

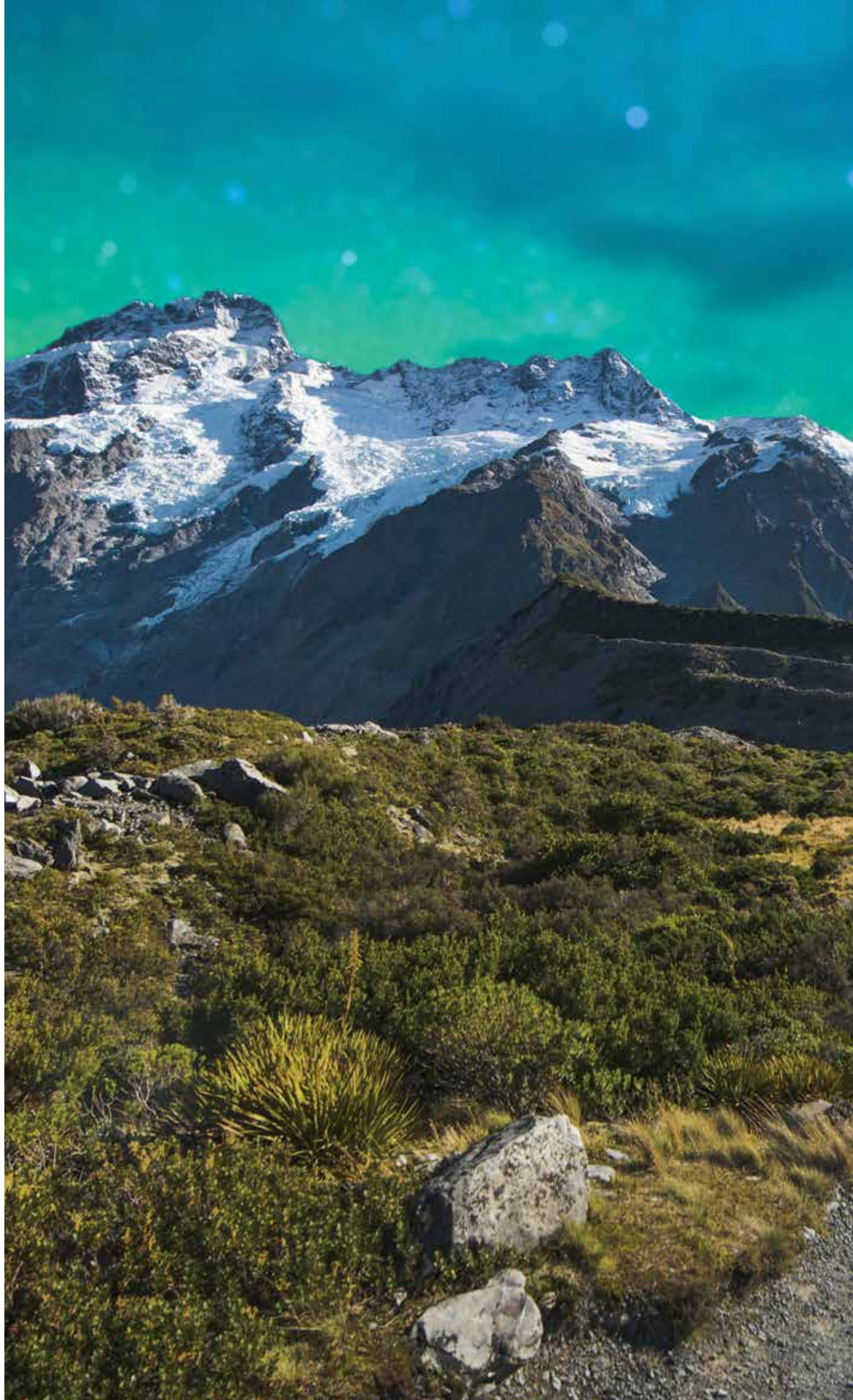


NZVA
New Zealand Veterinary Association

Their future, is our future

New Zealand Veterinary Association
Annual Report 2019





“The ambitious goal of the Change project was to ensure the New Zealand Veterinary Association was ‘fit for the future by the end of 2019’. Given the uncertainties that our profession, along with so many others, now faces after the outbreak of COVID-19, the timing could not have been better.”

Dr Peter Blaikie, Immediate Past President





New Zealand Veterinary Association

The NZVA is the only membership association representing New Zealand veterinarians. We're committed to safeguarding the high skills, continuing development and ethical standards of the New Zealand veterinary profession and helping the profession to be better recognised and valued for the unique role it plays in society.

