



Strategic Plan 2008 – 2012

The primary purpose of the Veterinary Council is to protect the public interest by ensuring that veterinarians are fit and competent to practise

To achieve this purpose the Council has the following key statutory functions:

- registering veterinarians
- setting and implementing minimum standards for veterinary practice
- promoting high standards of veterinary education and conduct
- recognising qualifications for registration by accrediting or approving the institutions which offer them
- recertifying veterinarians through the issue of practising certificates
- reviewing and acting, where necessary, in circumstances where concerns about a veterinarian's performance, professional conduct or health have been raised
- advising and making recommendations to the Minister and Massey University

Values	Strategic Goals
Accountability	Strategic Goal 1: Fully implement the functions of the Veterinarians Act 2003 Strategic Goal 2: Ensure high standards of corporate governance and management in the conduct of Council's business Strategic Goal 3: Engage stakeholders to promote confidence and understanding of Council's role
Effectiveness	
Transparency	
Fairness	
Professionalism	
Collaboration	

The Council will work to achieve its strategic goals through the following objectives and actions:

Goal 1: Fully implement the functions of the Act

Objectives	This will be achieved by:
Deliver on the statutory requirements of the Act	<ul style="list-style-type: none"> - ensuring that registration is granted only to veterinarians who have adequate skills and knowledge to practise veterinary science in New Zealand - ensuring that the standard required for initial and specialist registration is fair and the same for all applicants, whether from New Zealand or overseas - developing electronic systems for verification of registration and APC applicants' good standing status - conducting registration examinations while ensuring that the pass standards are fair, transparent and comparable for all candidates and do not create barriers to the registration of competent veterinarians - pursuing reciprocal arrangements with registration bodies in other countries - exploring recognition of other accreditation systems - ensuring that veterinary education meets acceptable national and international standards at all levels - maintaining an up to date register of veterinarians that is used by the profession and the public - ensuring that veterinarians with health conditions are fit to practise safely - promoting high standards of professional education and conduct

	<ul style="list-style-type: none"> - ensuring that veterinarians and the public have access to a responsive and safe complaints and discipline system and are well informed of procedures - ensuring matters which must be prescribed under the Act are published in the New Zealand Gazette - collecting, analysing and disseminating accurate information about the veterinary workforce - advising and making recommendations to the Minister on matters relating to veterinarians and veterinary science
Review the functionality of the Act	<ul style="list-style-type: none"> - Identifying any omissions, conflict or errors in the Act and assessing if it needs to be changed, particularly in relation to: <ul style="list-style-type: none"> o health thresholds o separating out Council's regulatory and judicial responsibilities o registration of para veterinary professionals o requirements for the gaining of experience by veterinary students and unregistered persons o maintaining the Register of veterinarians – provisions for voluntary removal and reinstatement o APC provisions and allowing for deemed APCs pending Council consideration o protection for QA activities - Developing a strategy for promoting changes to the Act and operating in the interim
Implement effective, relevant and easy to use CPD provisions	<ul style="list-style-type: none"> - Researching, consulting, making decisions and promulgating decisions on compulsory CPD - Researching, consulting and making decisions (in collaboration with VetLearn and other stakeholders) on systems for approving, recording and reporting on CPD activities - Researching, consulting and making decisions on CPD compliance auditing - Monitoring of the results
Fully implement the competency review provisions of the Act	<ul style="list-style-type: none"> - Reviewing, consulting on, finalising and implementing competency review policies and procedures - Researching, developing, finalising and implementing competency review tools - Researching, developing, consulting on and finalising competency standards and performance indicators - Monitoring of the results
Articulate Council's expectations of veterinarians	<ul style="list-style-type: none"> - Reviewing in consultation with the profession and other stakeholders the minimum acceptable standards in relation to ethical and professional conduct and competence - Articulating these standards in a revised Code of Professional Conduct, which includes reference to additional guidance - Prescribing by notice in the New Zealand Gazette the defined minimum standards
Promote the registration of para veterinary professionals	<ul style="list-style-type: none"> - Researching international approaches to the registration of para veterinary professionals and developing recommendations for the New Zealand situation - Engaging the relevant professional associations - Generating support amongst key stakeholders - Lobbying Government

Goal 2: Ensure high standards of corporate governance and management in the conduct of Council's business

Objectives	This will be achieved by:
Ensure Council and Committees are well trained and well informed	<ul style="list-style-type: none"> - Ensuring all new members are oriented - Revising and updating the policy manual - Developing an orientation manual for all Council and Committee members - Ensuring all Council and Committee members have access to up to date information on Council's policies and procedures - Training for CAC members, including coverage of ACVM legislation, written communication and natural justice - Training for judicial committee members - Governance training for Council members
Work to ensure Council and Committee members have skill set required	<ul style="list-style-type: none"> - Identifying and recommending to the Minister what expertise/skills Council requires - Actively addressing Council and Committee succession planning
Review and implement Council governance policies and ensure regular review	<ul style="list-style-type: none"> - Fully implementing Council governance policies with particular attention to conflict of interest and confidentiality policies - Maintaining a register of members' interests
Ensure Council is focussed on governance issues	<ul style="list-style-type: none"> - Reviewing Council agenda format and providing for generative discussions and Council only time - Ensuring risk management and strategic sessions occur on a regular basis - Governance training for Council members
Review Council's governance structure	<ul style="list-style-type: none"> - Examining the continued need for all of Council's standing committees
Ensure Council is a good employer	<ul style="list-style-type: none"> - retaining and upskilling competent and experienced staff - assessing the capacity of current staff resource
Continue to improve the services provided by Council staff	<ul style="list-style-type: none"> - ensuring procedural manuals are up to date - training for staff - reviewing office systems, including the current database and filing systems

Goal 3: Raise Council's profile and engage stakeholders to promote confidence and understanding of Council's role

Objectives	This will be achieved by
Review the current communications plan and means of communication	<ul style="list-style-type: none"> - Identifying key messages - Identifying main audiences - Identifying channels of communication - Developing a stakeholder communication plan
Promote to the public the Council's role in developing and maintaining minimum standards, fitness and competence	<ul style="list-style-type: none"> - Promoting understanding of the principles, policy and procedures of the Veterinarians Act and increased understanding of the work of the Council - Issuing relevant and topical media releases

Work with the profession and other major stakeholders to gain understanding of, and support for the work of the Council	<ul style="list-style-type: none"> - Presenting to every regional NZVA branch every two years - Maintaining significant presence at NZVA conferences - Presenting to final year Massey students - Maintaining and developing key relationships - Engaging with NZFSA, MAF and BNZ to ensure Council relevancy to the work of non clinical veterinarians - Inviting key stakeholders to Council meetings - Ensuring regular meetings with NZVA and VPIS - Issuing regular NewsBriefs - Revising MOU with ACVM
Maintain international networks	<ul style="list-style-type: none"> - Maintaining and enhancing current presence on AVBC
Review electronic means of communication	<ul style="list-style-type: none"> - Ensuring website content and structure is informative, relevant and up to date - Developing members only website