



The veterinary sector –
An essential part of a healthy Australia
2024-2025 Pre-Budget submission
to the
NSW South Wales Government

Submission of the
Australian Veterinary Association Ltd
March 2024

Acknowledgment of Country

The Australian Veterinary Association acknowledges the Traditional Owners of Country throughout New South Wales. We pay our respect to them, their culture and their leaders, past, present and emerging.

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The Australian Veterinary Association (AVA)

The Australian Veterinary Association (AVA) is the peak professional association representing veterinarians in Australia.

Our members come from all fields within the veterinary profession. Clinical practitioners work with companion animals, horses, livestock, and wildlife. Government veterinarians work with our animal health, public health, and quarantine systems while other members work in industry, research, and teaching. Veterinary students are also members of the Association.

We empower the veterinary profession to thrive by providing a voice, education, community, and support.

Special Interest Groups



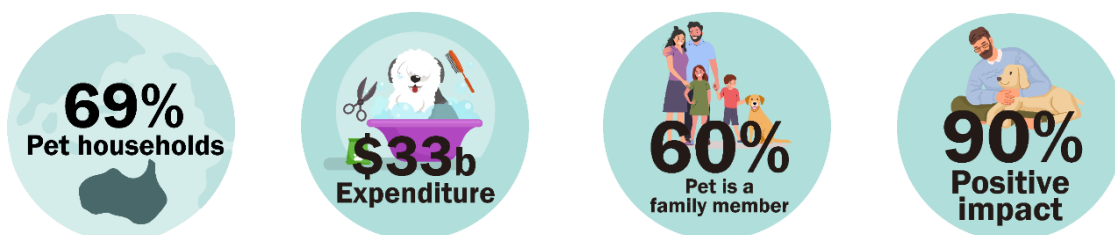


State of the veterinary sector

Whether you own an animal or not, animals are deeply embedded into the Australian way of life. Our pets are part of the family. They offer companionship and support the physical and mental health of our community. The livestock industries deliver food security and underpin our economic prosperity. Working and sporting animals enhance our productivity and entertainment. Together they contribute significantly to the social, cultural, environmental and economic fabric of society.

These animals are sentient beings, and the community rightly expects a certain level of care for their health and welfare. They see veterinary services as essential in this – as essential as human health care. Availability of veterinary services underpin the social licence by which animal industries operate. Similar to human health, the community expects the veterinary profession to not only provide services for private (individual) benefit, but to also deliver services that provide public benefit (public good), for example disease surveillance to maintain biosecurity, and safe food production, as well as treatment of wildlife and stray animals.

Pets are important to Australians as evidenced by one of the highest rates of pet ownership in the world.



Around 90% of pet owners report that pets have a positive impact on their lives, and over 60% of pet owners refer to their pet as a member of the family, and the human-animal bond provides a myriad of benefits that directly and indirectly improve the health and wellbeing of the community.¹ The expenditure in pet care for 2022 was \$33 billion in Australia and over \$10 billion in NSW.²

The livestock industry in Australia is worth over \$34 billion annually and valued at \$8 billion in NSW³. Veterinarians are essential to all aspects of livestock health, welfare, and production. Veterinarians are also essential to the performance animal sector including everything from Melbourne Cup winners to Guide Dogs. This industry includes animals involved in racing, pleasure, competition, and general assistance work. The value of the Thoroughbred racing industry alone is over \$4 billion annually. The value of service dogs, stock horses, guard and detector dogs (amongst others) are immeasurable.

