
From: Bonnie Tritton
Sent: Monday, 8 April 2024 2:39 PM
To: Portfolio Committee 4
Subject: Further discussion post CSU morning tea

To the committee investigating veterinary workforce shortage in NSW,

My name is Bonnie Tritton, I am a 5th year veterinary science student at CSU and had the pleasure of chatting briefly with you all last Thursday over morning tea. I realised the day was jam packed for you all, and I walked away wanting to discuss a few further points.

From a university student entering into the industry the treatment of new graduate vets in the first few years is something that comes up often in conversation with my peers and is an honest concern of mine when looking at future employment. The horror stories we hear and why people left the industry as new grads haunts us throughout university and into the process of selecting our first jobs out in the industry.

We are looking for a clinic with enough vets to support us, a good team of veterinary nurses to support us, good management and a clinic that isn't going to work us to the bone within the first year. Yes a lot of people grit their teeth and survive - but overall I think this has a huge impact on vets leaving the industry.

And then from a clinics perspective they have to staff extra for training periods and know how to train a new graduate, all whilst being understaffed and in debt themselves. For some clinics with only 1-2 full time vets, it is difficult to have time to teach a new graduate and not to just throw them in the deep end.

An episode of the Vet Vault - #117 Purpose, passion and persistence with Dr Geoff Wilson discusses the need in the industry for new graduates to be taken care of better and trained in becoming persistent and resilient. It really highlighted what majority of us students feel towards entering the workforce. And for me provides a meshwork of the support new graduates do require and that clinics should supply.

When thinking about possible resolutions to this issue the thought of a government led initiative to support clinics in hiring and training new graduates could be an effective solution. Not a monetary initiative, like sign on bonuses, but more training for clinics on how to support young vets and extra support to new graduates that they can access outside of the clinic. Providing a supportive environment for new graduates no matter where they end up or how many veterinary staff there is in the clinic.

I highly recommend listening to the Vet Vault podcast episode 117.

I hope this spiel of thought makes some sense. And I am sure it has all been brought up already but I could not let the opportunity go by to discuss this point.

Thank you to you all for putting the time into this industry and I look forward to reading the report.

Kind regards,
Bonnie Tritton