

**INQUIRY INTO VETERINARY WORKFORCE SHORTAGE
IN NEW SOUTH WALES**

Name: Name suppressed

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Partially
Confidential

Veterinary Workforce Shortage.

I have worked fulltime within the Veterinary Industry since 1986, 37 years, as an Assistant, Hospital Owner and currently as a Resident on a large Thoroughbred Stud. I have worked in the UK for approximately 50% of that time, having grown up in rural Australia, educated in Sydney, then initially working in Australia before moving to the UK for 18 years. I moved to the UK to be better paid, shown greater respect and to have a better work life balance, all of which I achieved.

There are some very simple reasons why there is a shortage and will continue to be a shortage.

The profession is undervalued and perceived as expensive.

The participants in general, work long hours, face to face with clients and in demanding, emotional conditions, for little pay.

The profession has not kept up over the last 35 years with other professions, such as medicine.

There is generally no career ladder to climb. A 37-year graduate is treated with no more worth or respect than a 5-year graduate.

The individuals entering the profession are highly intelligent, caring people, that have low levels of business and people skills. They are poorly informed of the lifetime requirements of the profession.

Progressively the industry has become more female dominated, which is great, but the wider society, sadly, values female dominated professions, such as Teaching, Child Care and Nursing, less.

There must be better financial remuneration, less hours worked and more respect for senior Veterinarians. This creates a career ladder, better opportunities, and aspiration for younger Veterinarians.

The UK had a much better nurse training ladder, allowing nurses to upgrade and develop their skills to then do more, not just assisting Veterinarians but doing some of the less skilled work.

Upgrade nurse training and skills, having a well-structured ability to increase their Level of expertise, including remuneration. Allow them to train, pass exams and move into the lower skilled veterinary work. Give recognition to the various levels.

Train Pharmacists to run Veterinary Pharmacies.

Train Radiologists to run Veterinary Imaging.

Train Dental Technicians to run dental work.

Train these people within the Veterinary University Systems. Use current lecturers and facilities. Recognise their skills and training, pay them accordingly.

Moving Veterinarians more rapidly up the career ladder, removing a lot of the less skilled work from their day-to-day workload.

Better informing of school students of what being a Veterinarian requires.

Better training of Veterinarians in business acumen, people skills and dealing with end-of-life situations.

Better informing the public of the cost structures of owning and running a Veterinary Business.

Create valued, well paid, career progression for each level required within the Veterinary Profession.