¹ Animal Medicines Australia. Pets and the Pandemic: A social research snapshot of pets and people in the COVID-19 era. 2019. Available from: https://animalmedicinesaustralia.org.au/wp-content/uploads/2021/08/AMAU005-PATP-Report21_v1.41_WEB.pdf

² Animal Medicines Australia. Pets in Australia: A national survey of pets and people. 2022. Available from: https://animalmedicinesaustralia.org.au/wp-content/uploads/2022/11/AMAU008-Pet-Ownership22-Report_v1.6_WEB.pdf

³ Australian Bureau of Statistics, Livestock industries value September 2023. <https://www.abs.gov.au/statistics/industry/agriculture/livestock-products-australia/sep-2023>



Summary of recommendations

1. Veterinary professionals – at greater risk of poor mental health

Recommendation 1.1 Funding for the AVA wellness initiative (THRIVE)

The New South Wales Government commit to funding (\$3.3 million over 4 years) to the AVA's wellness initiative, THRIVE to support veterinarians and veterinary staff to lead satisfying, prosperous and healthy careers. This includes the expansion of a range of existing programs being undertaken by the AVA for the veterinary profession and implementing new programs under the areas of prevent, promote and protect. These bespoke programs provide psychological health and safety awareness training, mental health first aid, suicide prevention and counselling for veterinarians.

2. Build and retain veterinary workforce

Recommendation 2.1 Student placement support

The New South Wales Government subsidies for accommodation and travel costs associated with students undertaking clinical placements in rural and regional areas.

Recommendation 2.2 Veterinary infrastructure funding

The New South Wales Government support for veterinary infrastructure development that includes accommodation will assist in meeting this challenge. The AVA proposes that the Government establish a veterinary infrastructure subsidy available to rural and regional veterinary services businesses to help them include accommodation facilities within the veterinary hospital.

Recommendation 2.3 Recent Graduate Rural and Regional incentive funding

The New South Wales Government implement an incentive scheme that provides a financial payment to recent graduates who begin their veterinary careers in rural and regional areas. The incentive would be in two parts, firstly an initial payment that is aimed at supporting the relocation costs incurred by the recent graduate. A second payment would be available once a Recent Graduate had completed at least five years veterinary practice in a rural or regional area.

3. Sustainability of veterinary services – recouping the costs of delivery of public good delivered by the private veterinary sector

Recommendation 3.1 - Biosecurity funding

In its funding of the biosecurity system the New South Wales Government commit to including increased specific investment in veterinary services (particularly rural and regional) and supporting delivery of those veterinary services that deliver public good (e.g. getting veterinarians onto farms regularly to enhance biosecurity and animal welfare, similar to the Animal Welfare Pathway in the UK).

Recommendation 3.2 - Veterinary services for wildlife

The New South Wales Government commit funding for a pilot program to private veterinary businesses to assist with the variable cost of delivery of veterinary services to Australia's wildlife.



1 - Veterinary professionals – at greater risk of poor mental health

Veterinarians have a high risk of mental ill health and little to no access to industry specific programs and assistance.

We propose that the New South Wales Government support the extension of a suite of AVA veterinary specific mental health support programs.

What is the issue and why does it matter?

The burn out and mental health challenges facing the veterinary profession are the result of a profession where the labour component has been chronically underfunded at a time of immense generational and societal change. Many of the issues that the veterinary profession face are common to a large number of the essential service professions, however, as there is minimal public funding, these issues are accentuated within the veterinary profession.

Burn out has been well recognised in the profession for some time^{4 5 6} and the cost to the profession is estimated to be 2.01% of its value due to poor retention and reduced working hours.⁷ In 2019 the AVA undertook research in this area to better understand the size of the issue and to inform the development of a wellness strategy.⁸ This research found:

- Over half (66.7%) of people said they had experienced a mental health condition at some stage, compared to 61.8% in the general population. Of those, 60% said their condition had been diagnosed by a medical professional.
- Over 25% of people took time off work due to stress or a mental health condition and 33% did not disclose the reason to their employer.
- 54% of factors contributing to mental health issues were work related (include work related trauma, client interactions, workload, afterhours).

Work related factors that contributed included; challenging client interactions, working long hours, managing a high workload, dealing with staff shortages, poor remuneration, after hours and on-call work and poor workplace culture.

