



Veterinary  
Practitioners  
Board

# Complaint Investigations

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# Agenda



Legislation



Board  
composition



Board  
functions



Complaint  
investigations



Statistics

# Legislation

The object of the *Veterinary Practice Act 2003* (NSW) is to regulate the provision of veterinary services for the following purposes:

1. To promote the welfare of animals
2. To ensure that consumers of veterinary services are well informed as to the competencies required of veterinary practitioners
3. To ensure that acceptable standards are required to be met by veterinary practitioners so as to meet the public interest and national and international trade requirements
4. To provide public health protection



# Board composition

The Board consists of 8 members appointed by the Governor and selected by the Minister:

1. One veterinarian representing specialist veterinarians
2. One veterinarian representing urban veterinarians
3. One veterinarian representing rural veterinarians
4. One veterinarian representing academics in the field of veterinary science
5. Two veterinary practitioners selected personally by the Minister
6. Two persons who are not veterinarians selected by the Minister to represent consumers of veterinary services



# Board functions

The Veterinary Practitioners Board (Board) has a number of functions including:

1. To register veterinary practitioners
2. To license veterinary hospitals
3. To investigate complaints against veterinary practitioners and take disciplinary action against veterinary practitioners



# Complaints against veterinary practitioners

- Any person, including the Board, may make a complaint against a veterinary practitioner in respect of the veterinarian's conduct
- The Board does not have the legislative authority to investigate complaints concerning fees or charges and refers such complaints to the Department of Fair Trading
- The Board is not required to investigate a complaint against a veterinarian if the complaint is made more than 3 years after the conduct is alleged to have occurred
- Complaints must be made in writing, must identify the complainant and the Board requires that the details of the complaint be verified by statutory declaration

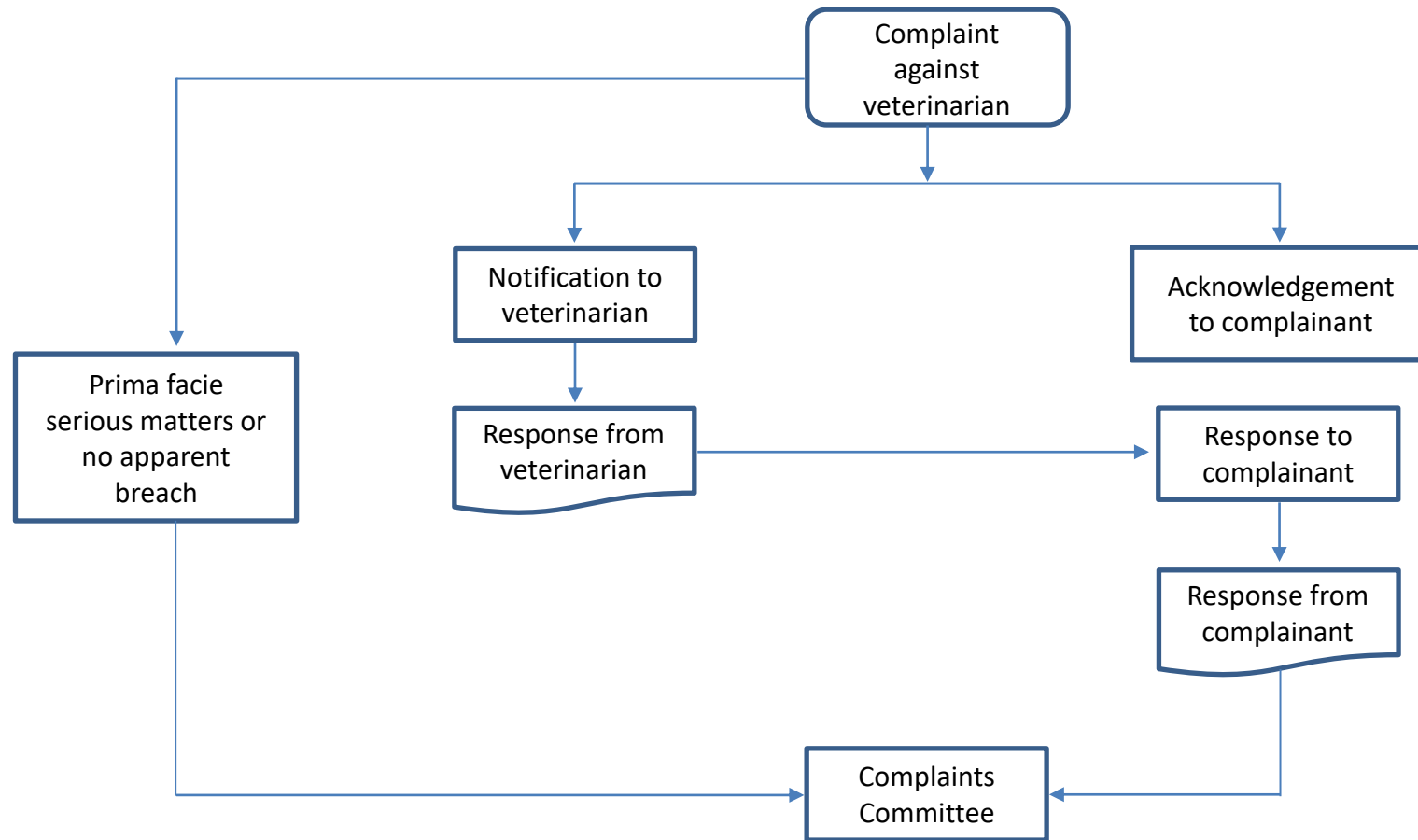


# Complaints against veterinarians

- The Board delegates the function of investigating complaints to a Complaints Committee
  - 2 veterinarian members
  - 1 non-veterinarian member
  - Others as required
- The Complaints Committee collects information from the complainant, the veterinarian and other sources as required
- The Board has the power to summon a person to appear before the Board to give evidence and to produce documents
- The Complaints Committee makes a recommendation to the Board
- The full Board determines the complaint

