
From: Kathy Rankin
Sent: Monday, 16 October 2023 10:34 AM
To: Portfolio Committee 4
Cc:
Subject: CM: RE: Inquiry into the veterinary workforce shortage in New South Wales - 29 August 2023 - post hearing responses

Good morning Sarah – first I sincerely apologise for the delay in responding. I advise no changes requested to transcript attributed to me (Kathy Rankin).

In response to the question on notice regarding the AVA recommendations, Robyn has provided short comments on a number of the recommendations below in green text and I have added comments in blue text.

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. [It would be ideal to make it clear that this relates to veterinarians working in both the public and private sectors]*

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. [RA - It would also be ideal to ensure that government veterinarians are also equipped to support economically, socially and environmentally livestock production]*

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.*

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. [KR – This is a challenging potential aspect of the work of Veterinarians – from my perspective it may be more valuable to focus this on the responsibilities of pet/livestock owners and their expectation management so that the potential for abuse is minimised]*

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.*

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.*

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.*

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.*

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.*

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).

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. [RA - For this to work, veterinary education needs to provide adequate training on different livestock production systems and how appropriate livestock health and production can improve productivity and contribute to environmental gains. What do you mean by animal production systems? Does this include puppy farms? Does it include the breeding of animal breeds that have higher than normal ill-health due to genetic defects? Does it relate to the breeding of companion animals with high carbon paw prints? Moving forward, it would be ideal to see the veterinary profession engaging in difficult debates regarding how it contributes to ecologically sustainable development]

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

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.

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.

Recommendation 15: The NSW Government considers funding around educational fee relief to encourage early career veterinarians to work in rural NSW. [RA - Alone, this approach while not address the issue of retention]

Recommendation 16: The NSW Government includes veterinarians in existing mechanisms to sustain medical and paramedical workers in rural areas of NSW. [KR – this would be supported as long it was additional funding allocation not a re-distribution of the existing funding.]

Kind regards, Kathy

Kathy Rankin | NSW Farmers | A/Head of Policy & Advocacy