- Almost half of people felt their work has a negative or very negative impact on their overall mental health. The common psychosocial risks identified consistently were:
 - challenging client interactions & expectations. - Clients' high emotional state and financial investment, along with their perceived self-efficacy and sometimes unrealistic expectations, are challenging and exhausting. Additionally, the required financial conversation adds to the complexity, and this has only worsened as the cost of veterinary care has increased. This situation is further compounded by the fear of public shaming through social or sensationalist media, causing significant mental

⁴ BS Kipperman, PH Kass, M Rishniw. Factors that influence small animal veterinarians' opinions and actions regarding cost of care and effects of economic limitations on patient care and outcome and professional career satisfaction and burnout. Journal of the American Veterinary Medical Association. 2017;250:785-794

⁵ PH Hatch, HR Winefield, BA Christie et al. Workplace stress, mental health, and burnout of veterinarians in Australia. Australian Veterinary Journal. 2011;89:460-468.

⁶ IC Moore, JB Coe, CL Adams et al. The role of veterinary team effectiveness in job satisfaction and burnout in companion animal veterinary clinics. Journal of the American Veterinary Medical Association. 2014;245:513-524.

⁷ CL Neill, CR Hansen, M Salois. The Economic Cost of Burnout in Veterinary Medicine. Frontiers in Veterinary Science. 2022;9

⁸ Australian Veterinary Association. Veterinary Wellness Strategy: Summary of research findings. 2021. Available from: <https://www.ava.com.au/siteassets/resources/thrive/documents/ava-short-report-research-findings.pdf>



anguish for veterinarians of all ages. Moreover, the increased threats of vexatious complaints to regulatory bodies add to their stress.

- working long hours (including afterhours) and inability to take sick or annual leave due to inability to find someone else to cover.
- high workload and pressure - 53.2% of people feel as though they do not have an appropriate workload.
- neglecting physical health due to the job.
- emotionally draining work - 72.5% of people feel they regularly leave work feeling emotionally drained.
- financial strain.

An integrated wellness approach is recommended when assessing and addressing workplace or workforce mental health. This is outlined in the THRIVE [mental health and suicide prevention framework](#), part of the [THRIVE](#) initiative, a profession led wellness initiative that the AVA is championing. This framework encompasses the philosophies of prevent, promote and protect:

- (i) Preventing harm and mental ill-health from psychosocial hazards in the industry;
- (ii) Promoting mental health by leveraging protective factors such as strengths, capabilities, and the rewards of work; and
- (iii) Protecting individuals who experience stress and mental ill-health.

We are all responsible and accountable to prevent, promote and protect ourselves and each other. By collaborating, workplaces can manage the risks and cultivate ways of working that move towards eliminating, minimising, and preventing psychological harm. This framework is applicable to everyone in the veterinary community from students to people working in clinical practice, those in academia, industry, government and any other related veterinary field.

For a number of years the AVA has been running several of these programs (counselling, mentoring,) and instigated pilot programs (cultivating safe teams) for members. The AVA has relationships with the external providers who are the subject matter experts in the delivery of these programs. Our internal organisational structure and experience in executing these offerings would allow us to upscale the programs and institute the new programs in an effective and efficient way.

The AVA extensively detailed the burn out and mental health challenges facing the veterinary industry in its [submission](#), [public hearing attendance](#), and [response to questions on notice](#), for the [2023 Inquiry into Veterinary Workforce Shortages in NSW](#).

To assist in addressing this, the AVA proposes a commitment from the New South Wales Government of \$3.3 million over a period of 4 years the support the extension of a suite of AVA veterinary specific mental health support programs. Here are the programs and services that would be provided with this funding:

- Broadening the Cultivating Safe Teams Initiative: Expansion of this pilot program would ensure that every veterinary workplace in Australia receives training focused on psychological health and safety, fostering a culture of well-being.
- Industry-Specific Training: Financial support to deliver tailored training around managing challenging client interactions, which can be significant stressors in the veterinary field.
- Research and Data Collection:
 - Investment in research that gathers more accurate data on suicide statistics within the profession, as well as broader research into industry-specific psychosocial hazards.