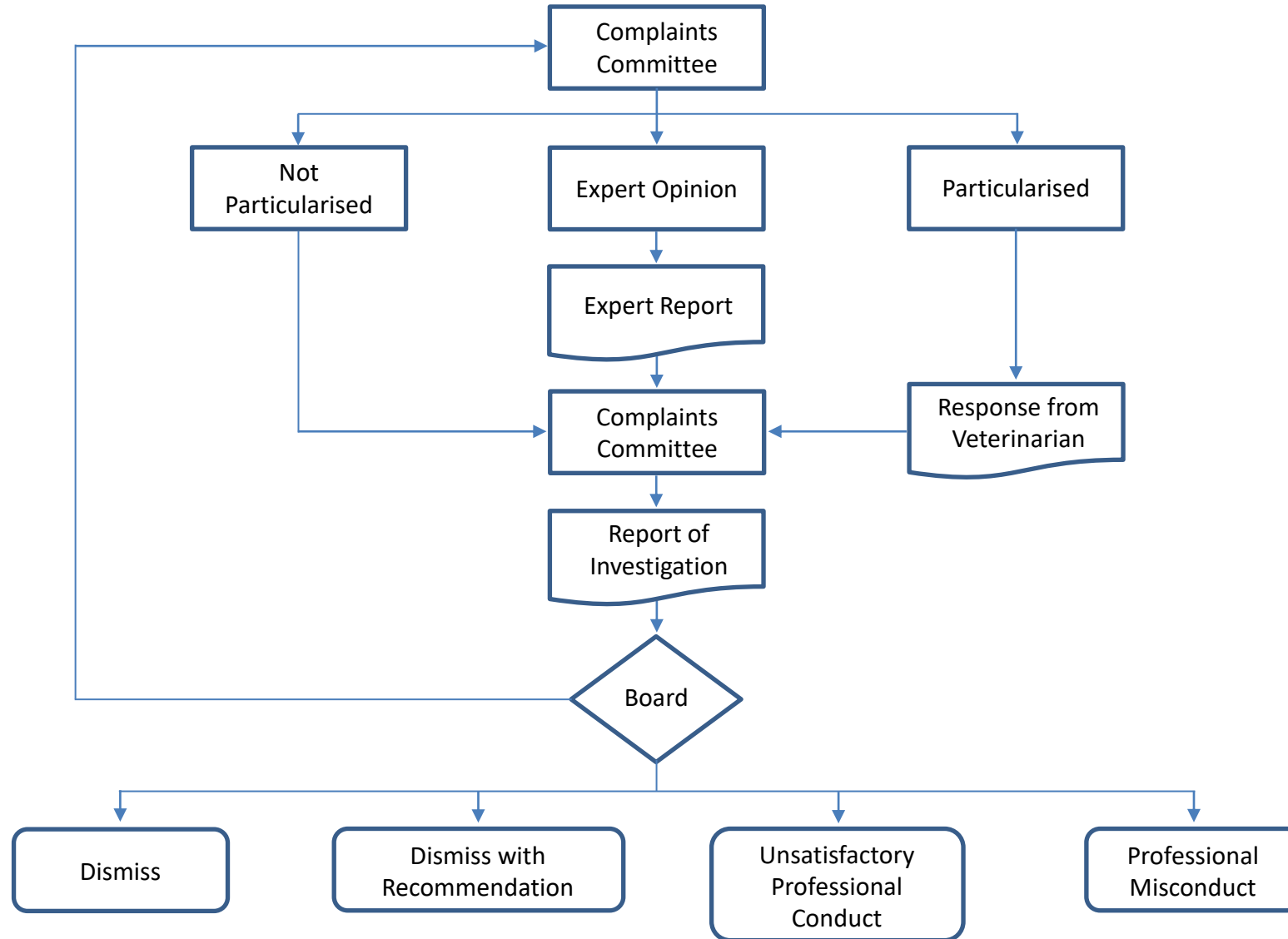


# Investigation of complaints – gathering information





# Investigation of complaints – determining the complaint



# Decision after investigation of a complaint

If the Board is satisfied the veterinarian is guilty of unsatisfactory professional conduct or professional misconduct the Board may take one or more of the following actions including:

- Reprimand or caution the veterinarian
- Impose a fine on the veterinarian
- Require the veterinarian to pay specified costs
- Impose conditions on the veterinarian's registration
- Require veterinarian to undertake further education

If the Board is satisfied the veterinarian is guilty of unsatisfactory professional conduct or professional misconduct it may also apply to the Tribunal for a disciplinary finding including cancellation of registration.

The Board may suspend the veterinarian's registration pending determination by the Tribunal.

# Review of Board decisions

The Tribunal may also be asked by the veterinarian to review of a disciplinary finding made by the Board.

A veterinarian may appeal a decision of the Tribunal to the Supreme Court of NSW.



