



26th October 2015

Commissioner Roe
Fair Work Commission
Modern Award Review Panel
Via email to: chambers.roe.c@fwc.gov.au

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

Dear Commissioner

The Veterinary Nurses Council of Australia (VNCA) Inc is writing in response to a request for further information on Items 31A and 31B at the hearing held on the 7th October 2015.

The VNCA wishes to make the following draft of the provision it is seeking regarding these items.

Item 31A

The VNCA continues to press that the level 5 classification be altered to include Veterinary Nurses that hold a Diploma qualification.

The VNCA provides the following addition to Part 4, clause 10.2 of the Exposure Draft:

Practice managers, Veterinary nurses, Receptionists, Animal attendants and Assistants

Classification	Minimum weekly rate\$	Minimum hourly rate\$	Casual hourly rate\$
Introductory level	640.90	16.87	21.09

VETERINARY NURSES' COUNCIL of AUSTRALIA Inc.

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Level 1	659.40	17.35	21.69
Level 2	715.10	18.82	23.53
Level 3	746.20	19.64	24.55
Level 4	814.20	21.43	26.79
Level 5—Practice manager	855.50	22.51	28.14
Level 5B – Diploma VN	855.50	22.51	28.14

The VNCA provides the following addition to Schedule A (A.2.6) of the Exposure Draft:

A.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:

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

The VNCA understands that the AVA supports this change, but at a level 4B, with a wage between Level 4 and 5. The VNCA continues to press that the position is entitled to Level 5 classification for the reasons stated in our original submission.

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Item 31B

The VNCA continues to press that the wording of Schedule A (A.2.5) in the Exposure Draft be amended from:

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

‘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 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

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