- Industry Health Checks: Conducting periodic surveys, possibly annual or biennial, to assess the overall health of the veterinary industry and measure the impact of wellness initiatives.
- Whole of Career Pathways Mentoring (peer to peer): Providing mentorship throughout the career of veterinary professionals, from undergraduate students to retirees.
- Addressing Psychosocial Hazards: Developing a practical program tailored for veterinary businesses to assess and manage their specific psychosocial risks.
- Mental Health Training & Support: Specialised mental health training for veterinarians, veterinary nurses, and practice managers, including programs to improving workplace culture and support individuals for example the 24/7 Counselling Service: Expansion of the dedicated counselling service.
- Veterinary-Focused Mental Health Education: Creating campaigns and resources, led by the veterinary profession, to bolster veterinarian well-being, enhance career satisfaction, and promote the sustainability of the profession.

In essence, the funding of THRIVE would pave the way for a holistic approach to mental well-being in the veterinary sector, creating resilient professionals and ensuring the long-term health of the industry.

In appendix A the AVA have provided some estimated costs grouped into the identified areas in which the government could commit funding.

Recommendation 1.1 Funding for the AVA wellness initiative (THRIVE)

The New South Wales Government commit to funding (\$3.3 million over 4 years) to the AVA's wellness initiative, [THRIVE](#) to support veterinarians and veterinary staff to lead satisfying, prosperous and healthy careers. This includes the expansion of a range of existing programs being undertaken by the AVA for the veterinary profession and implementing new programs under the areas of prevent, promote and protect. These bespoke programs provide psychological health and safety awareness training, mental health first aid, suicide prevention and counselling for veterinarians.



2 - Build and retain regional veterinary workforce.

Workforce shortages are currently affecting the veterinary industry. This is particularly so in rural and regional areas where shortages have been persistent in the long-term. The local veterinarian is considered an essential service along with health, childcare and education. Given Australian's attitude to animals, if towns and regional areas don't have access to adequate veterinary services it makes it harder for all employers to attract and maintain a workforce.

We propose that the New South Wales Government extends veterinarians the same incentives provided to human health professions, to encourage them to move to regional, rural and remote areas.

What is the issue and why does it matter?

Rural and regional New South Wales is particularly affected by a lack of skilled workers across a number of sectors, including the veterinary sector. This, combined with changes in demand for differing types of veterinary services, has led to the profession having inadequate capacity to deliver veterinary knowledge and services to meet community demand. As a consequence:

- Animal health is being compromised;
- There are poorer animal welfare outcomes;
- There is increased risk around biosecurity; and
- Increased risk to human health and well-being

The substantial value of livestock farming to the New South Wales economy is well recognised, and the protection of this economic value is interlaced with the social licence for farming to operate. Unfortunately, the current agricultural business model, limited government support for producers, and veterinary services being a user pays system, are factors that have led a significant proportion of producers being reluctant to engage with veterinary services.

As veterinary services are almost entirely privately funded, with services delivered by small to medium private businesses, the consequence to rural and regional Australia has been a decline in demand for production animal veterinary services. Concurrently across all localities (urban and rural) there has been a rapid increase in demand in the companion animal sector (where there is a strong emotional or significant financial connection with an individual animal e.g., small animals, horses, peri-urban very small holdings). These factors have resulted in a change in the rural veterinary business model to incorporate a greater emphasis on companion animals. This change in emphasis has reached the point where there is not sufficient capacity within the profession to meet the current service provision requested by livestock producers. This is an unintended consequence of requiring the animal agricultural industry to engage the veterinary profession as an optional user pays service after a history of it being delivered as a funded public good.

The rural companion animal veterinary service provision model is not as attractive to veterinarians, as similar work can be found in urban centres, where there is better provision of vital community services such as healthcare, housing, childcare, as well as improved employment opportunities for partners or other family members.



Veterinarians are more likely to be attracted to rural and regional Australia if there are flexible working conditions, minimal afterhours requirements, higher remuneration than urban centres, improved lifestyle and access to services, or a government financial subsidy (such as educational fee relief).⁹

To support the long-term viability of rural and regional veterinary practices, the Government needs to provide proactive support to veterinarians and veterinary practices.