# Board decisions

- The legislated role of the Board is to investigate complaints against individual veterinarians with the underlying aim of regulating the profession to promote animal welfare and protect the public
- There is however good evidence that better patient outcomes will derive from a focus on systems and processes
- A movement away from a culture of fear about admitting error may provide more opportunities to improve outcomes for patients and individual veterinarians



# Unsatisfactory professional conduct and professional misconduct

Guilty findings can generally be classified into three main categories:

1. Conduct
2. Performance
3. Health



# Health program for veterinarians

In addition to a range of physical conditions, the Board is aware of research regarding the incidence of stress and depression in the veterinary profession and specifically that the incidence of suicide among veterinarians in Australia is likely to be much greater than that of the general population.

The Board has developed a [health program for veterinarians](#) modelled on a program created by the Medical Council of NSW and the goal of this program is to enable veterinarians to work their way through their health issues with the support of suitably qualified professionals and the Board.

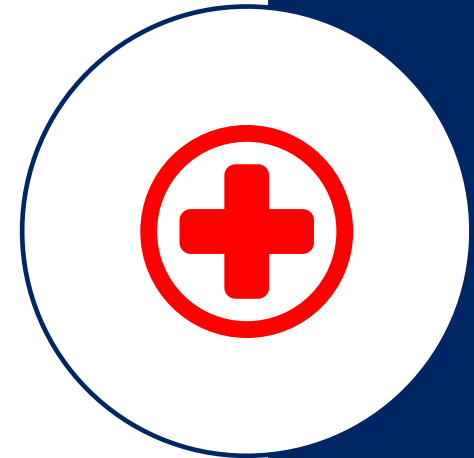


# Support

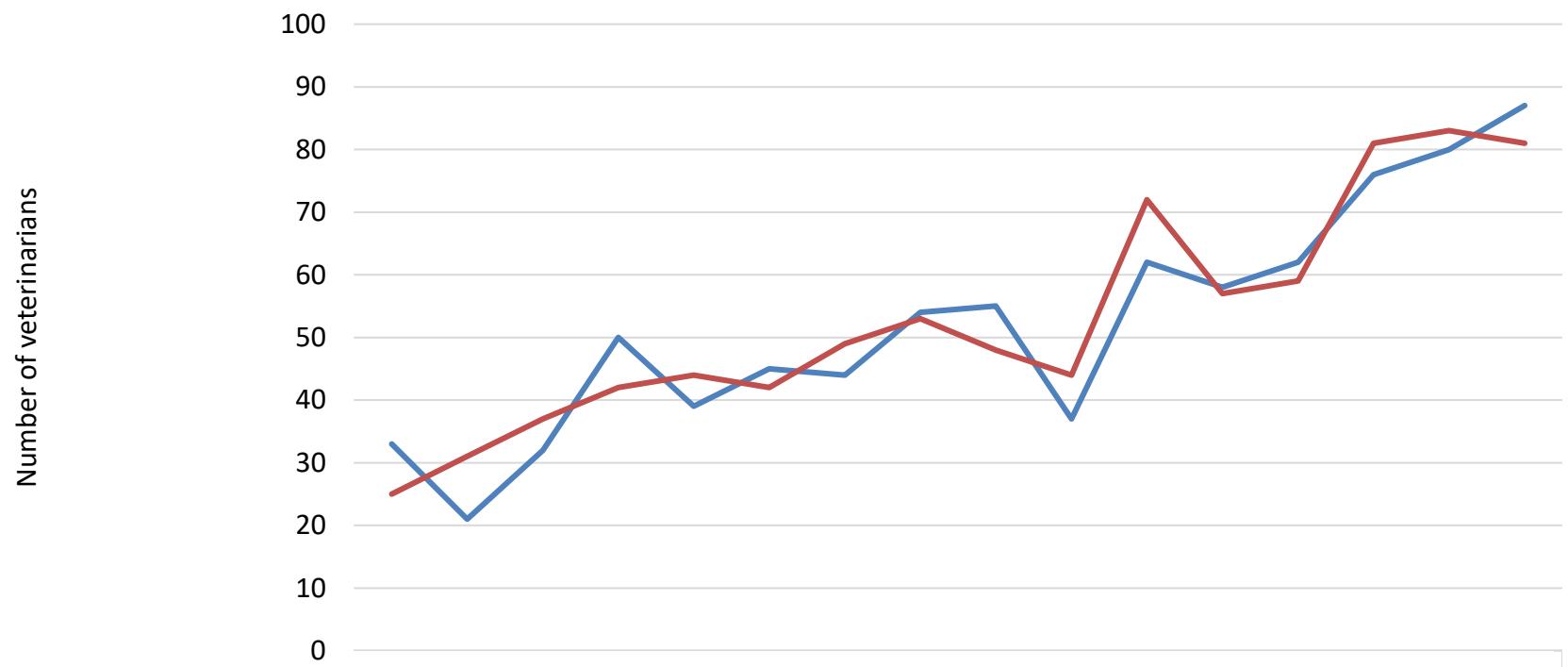
The Board also appreciates that stressors associated with the performance of the professional duties of a veterinarian may be increased during a complaint investigation process.

The Board's Complaint Officer is a trained counsellor and able to assist both veterinarians and members of the public involved in complaint investigations.

Veterinarians may also receive support from colleagues, the [Australian Veterinary Association](#), professional indemnity insurer, the [Doctors' Health Advisory Service](#) and generic support services such as [Lifeline](#) and [Beyond Blue](#).