Through our special interest branches (SIBs) and regional branches (RBs), our national office, our board and various committees of volunteers, we help our members to enjoy rewarding and fulfilling careers as students, recent graduates and through to retirement. We do this by providing the support they need to succeed in their professional and personal lives, and by advocating for the value of the profession.

Our purpose

To create value for our members by providing resources and helping to build prosperous and sustainable livelihoods through caring for animals. We are first and foremost here for NZVA members. We help each other, expect high standards and promote collegiality.

Our vision

To be an organisation that promotes veterinarians as valued knowledge leaders on animal health and welfare.

The NZVA endorses the broad concept of 'One Health', which recognises that the health and wellbeing of animals, people and the environment are inseparably connected. One Health requires a multidisciplinary and collaborative approach among health and medical professionals and colleagues from many fields, including ecology, food safety, biosecurity and conservation, and from central and local government, iwi, industry and business – plus the support of animal owners and the public.

Veterinarians therefore have an important role to play as part of and in contributing to the 'one health ecosystem' because they are trusted advisors on animal health and welfare for animal owners and the public. The NZVA, therefore, has an important role in 'One Health'.

Our core values

Our values are our beliefs, the things that we hold true and that guide us – they are the essence of what we stand for as an organisation. Behaviours are the actions and energy that bring our values to life and drive us so our members can have healthy careers and lives and our profession can be the best it can be.

Trusted

Our collective leadership contributes to highly trusted, valued veterinarians and a progressive veterinary profession.

Proactive

Independent input and strong representation from our technical and regional networks to set our priorities and drive policy, standards and decision-making.

Delivering for members

We understand what members want from their association and strive to deliver value to all members. We facilitate clear career pathways and high-quality CPD.

We listen

We listen to each other and we cooperate widely to understand and influence the critical issues for our profession and the wider industry.

President's message



"The ambitious goal of the Change project was to ensure the New Zealand Veterinary Association was 'fit for the future by the end of 2019'. Given the uncertainties that our profession, along with so many others, now faces after the outbreak of COVID-19, the timing could not have been better."

Dr Peter Blaikie, Immediate Past President

After a sustained period of change and growth that began in 2018, last year saw the culmination of the NZVA's change project, when members endorsed the proposals put before them in August.

This ambitious project, which involved modernising the association's processes, structure and governance, was no small undertaking, and I would like to thank all who helped make it a reality. These include board directors, the national office management team, SIB and RB leaders and membership, and others who led on various key workstreams.

I would also like to thank our members, who overwhelmingly supported this journey of transformation and then voted to endorse the project recommendations at a special general meeting late last year.

The ambitious goal of the change project was to ensure the NZVA was 'fit for the future by the end of 2019'. Given the uncertainties that our profession, along with so many others, now faces after the outbreak of COVID-19, the timing could not have been better, as we seek to meet this new challenge.

Thanks to the creation of the Member Advisory Group (MAG), which the Change project recommended to help give our members a stronger voice, the NZVA is now better positioned to serve members' needs. After meeting for the first time late last year, the MAG has recommended to the board priority projects that aim to address the key concerns of the profession, such as business sustainability and wellbeing in the workplace, to help the NZVA advance the interests of members.

In another key element of the Change project, the NZVA board's management capacity was strengthened through the appointment of a new independent chair. I am delighted the board was late last year able to confirm the appointment of Dr Flora Gilkison to this critically important new position.

Flora has more than 20 years of senior management and governance experience with a range of professional organisations from the health, vocational tertiary education, forestry and farming sectors. I am sure her experience will be invaluable, as she works alongside President Grant McCullough and the other board directors who will lead the NZVA this year and beyond.

Continuing on the theme of change, I would like to acknowledge several departures from our management and governance teams. These included recently retired director Bronwyn Smits and former vice-president Andrea Murray, whose term came to an end. I would also like to thank Acting Chief Executive Elise Adams and Interim Chief Executive Michelle Thompson, who steadied the ship before we appointed Kevin Bryant to the role of Chief Executive last year. Kevin has a wealth of experience in leading member organisations, and as an expert relationship builder has already built strong links with members and the leaders of the MAG, SIBs and Regional Networks.

It's thanks to all your efforts that the NZVA is now positioned to better support our membership to meet the many challenges and opportunities that lie ahead.

