

**Submission  
No 62**

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

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I believe the main reason for the lack of vets in NSW (as anywhere else in the country and the rest of the (western) world) is that there is a large amount of vets leaving the profession every year due to disillusionment with the profession. The working conditions are bad - unnecessary long hours (who on earth decided that all the vets should be open from 9 till 7, and the vets should be doing 10 hour long days??); weekend work (completely unnecessary !!! only 24 hour emergency places should be open on weekends - nobody needs to vaccinate their animal on a weekend!!!). If the clinics do choose to stay open on weekends penalty rates should be paid to the vets as well. The veterinary boards across Australia still have this "Blame and Shame" culture - they always (or nearly always) back the clients rather than the vets - they should look at what RCVS (the veterinary legislative body in the UK) does - they accept that people (vets) make mistakes, human errors can happen any time to anyone, so they have some leniency when things go wrong (e.g. an animal die under care) and do not immediately accuse the vets of negligence etc. The veterinary Award is absolutely ridiculous and should be changed or abolished. Veterinary clinics (both private and corporate) should show support their staff first instead of constantly trying to please the clients leading to clients having unreasonable expectations and demands. However, I do not believe that any government legislation towards improving the working conditions in the veterinary industry can do anything until the truth sinks down to every veterinary manager or practice owner to realise the way the industry has been running is unsustainable and cannot go on. Therefore, they (the people who run the clinics/hospitals) and the clients have to go through current crisis of this acute shortage of vets to realise that vets need to be cherished not exploited etc