# New and finalised complaints 2007-2022

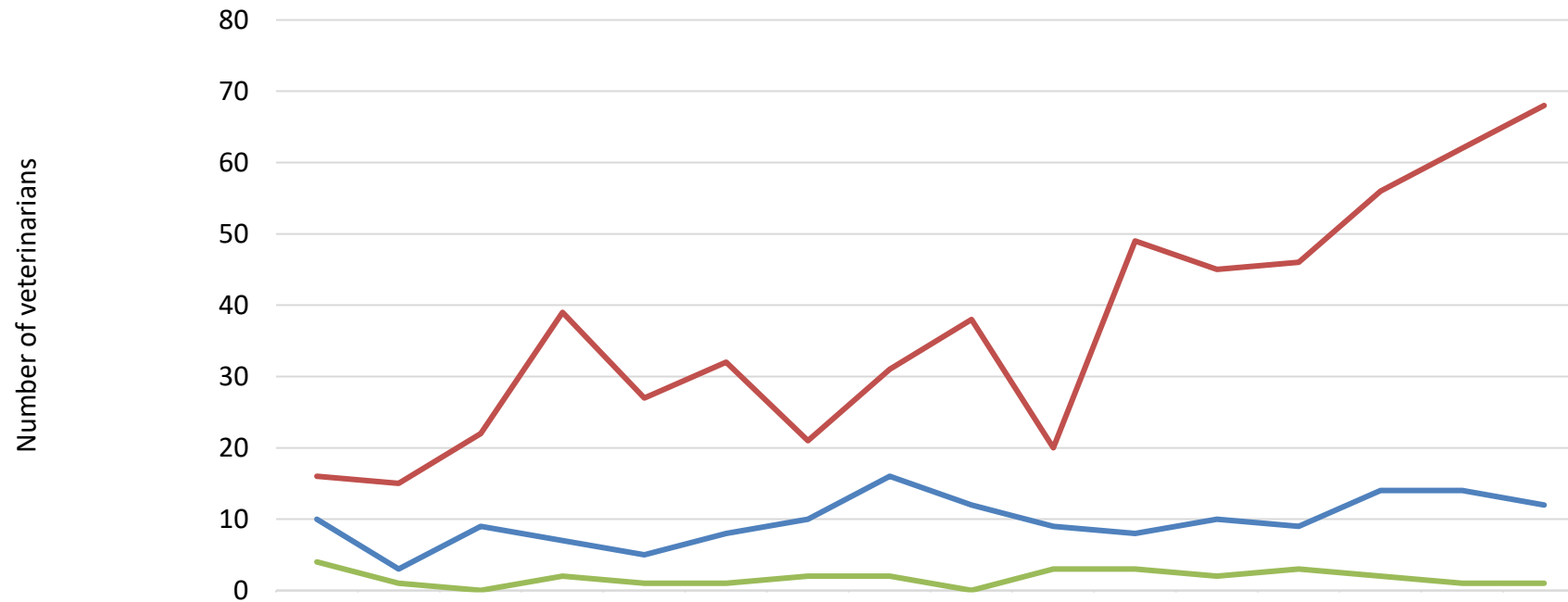


	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Finalised Complaints	33	21	32	50	39	45	44	54	55	37	62	58	62	76	80	87
New Complaints	25	31	37	42	44	42	49	53	48	44	72	57	59	81	83	81