Peter Blaikie
NZVA Immediate Past President





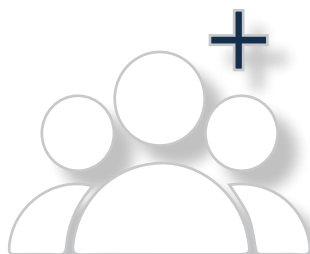
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Highlights



Member Advisory Group established

A key Change project proposal, the Member Advisory Group is helping to bring a strong member voice to the national office and influence the development of priority projects for action, and is represented on the NZVA Board.



2,119

Paying members



Green light

given by all members to all major NZVA change project proposals at an NZVA Special general meeting, August 2019.



Conference in the Capital

625 attendees
Event rating 4+/5
Speakers' rating 4/5

Kevin Bryant

New Chief Executive appointed

Kevin brings a wealth of experience in leading member organisations, including in sectors important to the veterinary profession such as agriculture, and is well connected to key stakeholder organisations.



DCV conference – Queenstown

235 attendees
Event rating 4+/5
Speaker rating 4+/5



Education hub

The recently established online NZVA Education Hub brings all our CPD into one place.

Our year: Member support



**4 x full-time
1 x part-time**

veterinary professionals on staff



Student support

4 NZVA student events

3 NZVA graduation prizes

Prizes for annual Massey Ball

Barely There student
calendar sponsorship

Involved students in
Special Interest Branch and
Regional Network events

Student Veterinary Business
Group support



Counselling

Free counselling sessions
for members

**New for
2019!**

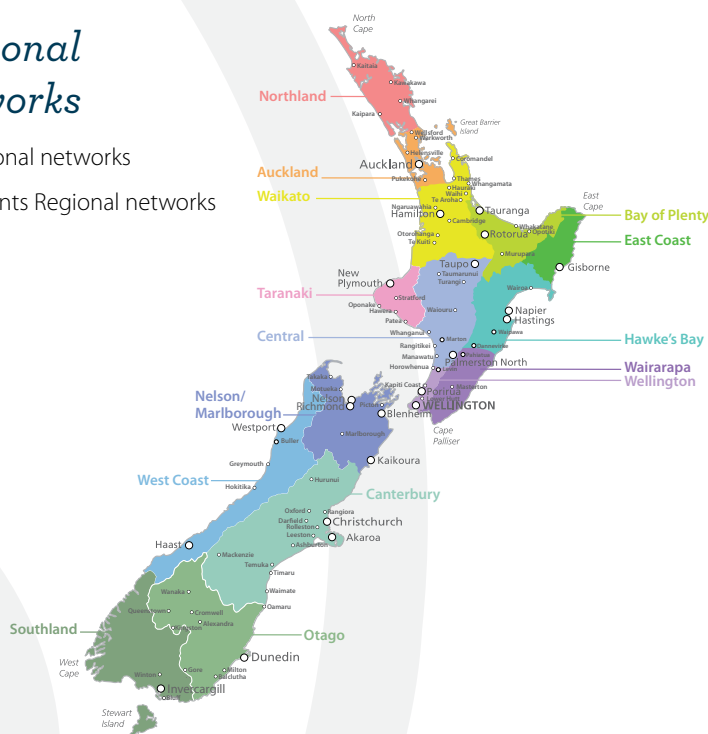
GoodYarn
wellbeing
workshops for
members



Regional networks

15 Regional networks

40+ events Regional networks



Mentoring

24 new relationships established

We helped members to overcome challenging times through providing advice and support including:

- confidential counselling through *Vitae* – funded jointly by the NZVA's *Elizabeth Veterinary Benevolent Fund*, VCNZ and *Vitae*. This partnership gives all veterinarians in New Zealand 24/7 access to counselling services
- pastoral care coordinated by the NZVA Chief Veterinary Officer, Helen Beattie
- social media guidance and advice through the NZVA Communications team
- support and advice for veterinarians dealing with *Mycoplasma bovis*
- information about and contacts for wellbeing and other helpful services (online and in print)
- financial support from the *Elizabeth Veterinary Benevolent Fund* to help veterinarians experiencing financial hardship
- a focus on veterinary wellbeing articles throughout the year in *VetScript*
- the introduction of *GoodYarn* workshops to promote members' everyday wellbeing.