Veterinary student placements in rural and regional areas

The [Australian Universities Accord final report](#) recognises that it is essential to increase the skilled rural workforce in the veterinary profession to ensure that all Australian communities enjoy the benefits of good animal health and welfare, and this starts at university.

The Australian accreditation standards require veterinary students complete 950 hours of placement outside of teaching periods, which exceeds the requirements of many other degrees. This 'placement poverty' hinders veterinary students, particularly affecting their ability to pursue placements in rural and regional areas due to the significant financial burden associated with travel and accommodation expenses, which receive no financial support from universities. The economic challenges limit the frequency of students' placements in these rural and regional veterinary practices areas, reducing their exposure to the benefits of rural and regional veterinary practices. There is evidence that if students are provided with opportunities for rural placements, they are likely to return to these areas for work after graduation. However, the current lack of support and the resultant economic constraints may deter students from considering rural and regional veterinary practice as a viable career path.

New South Wales government subsidies for accommodation and travel costs associated with students undertaking clinical placements in rural and regional areas will increase the number of students that are properly exposed to veterinary practice in these areas and increase the likelihood that they will see these regions as attractive options upon graduation.

Infrastructure grants for veterinary practices providing accommodation

The availability of accommodation is a significant issue for both students seeking clinical placements in regional areas and for recent graduates who seek to begin their veterinary careers in regional practice. Housing issues in regions can be difficult to manage and there are often competing priorities. One approach is to quarantine accommodation in regional areas for veterinary services and to have it tied to local veterinary practices.

State/territory government support for veterinary infrastructure development that includes accommodation will assist in meeting this challenge. The AVA proposes that the Government establish a veterinary infrastructure subsidy available to rural and regional veterinary services businesses to help them include accommodation facilities within the veterinary hospital.

Incentives for recent graduates to practice in rural and regional areas

Veterinary salaries are low in relation to other similar professions, this is more so for recent graduates whose low starting salaries are compounded by them emerging from university with significant

⁹ Australian Veterinary Association. Veterinary Workforce Survey. 2021. Available from: <https://www.ava.com.au/siteassets/news/ava-workforce-survey-analysis-2021-final.pdf>



education debts. When surveyed, financial drivers impact on veterinary student decision making about careers post-graduation.

The AVA proposes that the New South Wales Government implement an incentive scheme that provides a financial payment to recent graduates who begin their veterinary careers in rural and regional areas. The incentive would be in two parts, firstly an initial payment that is aimed at supporting the relocation costs incurred by the recent graduate. A second payment would be available once a Recent Graduate had completed at least five years veterinary practice in a rural or regional area. This is to encourage the veterinarians to stay in the region long enough to 'put down some roots'.

Recommendation 2.1 Student placement support

The New South Wales Government subsidies for accommodation and travel costs associated with students undertaking clinical placements in rural and regional areas.

Recommendation 2.2 Veterinary infrastructure funding

The New South Wales Government support for veterinary infrastructure development that includes accommodation will assist in meeting this challenge. The AVA proposes that the Government establish a veterinary infrastructure subsidy available to rural and regional veterinary services businesses to help them include accommodation facilities within the veterinary hospital.

Recommendation 2.3 Recent Graduate Rural and Regional incentive funding

The New South Wales Government implement an incentive scheme that provides a financial payment to recent graduates who begin their veterinary careers in rural and regional areas. The incentive would be in two parts, firstly an initial payment that is aimed at supporting the relocation costs incurred by the recent graduate. A second payment would be available once a Recent Graduate had completed at least five years veterinary practice in a rural or regional area.



3 - Sustainability of veterinary services – recouping the costs of delivery of public good delivered by the private veterinary sector

Veterinarians and veterinary businesses provide significant public benefits beyond the private veterinary services they offer. However, there is little government funding to support this work undertaken by the private veterinary sector. This places the veterinary business model under considerable strain and risks the loss of these public benefits as veterinary capacity declines.

We propose that the New South Wales Government commit to funding delivery of private veterinary services that are for the public good, particularly in the areas of biosecurity, animal care during emergency disaster situations and veterinary services for wildlife.

What is the issue and why does it matter?