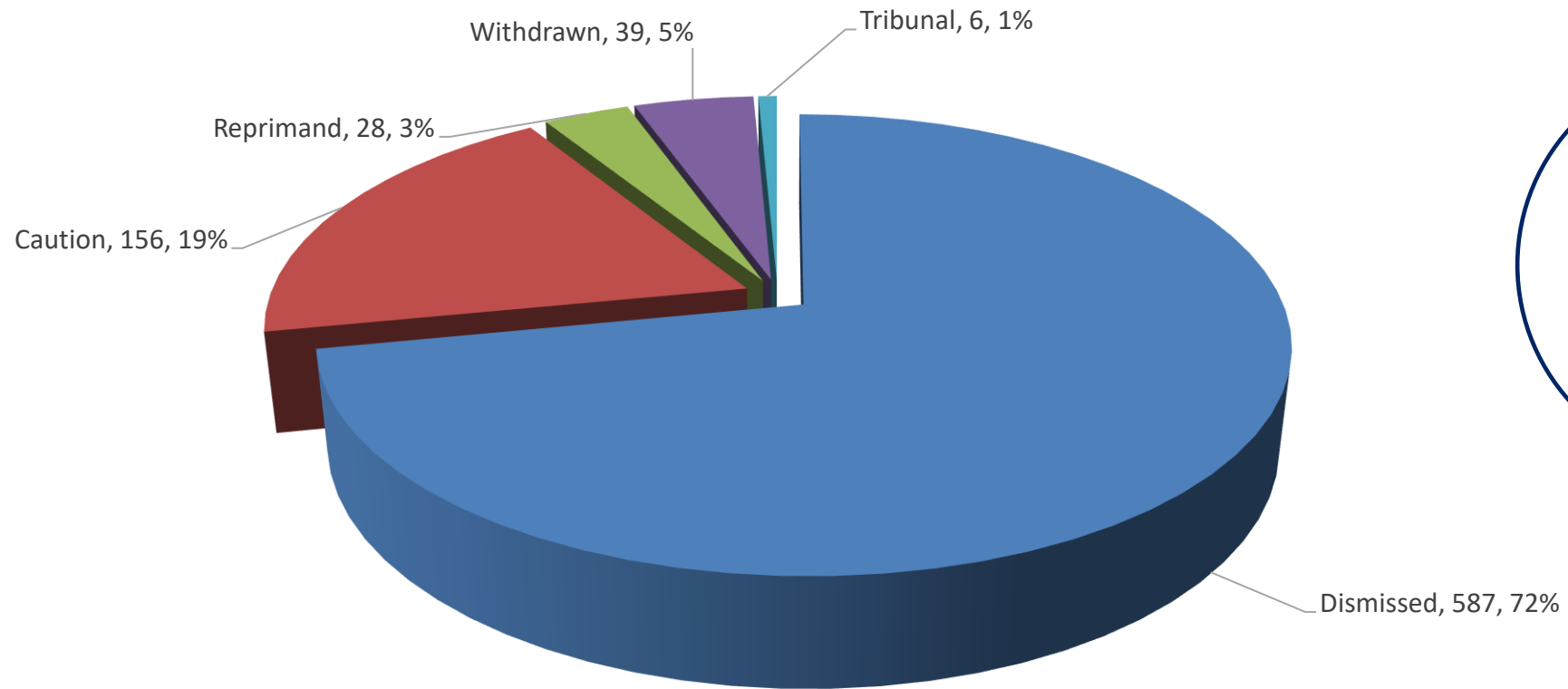


# Complaint decisions 2007-2022

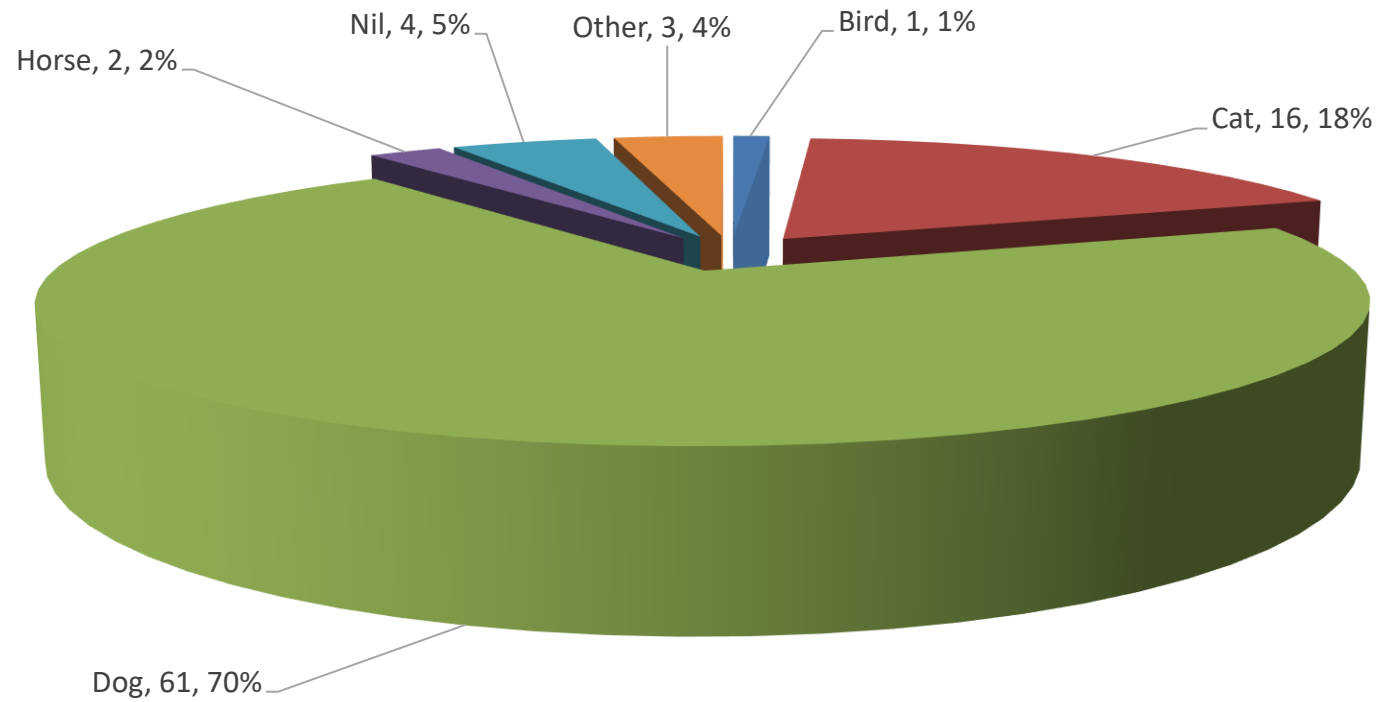


	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Caution	10	3	9	7	5	8	10	16	12	9	8	10	9	14	14	12
Dismissed	16	15	22	39	27	32	21	31	38	20	49	45	46	56	62	68
Reprimand	4	1	0	2	1	1	2	2	0	3	3	2	3	2	1	1