Financials

NEW ZEALAND VETERINARY ASSOCIATION INCORPORATED GROUP CONSOLIDATED STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 31 DECEMBER 2019

	Note	2019 \$	2018 \$
REVENUE			
Advertising & Sponsorship		1,216,701	1,388,720
Event Management		878,883	1,013,335
Other Income	4	330,020	399,819
Subscription Revenue		1,608,803	1,606,901
Total Revenue		4,034,181	4,408,775
EXPENDITURE			
Administration General	9	366,543	351,628
Depreciation & Amortisation		44,515	70,174
Personnel		1,788,939	1,959,827
Other Member Expenses		1,846,337	2,124,593
Total expenses		4,046,335	4,506,222
Operating surplus (deficit)		(11,929)	(97,447)
Non operating transactions			
Plus Unrealised Gains on Investments			(4,265)
Net revenue and expenses on specific reserves	12	295,938	18,303
Net surplus (deficit) for the year before tax		284,009	(83,409)
Taxation		-	-
Net deficit for the year after tax		284,009	(83,409)

The accompanying notes form part of and should be read in conjunction with these consolidated financial statements

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Financials Continued

NEW ZEALAND VETERINARY ASSOCIATION INCORPORATED GROUP CONSOLIDATED STATEMENT OF MOVEMENTS IN EQUITY FOR THE YEAR ENDED 31 DECEMBER 2019

	Note	2019 \$	2018 \$
Opening general member funds		4,114,970	4,216,682
Transfer (to)/from specific reserve funds	12	(295,938)	(18,303)
Net surplus/(deficit) for the year		284,009	(83,409)
General members funds at year end		4,103,041	4,114,970
Opening specific reserve funds		408,906	390,603
Transfer from/(to) general member funds	12	295,938	18,303
Total specific reserve funds		704,844	408,906
Equity at year end		4,807,885	4,523,876

The accompanying notes form part of and should be read in conjunction with these consolidated financial statements

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Financials Continued

NEW ZEALAND VETERINARY ASSOCIATION INCORPORATED GROUP CONSOLIDATED STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2019

	Note	2019 \$	2018 \$
Current Assets			
Cash and cash equivalents		1,590,581	1,232,783
Accounts receivables	8	1,000,870	806,595
Stock on hand		-	682
Prepayments		319,398	104,358
Term Deposits < 12 months		2,912,779	2,642,247
Accrued interest		28,374	39,071
Total Current Assets		5,852,002	4,825,736
Non Current Assets			
Investments	7	-	252,340
Property, plant and equipment	5	574,038	583,500
Intangible Assets	6	16,025	33,398
Total Non Current Assets		590,063	869,238
TOTAL ASSETS		6,442,065	5,694,974
Current Liabilities			
Accounts payable	10	281,139	286,286
Income in advance	11	1,225,528	818,526
GST payable		126,178	66,074
Total Current Liabilities		1,632,846	1,170,886

The accompanying notes form part of and should be read in conjunction with these consolidated financial statements

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Financials Continued

NEW ZEALAND VETERINARY ASSOCIATION INCORPORATED GROUP

CONSOLIDATED STATEMENT OF FINANCIAL POSITION continued

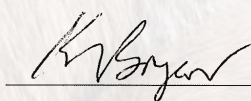
AS AT 31 DECEMBER 2019

	Note	2019	2018
		\$	\$
Non Current Liabilities			
Branch funds		1,335	212
Total Non Current Liabilities		1,335	212
TOTAL LIABILITIES		1,634,181	1,171,098
NET ASSETS		4,807,885	4,523,876

MEMBERS EQUITY

Represented by:

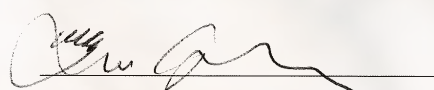
General reserves		4,103,041	4,114,970
Ian Duncan funds	12	261,753	273,123
Marion Cunningham funds	12	77,964	76,142
Don McLaren funds	12	309,130	9,130
Barbara Smith Scholarship	12	51,738	50,511
Jonathan Hope Reserve Funds	12	4,259	
Equity at end of Year		4,807,885	4,523,876



Kevin Bryant

NZVA CEO

22/6/2020



Flora Gilkison

NZVA Chair

22/6/2020

The accompanying notes form part of and should be read in conjunction with these consolidated financial statements

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Financials Continued

NEW ZEALAND VETERINARY ASSOCIATION INCORPORATED GROUP NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

1 STATEMENT OF ACCOUNTING POLICIES

Reporting Entity

New Zealand Veterinary Association Incorporated (the "Society"), is a society incorporated under the Incorporated Societies Act 1908.

The New Zealand Veterinary Association (NZVA) is the membership association representing New Zealand veterinarians. We're committed to safeguarding the high skills, continuing development and ethical standards of the New Zealand veterinary profession – ensuring the profession's contribution to society is the very best it can be.

The consolidated financial statements are for the New Zealand Veterinary Association Incorporated Group, (the "Group") which includes subsidiaries and branches considered as controlled entities as disclosed in Note 3.