Delivery of veterinary services is almost entirely privately funded and there is minimal public funding through government veterinary services or support of charities. The private veterinary profession provides veterinary services for individuals on a fee for service basis; however, the community and government also expect a large range of services that provide public benefit (or public good). Some of these are mandated by the government through veterinary registration while others are a community expectation. There is an extensive list that includes:

- Treatment obligations for pain and suffering;
- Accessibility of veterinary services for emergencies 24/7;
- Biosecurity obligations such as passive surveillance, diagnostic and reporting obligations;
- Discounted desexing to assist with animal population control;
- Treatment of unowned wildlife; and
- Treatment of animals in disaster response.

Unfortunately, decades of public benefits provided by the private sector without adequate ability to recoup the costs has eroded the sustainability of the veterinary profession and, by extension, the public benefit that it provides for the community. Inability to recoup the costs associated with delivering public good is a significant factor in increasing vulnerability of the private veterinary business model, which has led to an under investment in the labour component of the profession, a key contributor to the workforce shortage.

Providing mechanisms for the private veterinary sector to recoup the cost of delivery of veterinary services for public good will improve the sustainability of the veterinary profession. Through this, an increased investment in the labour component of the profession, which will lead to improved recruitment and retention.

Given that the structure of the profession has evolved to a predominantly privately funded system, the key to improving access to veterinary care to the whole community is to support the existing structure that is in place and ensure there is collaboration with government veterinary services and registered charities, especially in the area of delivery of veterinary services that provide public good.

Veterinary departments within government must be adequately funded, animal welfare and human welfare charities that facilitate the provision of veterinary services must be adequately funded and the private veterinary sector who provides the majority of the public good must be able to recoup the costs associated with public good delivery.



Biosecurity

The Australian *Red Meat Advisory Council* (RMAC)¹⁰ in a recent strategic report noted reducing the risk of Emergency Animal Disease (EAD) is an important factor expected to have significant benefit. The optional model of veterinary engagement in animal industries, particularly extensive farming systems, means that risk mitigation techniques around EAD, such as surveillance are no longer occurring effectively. In Australia 10 years ago, areas with the highest surveillance activity intensity aligned well with the distribution of the likelihood of disease introduction, establishment, and spread, with the exception of the northern Australian coastline, and these aligned with the locations of private and government veterinarians.¹¹ It is unclear if this remains the case, given the continued erosion of supply of veterinary services in rural and regional areas. The widespread distribution of the recent EAD Japanese Encephalitis Virus before detection provides cause for concern.

The recent federal senate inquiry report looking at the adequacy of Australia's biosecurity measures and response preparedness, in particular with respect to Foot and Mouth Disease and Varroa mite,¹² acknowledged these risks and recommended that the Australian government work with relevant industry bodies to increase utilisation of rural and remote veterinarians in disease surveillance and monitoring activities. Increased New South Wales investment and streamlining of funding mechanisms for onshore disease surveillance and associated diagnostic capabilities for private veterinarians and increased capacity within government veterinary services is requested.

Animal health, welfare and biosecurity are significant public goods that are valued by our community. Government support, at all levels, is needed to ensure that these public goods continue to be delivered. The key is getting veterinary expertise onto farms to undertake passive biosecurity surveillance and work with primary producers to improve farm planning and practices. Incentive schemes are needed like [Animal Welfare Pathway](#) in the UK, which funds annual veterinary health and welfare reviews and then supports improved on farm infrastructure and programs to improve health and welfare. Similar programs in Australia could leverage existing schemes like BIOCHECK(TM) and WELFARECHECK(TM).

Wildlife

Australia has varied and unique wildlife of high intrinsic value and cultural importance. Their interaction with humans is high and many wildlife require veterinary services, either as a result of harmful interactions with humans, naturally occurring disease, or natural disasters.

The data available provides evidence that private veterinary practices are not able to recoup their costs, with 92% of survey veterinary respondents stating that they never or rarely received reimbursements for services provided to wildlife.¹³ The same study found that the pro bono nature of wildlife care limited the timeliness and extent of the care able to be delivered.