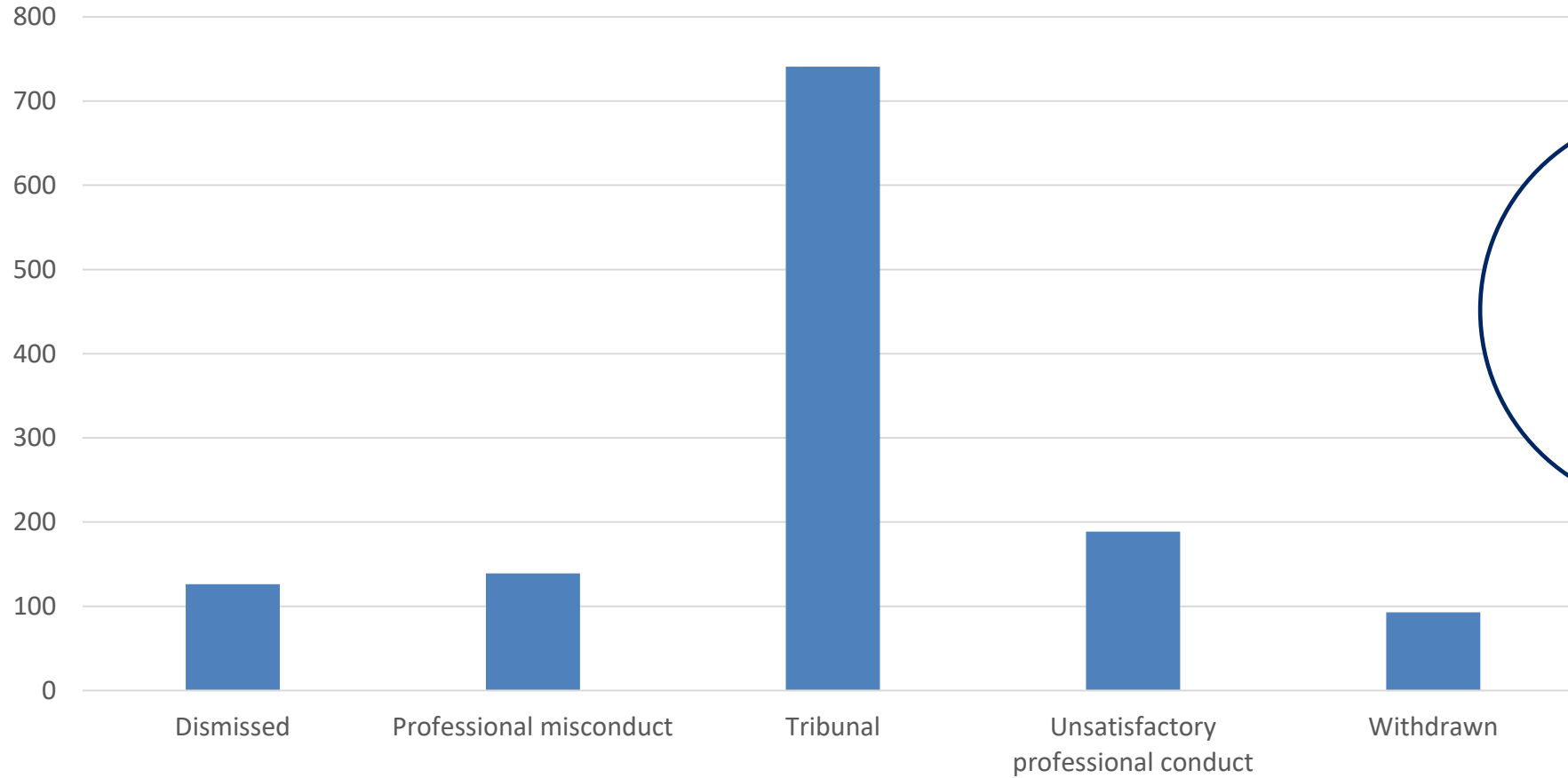
# Complaints investigated by decision 2007-2022



# Complaints by species 2022

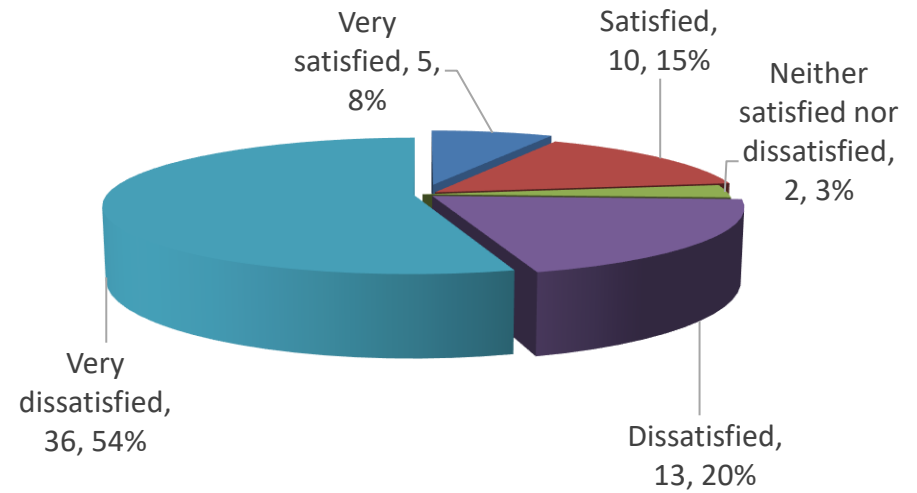
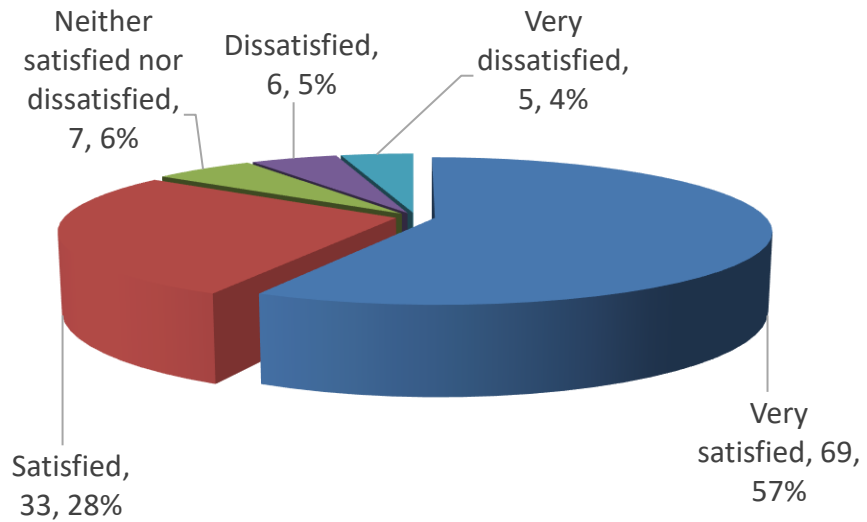