Basis of Preparation

These financial statements have been prepared in accordance with Special Purpose Framework for use by For-Profit Entities (SPFR for FPEs) referred to as SPFR, and able to be applied by Not-For-Profit entities published by the New Zealand Institute of Chartered Accountants.

Statement of Compliance

The Group has complied with the SPFR for FPEs in all material respects.

Historical cost

These financial statements have been prepared on a historical cost basis, except for non-current investments. The financial statements are presented in New Zealand dollars (NZ\$) and all values are rounded to the nearest NZ\$, except when otherwise indicated.

2 SPECIFIC ACCOUNTING POLICIES

The following specific accounting policies have been applied:

2.1 Consolidation Accounting Policy

The Group financial statements are prepared by combining the financial statements of all the entities that comprise the Group, on a line by line basis. Consistent accounting policies are employed across all consolidated entities in the preparation and presentation of the Group financial statements. In preparing the Group financial statements, all inter-entity balances and transactions are eliminated in full.

2.2 Cash and Cash Equivalents

Cash and cash equivalents in the Consolidated Statement of Financial Position comprise cash at bank and short term deposits with an original maturity of less than three months that are readily converted to known amounts of cash and which are subject to an insignificant risk of changes in value.

2.3 Current Investments

Current investments are valued at market value. Where the carrying amount of an investment exceeds its recoverable amount it is written down to its recoverable amount.

2.4 Non- Current Investments

All Investments except for the Active Series fund managed by Westpac are valued at cost plus an adjustment on a yield to maturity basis, to write off any premium or discount on purchase over the period the investment is held.

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NEW ZEALAND VETERINARY ASSOCIATION INCORPORATED GROUP

NOTES TO THE FINANCIAL STATEMENTS continued FOR THE YEAR ENDED 31 DECEMBER 2019

2.4 Non- Current Investments (continued)

The Active fund is held by Elizabeth Veterinary Benevolent Fund. This investment was consolidated into a single fund in 2018. It was initially held at cost and subsequently measured at fair value. Subsequent to initial recognition, any changes in fair value have been recognised in the Consolidated Statement of Financial Performance. The value of these Investments as at 31 December 2019 was \$0, (2018:\$252,340).

2.5 Property, Plant and Equipment

Property, plant and equipment are stated at historical cost less any accumulated depreciation and impairment losses. Historical cost includes expenditure directly attributable to the acquisition of assets and includes the cost of replacements that are eligible for capitalisation when these are incurred.

Depreciation has been provided on a straight line basis. The Group consider the rates used allocate, as fairly as practicable, depreciation to the periods expected to benefit from the use of the assets.

Land	Not depreciated
Premises	2%
Plant & Equipment	20% - 30%
Furniture & Fittings	5% - 20%
Computer Hardware	25%
Web Phase Projects	25%
Alterations	10%

An item of property, plant and equipment or investment property is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in profit or loss in the year the asset is derecognised.

2.6 Intangible Assets

Intangible assets are carried at cost less any accumulated amortisation and any accumulated impairment losses. Internally generated intangible assets, excluding capitalised development costs, are not capitalised and expenditure is recognised in profit or loss in the year in which the expenditure is incurred.

Intangible assets are amortised on a systematic basis over their useful life and tested for impairment whenever there is an indication that the intangible asset may be impaired. The amortisation period and the method for an intangible asset is reviewed at each financial year-end. Changes in the expected useful life are accounted for by changing the amortisation period for the current and future reporting years. Where no reliable estimate can be determined, the intangible asset will be amortised over 10 years.

The following estimated amortisation rates/useful lives have been used:

Computer Software	25% Straight Line
-------------------	-------------------

Gains or losses arising from derecognition of an intangible asset are measured as the difference between the net disposal proceeds and the carrying amount of the asset and are recognised in profit or loss when the asset is recognised.

2.7 Accounts Receivable

Accounts receivable are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less an allowance for any uncollectible amounts. Individual debts that are known to be uncollectable have been provided for, and will be written off.

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NEW ZEALAND VETERINARY ASSOCIATION INCORPORATED GROUP

2.8 Financial instruments – financial assets

At initial recognition the Group determines the classification of financial assets as either held at fair value, cost or amortised cost. Financial assets are measured initially at fair value, estimated at the transaction price less any association transaction costs.

Amortised cost

Includes assets where the Group intends to earn contractual cash flows in the nature of principal and interest payments. Such assets are carried at amortised cost using the effective interest method. Gains and losses are recognised in profit or loss when the assets are derecognised or impaired, as well as through the amortisation process.

