required to meet the following selection criteria:

A high level of academic ability through previous studies, especially the Sciences and Mathematics

School leaver:

- have completed year 12 within the last 7 years.
- have reached or likely to reach an ATAR of 90 or above, including the five point CSU Regional Location Adjustment where eligible (see futurestudents.csu.edu.au/study-options/pathways/regional-location-adjustment)
- highly recommended to have studied the Sciences and high level Mathematics for Year 12.

Previous university study:

- have completed a minimum of one year full-time student load (EFTSL) university level study AQF level 7 Bachelor Degree (or higher, excluding Graduate Certificate) within the last 7 years
- have achieved or are likely to achieve the minimum required Grade Point Average (GPA) for the years of degree completed (see academic requirements for more details)
- highly recommended to have studied a science based degree at university.

An interest in, and commitment to, rural and / or regional communities, veterinary science and animal production

- obtained animal production experiences, eg cattle, sheep, horses, goats, pig, poultry etc within the past 7 years, preferably at a commercial enterprise
- provide references or proof of placement for all animal experiences listed on the supplementary application form

An understanding of the unique ethical and practical issues that confront veterinarians involved with rural and / or regional veterinary practice and animal production

- demonstrate an understanding of the differences in management of production and companion animals

The capacity to communicate effectively, both orally and in writing

- written communication is assessed from all aspects of the supplementary application form
- oral communication is assessed at interview