



17<sup>th</sup> August 2015

Fair Work Commission  
Modern Award Review Panel  
Via email to: amod@fwc.gov.au

**Fair Work Commission**  
**Matter Number: AM2014/199**  
**Animal Care and Veterinary Services Award 2010 ('the Award')**  
**Submission**  
**Veterinary Nurses Council of Australia Inc. (VNCA)**

The Veterinary Nurses Council of Australia Inc. (VNCA) is the only Association representing Veterinary Nurses in Australia and serves as a voice for all Veterinary Nurses.

The VNCA wishes to make the following submissions regarding the 4 yearly review of the Award.

**1. Proposed addition to Schedule B.2.6 of the current award.**

The current section in the Award states the following:

**Schedule B – Classifications**

**B.2.6 Level 5 – Practice Manager**

A Level 5 employee will have the overall responsibility of managing the day-to-day operations of a veterinary practice. The possession of relevant post secondary qualifications may be appropriate but are not essential.

Employees at this level are subject to broad guidance or direction and are responsible and accountable for their own work.

**Level of responsibility, skills and knowledge**

An employee at this level will: exercise skills, discretion and responsibilities beyond that required at Level 4.

**VETERINARY NURSES' COUNCIL of AUSTRALIA Inc.**

ABN 45 288 948 433 Reg. No. A0031255G

PO Box 1228 Bendigo Central, Victoria 3552

Ph: 03 5439 3202 Fax: 03 5439 3801 Email: vnca@vnca.asn.au Web: www.vnca.asn.au

### *Indicative Tasks*

In addition to those outlined in Level 4, typical activities at this level may include:

- (a) overseeing human resources, stock control, clinical administration, bookkeeping and customer management;
- (b) being responsible and accountable for their own work and may have delegated responsibility for the work under their control or supervision, including, scheduling workloads, resolving operations problems, monitoring the quality of work produced and counselling staff for performance and work related matters; and/or
- (c) reporting to management regarding accounts, staffing, legislative requirements and/or other company activities.

The VNCA seeks to make an addition to the classifications in schedule B.2.6 to provide for a classification for diploma qualified Veterinary Nurses. The addition is as follows:

#### B.2.6 Level 5 B – Diploma Veterinary Nurse

A Level 5B employee may have the overall responsibility of managing the day-to-day operations of a nursing team or unit. They may possess specialised nursing skills as outlined in one of the three specialised Diplomas. Some of the job roles possible in this classification include **senior nurse, nursing supervisor, nurse manager, head nurse and specialist nurse**.

A Level 5B employee will possess competencies of AQF level 5. The possession of a Diploma in Veterinary Nursing (General Practice, Emergency and Critical Care, Surgery or Dentistry) is essential as set out in the Animal Care and Management Training Package.

Employees at this level are subject to broad guidance or direction and are responsible and accountable for their own work.

#### **Level of responsibility, skills and knowledge**

An employee at this level will: exercise skills, discretion and responsibilities beyond that required at Level 4.

### *Indicative Tasks*

In addition to those outlined in Level 4, typical activities at this level may include:

- (d) being responsible and accountable for their own work and may have delegated responsibility for the work under their control or supervision, including, scheduling workloads, resolving operations problems, monitoring the quality of work produced and counselling staff for performance and work related matters

- (e) overseeing human resources, stock control, clinical administration bookkeeping and customer management
- (f) reporting to management regarding accounts, staffing, legislative requirements and/or other company activities
- (g) Manage veterinary nursing procedures
- (h) Apply veterinary pathophysiology
- (i) Manage workplace health and safety processes
- (j) Apply principles of animal behavior
- (k) Manage quality customer service
- (l) Plan organize and facilitate learning in the workplace
- (m) Ensure team effectiveness
- (n) Implement and monitor sustainable work practices
- (o) Prepare for emergency response
- (p) Perform emergency procedures to sustain life
- (q) Provide nursing support for critical care surgery
- (r) Support veterinary practice communication and professional development
- (s) Manage nursing requirements for specialized surgical procedures
- (t) Carry out post operative nursing routines
- (u) Produce veterinary dental oral cavity radiographs
- (v) Provide dental nursing support for advanced dental surgery

The reason for the VNCA's proposal of change to this classification is that the current award does not provide for employees who hold a Diploma in Veterinary Nursing as outlined in the Animal Care and Management Training Package (2012). Nor does it provide for nursing or unit managers, or specialised nurses employed in veterinary practice in Australia.

The VNCA submits that the minimum hourly rate is to be equivalent to that of the current Level 5 classification.

## **2. Proposed change to Schedule B.2.5**

The VNCA submits that the wording of Schedule B.2.5 be amended from:

'A level 4 employee will possess competencies of AQF Level 4 or other equivalent qualifications' to:

**VETERINARY NURSES' COUNCIL of AUSTRALIA Inc.**

ABN 45 288 948 433 Reg. No. A0031255G

PO Box 1228 Bendigo Central, Victoria 3552

Ph: 03 5439 3202 Fax: 03 5439 3801 Email: vnca@vnca.asn.au Web: www.vnca.asn.au

'A level 4 employee will possess the Certificate IV in Veterinary Nursing, as set out in the Animal Care and Management Training Package, or other equivalent qualification.'

The reason for the VNCAs proposal for this change is that the Certificate IV in Veterinary Nursing is the nationally recognised industry standard for this Level, and as such an employee at this level should hold this qualification. The phrase 'or other equivalent qualification' ensures employees that hold an overseas or superseded veterinary nursing qualification are included.

We thank you for considering our submission

Yours sincerely,



Jasmine Pengelly Cert IV VN, TAE, DipVN (ECC), AVN

Industrial Relations Sub-Committee Chairperson  
Veterinary Nurses Council of Australia Inc.