Cost

Equity instruments are classified as held at cost. Assets are stated at cost less any accumulated impairment loss. Gains and losses are recognised in profit or loss when the assets are derecognised or impaired.

Fair value

Financial assets not held at amortised cost or cost are held at fair value and include non current investments. Assets are subsequently measured at fair value only when the fair value of the instrument can be reliably measured based on a quoted price for an identical asset in an active market. Where no active market price is available the instrument shall be measured at a prior year's fair value less any accumulated impairment loss. Fair value has been determined from the PIE client balance report from BT Funds Management (NZ) Ltd for the Active Series Fund and the NZX NZ's Exchange price for Contact Energy as at 31st December 2019.

Gains and losses are recognised in profit and loss for movements in the fair value of the assets and when the assets are derecognised.

2.9 Taxation

The Group is exempt from income tax under the Veterinary Services Bodies provisions of Section CW50 of the Income Tax Act 2007.

2.10 Goods and Services Tax (GST)

All amounts are stated exclusive of goods and services tax (GST) except for accounts receivable and accounts payable.

2.11 Leases

Operating lease payments; where the lessors effectively retain all the risks and benefits of ownership of the leased items, are recognised as an expense in the profit or loss on a straight line basis over the lease term. Operating lease incentives are recognised as a liability when received and subsequently reduced by allocating lease payment between rental expense and reduction of the liability.

2.12 Accounts Payable

Trade and other payables represent the liabilities for goods and services provided to the Group prior to the end of the financial year that are unpaid. These amounts are usually settled within 30 days.

2.13 Employee Entitlements

All employee benefits of the Group that are expected to be settled within 12 months of the reporting date, are measured at nominal values based on accrued entitlements at current rates of pay. These include salaries and wages accrued up to the reporting date, plus annual leave earned and accrued to, but not taken at the reporting date.

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NEW ZEALAND VETERINARY ASSOCIATION INCORPORATED GROUP

NOTES TO THE FINANCIAL STATEMENTS continued FOR THE YEAR ENDED 31 DECEMBER 2019

2.14 Revenue Recognition

Revenue is measured at the fair value of the consideration received or receivable for the sale of goods and services, to the extent it is probable that the economic benefits will flow to the society and revenue can be reliably measured.

- **Advertising & Sponsorship** revenue is recognised when the services are performed by the Group. Amounts received in advance of the service being provided are deferred and recognised as Income in Advance.
- **Event Management** revenue is recognised when the services are performed by the Group. Amounts received in advance of the service being provided are deferred and recognised as Income in Advance.
- **Other Income** revenue is recognised when the services are performed by the Group. Amounts received in advance of the service being provided are deferred and recognised as Income in Advance.
- **Interest revenue** is recognised as interest accrues or when paid.
- **Subscription Revenue Income** received from members' subscriptions is recognised in the period (year) to which they relate to and then when received.

3 GROUP INFORMATION SUBSIDIARIES

The consolidated financial statements of the Group include NZVA and the following subsidiaries:

Name of Subsidiary	Principal Activities	Country of incorporation	Percentage Equity interest	
			2019	2018
Auckland Branch of NZVA	Promotion and support for veterinarians in region	NZ	100%	100%
Camelid Branch of the NZVA	Promoting interests of the camelid industry	NZ	100%	100%
Club Practitioners Branch of the NZVA	Promoting interests of veterinarians involved in club practice	NZ	100%	100%
Complementary Veterinary Medicine Branch of the NZVA	Promotion of integrative healthcare	NZ	100%	100%
Dairy Cattle Society of the NZVA	Promotion and support for dairy cattle veterinarians	NZ	100%	100%
Deer Branch of the NZVA	Promotion and support for deer veterinarians	NZ	100%	100%
Elizabeth Veterinary Benevolent Fund	Fund to support veterinarians during specific events	NZ	100%	100%
Epidemiology and Animal Health Management Branch of the NZVA	Promotion and support for veterinarians using epidemiological methods and their applications	NZ	100%	100%

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Financials Continued

NEW ZEALAND VETERINARY ASSOCIATION INCORPORATED GROUP NOTES TO THE FINANCIAL STATEMENTS continued FOR THE YEAR ENDED 31 DECEMBER 2019