# Average time to completion 2022



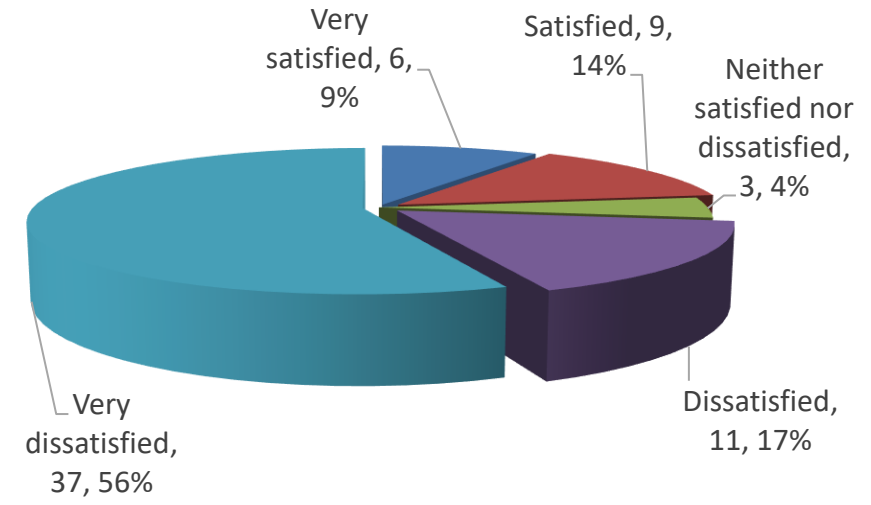
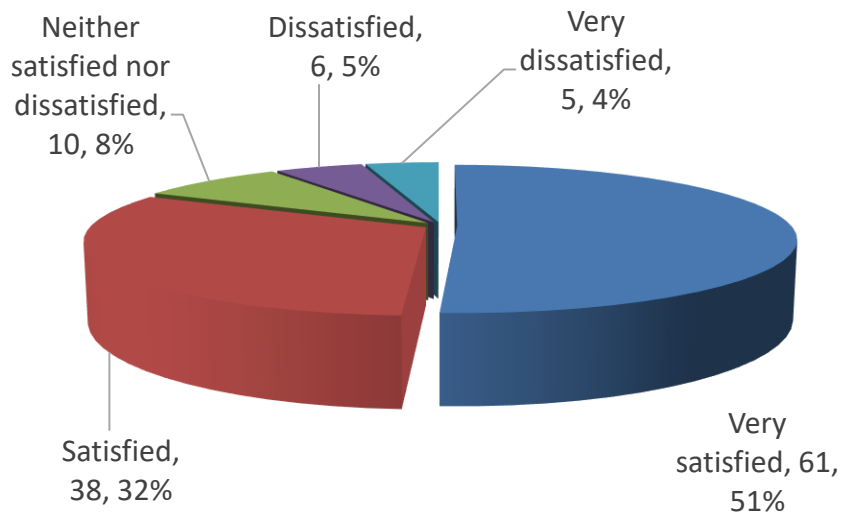
# Complaints