Implementation of this proposal would be best undertaken by Wildlife Health Australia, as they already have a limited program in place that allows some private veterinarians to recoup costs associated with

¹⁰ Council RMA. Meat Industry Strategic Plan 2020: with Outlook to 2030. 2020. Available from: <https://www.mla.com.au/globalassets/mla-corporate/generic/about-mla/misp-2020.pdf>

¹¹ IJ East, RM Wicks, PAJ Martin et al. Use of a multi-criteria analysis framework to inform the design of risk based general surveillance systems for animal disease in Australia. *Preventive Veterinary Medicine*. 2013;112:230-247.

¹² Rural and Regional Affairs and Transport References Committee Australia's biosecurity measures and response preparedness, in particular with respect to foot and mouth disease and Varroa mite. 2022. [Cited 2023 October]. Available from: https://parlinfo.aph.gov.au/parlInfo/download/committees/reportsen/024957/toc_pdf/AdequacyofAustralia'sbiosecuritymeasuresandresponsepreparedness,inparticularwithrespecttofoot-and-mouthdiseaseandvarroamite.pdf;fileType=application%2Fpdf

¹³ B Orr, A Tribe. Animal welfare implications of treating wildlife in Australian veterinary practices. *Australian Veterinary Journal*. 2018;96:475-480.



disease investigations for diseases of importance through the National Significant Disease Investigation Program (NSDIP).

The rising cost of providing veterinary care to wildlife is rapidly becoming unsustainable.

The Crown (i.e NSW Government) owns the Australian wildlife and these protected animals are considered the property of the State or Crown. The public expects that Australian wildlife is the responsibility of the Government and are often shocked to find that veterinarians don't receive any assistance with the provision of care to injured or diseased wildlife.

Recommendation 3.1 - Biosecurity funding

In its funding of the biosecurity system the New South Wales Government commit to including increased specific investment in veterinary services (particularly rural and regional) and supporting delivery of those veterinary services that deliver public good (e.g. getting veterinarians onto farms regularly to enhance biosecurity and animal welfare, similar to the [Animal Welfare Pathway in the UK](#)).

Recommendation 3.2 - Veterinary services for wildlife

The New South Wales Government commit funding for a pilot program to private veterinary businesses to assist with the variable cost of delivery of veterinary services to Australia's wildlife.

Contact details

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Appendix A: Mental Health Funding Estimated Costings Over 4 Years

Estimate costing ex GST

24/7 Counselling Service - outsourced	
Provision to include face-to-face debriefing sessions in workplaces for critical incidents	\$315,000.00
Research - outsourced	
Collect accurate data on suicide statistics in the veterinary profession; veterinarians and paraprofessionals.	\$50,000.00
Fully funded annual survey to "health check" the veterinary industry and to attempt to measure the impact of our industry-led initiatives Researching and addressing industry-specific psychosocial hazards. (Prevent Promote Protect)	\$165,000.00
Staff resourcing over 4 years	\$152,356.50
Whole of career pathways mentoring - outsourced	
Expansion of the pilot program 100 mentoring pairs (veterinarians helping veterinarians to deal with common day issues that arise in every day practice, such as veterinary board investigations, negative client interactions, and ethical dilemmas).	\$500,000.00
Staff resourcing over 4 years	\$177,255.00
Cultivating Safe Teams - beyond the AVA pilot program	
Psychological health and safety awareness training sessions for all individuals working in the veterinary profession. Estimated participation of 50% of veterinary businesses	\$1,080,000.00
Staff resource to manage program (1FTE) over 4 years and travel costs	\$378,000.00
Veterinary business program - outsourced	
Practical program for veterinary businesses to work through and manage their business-specific psychosocial risks.	\$285,000.00
Staff resourcing over 4 years to manage stakeholders	\$53,176.50
Mental health first aid for vets	
\$360/ person for 50% of NSW vets (~2000)	\$72,000.00
Staff resource to manage stakeholders	\$30,000.00
TOTAL FUNDING ESTIMATE	\$3,257,788.00