3 GROUP INFORMATION SUBSIDIARIES (continued)

Name of Subsidiary	Principal Activities	Country of incorporation	Percentage Equity interest	
			2019	2018
Food Safety & Biosecurity Veterinary Branch of the NZVA	Supporting advancement of knowledge within the study of veterinary science	NZ	100%	100%
Foundation For Continuing Education of the NZVA (Closed May 2018)	A Trust to promote continuing education for veterinarians	NZ	100%	100%
Industry Branch of the NZVA	Represents veterinarians engaged in industrial employment	NZ	100%	100%
National Quality Veterinary Services	Commercial body to tender for services outside of NZVA	NZ	100%	100%
New Zealand Companion Animal Health Foundation	Trust to promote companion animal health	NZ	100%	100%
Northland Branch of the NZVA	Promotion and support for veterinarians in region	NZ	100%	100%
NZ Equine Veterinary Association	Promotion and support for equine veterinarians	NZ	100%	100%
NZVA Companion Animal Veterinarians Society	Promotion and support for companion animal veterinarians	NZ	100%	100%
Pig Veterinary Society of the NZVA	Promotion and support for pig veterinarians	NZ	100%	100%
Retired Branch of the NZVA	Promotion and support for retired veterinarians	NZ	100%	100%
Sheep & Beef Cattle Society	Promotion and support for sheep & beef veterinarians	NZ	100%	100%
Waikato Branch of the NZVA	Promotion and support for veterinarians in region	NZ	100%	100%
Wildlife Society of the NZVA	Promotion and support for wildlife veterinarians	NZ	100%	100%
NZ Veterinary Trust	Trust to promote continuing education	NZ	100%	100%

The reporting date of New Zealand Veterinary Association Incorporated and all subsidiaries is 31 December. There are no significant restrictions on the ability of the subsidiaries to transfer funds to the "Group" in the form of cash distribution or to repay loans or advances.

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Financials Continued

NEW ZEALAND VETERINARY ASSOCIATION INCORPORATED GROUP

NOTES TO THE FINANCIAL STATEMENTS continued
FOR THE YEAR ENDED 31 DECEMBER 2019

4 OTHER INCOME

	2019	2018
	\$	\$
Administration Revenue	118,497	157,188
Donations	-862	37,215
Interest Income	86,015	87,626
Miscellaneous Income	126,370	117,790
Total Other Income	330,020	399,819

5 PLANT, PROPERTY AND EQUIPMENT

	Cost	Accumulated depreciation and impairment	Net Book Value
2019	\$	\$	\$
Premises	622,905	125,774	497,131
Plant & Equipment	16,007	14,266	1,741
Furniture & Fittings	204,895	187,759	17,136
Computer Hardware	148,737	129,548	19,190
Alterations	464,203	425,362	38,841
Total	1,456,747	882,709	574,038

	Cost	Accumulated depreciation and impairment	Net Book Value
2018	\$	\$	\$
Premises	622,905	118,325	504,580
Plant & Equipment	16,007	13,021	2,986
Furniture & Fittings	204,467	179,865	24,602
Computer Hardware	118,038	111,557	6,481
Alterations	464,203	419,352	44,851
Total	1,425,620	842,120	583,500

6 INTANGIBLE ASSETS

	Cost	Accumulated amortization and impairment	Net Book Value
2019	\$	\$	\$
Computer Software	189,434	173,409	16,025
Total	189,434	173,409	16,025

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Financials Continued

NEW ZEALAND VETERINARY ASSOCIATION INCORPORATED GROUP

NOTES TO THE FINANCIAL STATEMENTS continued
FOR THE YEAR ENDED 31 DECEMBER 2019

6 INTANGIBLE ASSETS (continued)

	Cost	Accumulated amortization and impairment	Net Book Value
2018	\$	\$	\$
Computer Software	202,881	169,483	33,398
Total	202,881	169,483	33,398

7 FINANCIAL INVESTMENTS

	2019	2018
	\$	\$
Westpac Managed Funds		
Pie Investment Funds (at Market Value)		
Active Series Fund	-	211,520
Debenture Notes and Shares (at Market Value)		
Contact Energy	-	40,820
Financial Investments	-	252,340

8 ACCOUNTS RECEIVABLE

	2019	2018
	\$	\$
Accounts receivable	1,000,870	812,759
Provision for bad debts	-	(6,164)
	1,000,870	806,595

9 FEES PAID TO AUDITORS

	2019	2018
	\$	\$
Audit fee	19,279	16,989
	19,279	16,989

10 ACCOUNTS PAYABLE

	2019	2018
	\$	\$
Trade payables	173,140	153,360
Employee entitlements	49,543	59,262
Other Accruals	58,466	73,664
	281,139	286,286

11 INCOME IN ADVANCE

	2019	2018
	\$	\$
Association membership subscriptions	909,452	752,414
Continuing Professional Development	286,076	36,112
Sponsorship Revenue	30,000	30,000
	1,225,528	818,526