## Feedback on outcome



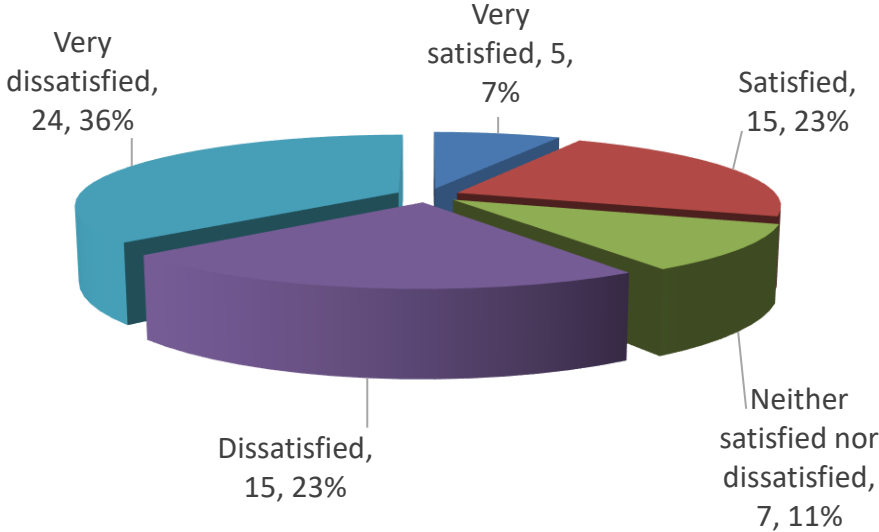
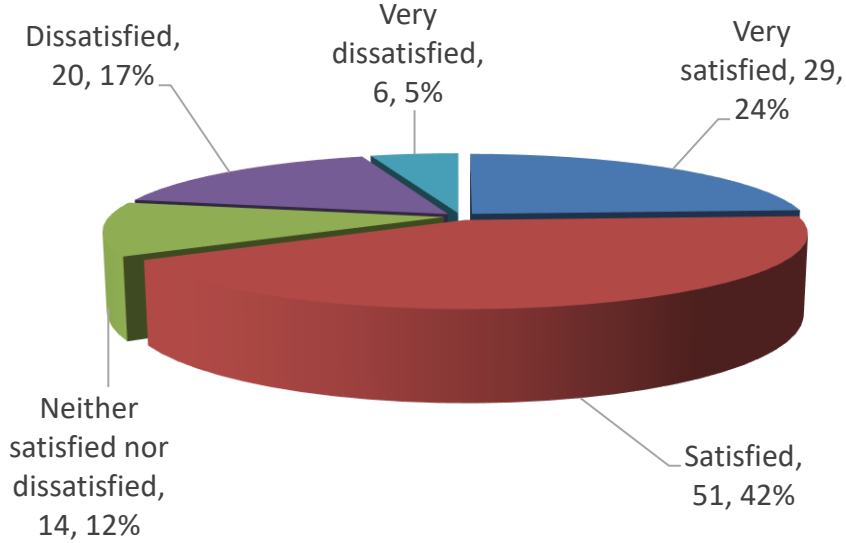
# Complaints

## Feedback on reasons



# Complaints

## Feedback on processes

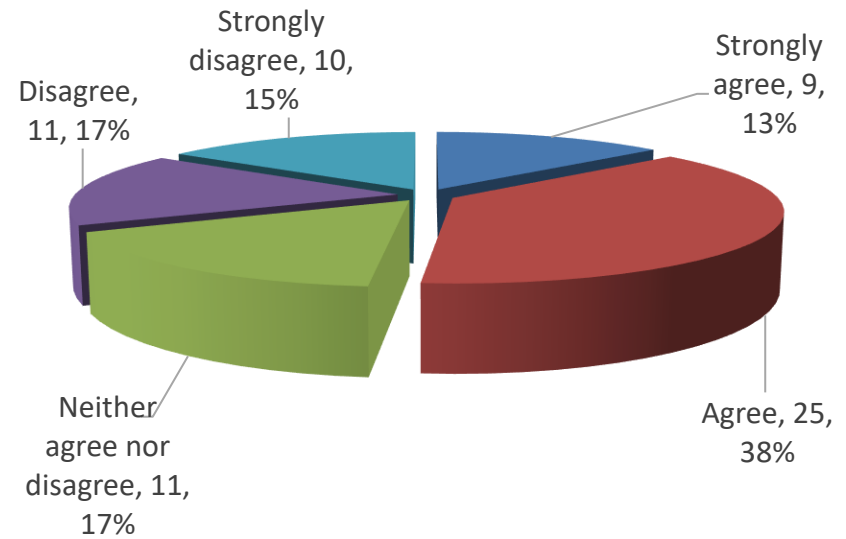
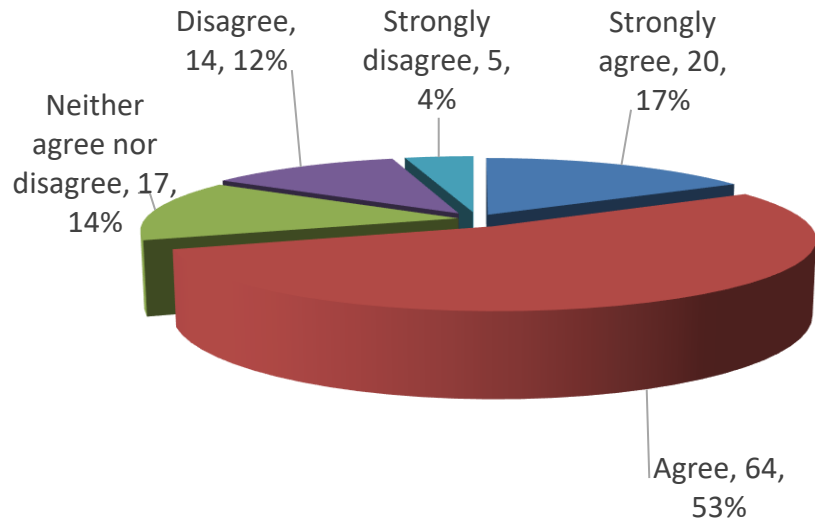


# Complaints

## Feedback on communication

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# Summary



The Board consists of 6 veterinarians and 2 non-veterinarians.

It is responsible for regulating the veterinary profession to promote animal welfare and protect the public.



The Board registers veterinarians, licences hospitals and investigates complaints against veterinarians.

It must investigate each complaint received and any person can make a complaint against a veterinarian.



The Board has a standard process for investigating complaints. The focus is on the individual veterinarian.

A finding against the veterinarian may be traced to conduct, performance or health issues.



The number of complaints received has been increasing annually by around 9%. The majority of complaints are dismissed (70%) and the average time taken to complete an investigation is 128 days.



Most veterinarians are satisfied with the outcome of an investigation but fewer are satisfied with the process.

Most complainants are dissatisfied with the outcome of an investigation but fewer are dissatisfied with the process.

# Questions