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Financials Continued

NEW ZEALAND VETERINARY ASSOCIATION INCORPORATED GROUP

12 TRUST FUNDS

2019 \$	Ian Duncan Memorial Fund	Marion Cunningham Fund	Don McLaren Fellowship Fund	Barbara Smith Scholarship	Jonathan Hope Fund	TOTAL
Balance Brought Forward	273,123	76,142	9,130	50,511	0	408,906
Funds received			300,000		5,000	305,000
Interest received	7,446	2,322		1,227		10,995
Amount spent during year	-18,816	-500			-741	-20,057
Net Movement	-11,370	1,822	300,000	1,227	4,259	295,938
Closing Balance	261,753	77,964	309,130	51,738	4,259	704,844

2018 \$	Ian Duncan Memorial Fund	Marion Cunningham Fund	Don McLaren Fellowship Fund	Barbara Smith Scholarship	Jonathan Hope Fund	TOTAL
Balance Brought Forward	265,271	76,231	0	49,101	0	390,603
Funds received			20,000			20,000
Interest received	7,852	2,611		1,410		11,873
Amount spent during year		-2,700	-10,870			-13,570
Net Movement	7,852	-89	9,130	1,410	0	18,303
Closing Balance	273,123	76,142	9,130	50,511	0	408,906

Ian Duncan Memorial Fund - These funds were left in Trust for the Group to manage. They are to be used for research into infertility in Broodmares. Amounts are invested separately and equal the funds held in reserve in the Statement of Movements in Equity. All of the funds are at Westpac and included in cash and cash equivalents, term deposits and portfolio managed funds.

Marion Cunningham Fund - These funds were left in Trust to the Wildlife branch of the Group to be used to promote work on the preservation of endangered wildlife species. Grants are given annually to help with this work. Amounts are invested separately and equal the funds held in reserve in the Statement of Movements in Equity. All of the funds are at BNZ and are held in short term deposits.

Don McLaren Fellowship Fund - These funds were left in Trust to invest its capital fund to put towards continuing education and research in veterinary science. The annual income distribution to the Foundation will be allocated on the basis determined by the Trust and the Foundation Board. The Foundation will hold the annual income distribution and apply this in accordance with the Annual Allocation as directed by the Trust.

Barbara Smith Scholarship - These funds were left in Trust to endow a scholarship to commemorate the service of Barbara Smith to veterinary science and to the promotion of veterinary science in Industry. She was the New Zealand Veterinary Association's first woman President and became Vice-President of the World Veterinary Association.

13 OPERATING LEASES

During 2019 we negotiated for the lease of two copiers / printers and board room audio visual from CSG. Part of the negotiation saw CSG pay out Ricoh the majority of the balance of the existing lease.

The new lease from CSG is for 5 years and commenced in November 2019.

MOORE
MARKHAMS

Financials Continued

NEW ZEALAND VETERINARY ASSOCIATION INCORPORATED GROUP

NOTES TO THE FINANCIAL STATEMENTS continued
FOR THE YEAR ENDED 31 DECEMBER 2019

13 OPERATING LEASES (continued)

	2019	2018
	\$	\$
Ricoh		
Less than one year	1,572	26,664
More than one year	655	37,774
	2,227	64,438
CSG		
Less than one year	26,657	
More than one year	102,184	
	128,841	

Total payments under the operating leases in the year were \$25,229 (2018: \$26,664).

14 CATEGORIES OF FINANCIAL ASSETS AND LIABILITIES

The carrying amounts of financial instruments presented in the statement of financial position relate to the following categories of assets and liabilities:

	2019	2018
	\$	\$
Financial assets		
<i>Financial assets at fair value through surplus or deficit</i>	-	252,340
<i>Loans and receivables</i>		
Short term investments		-
Cash and cash equivalents	1,590,581	1,232,783
Short term investments	2,912,779	2,642,247
Receivables	1,029,244	845,566
	5,532,604	4,720,593
Financial Liabilities		
<i>At amortised cost</i>		
Trade and other creditors	173,140	153,360
Employee Entitlements	49,543	59,262
Loans and borrowings	-	-
Income in Advance	1,225,528	818,526
	1,448,211	1,031,148

15 CONTINGENT LIABILITIES AND CAPITAL COMMITMENTS

As at 31 December 2019 the Group had no contingent liabilities or capital commitments. (2018: None)

16 RELATED PARTIES

Other than the related parties which are consolidated in Note 3 the Group was related to Veterinary Professional Insurance Society Incorporated ("VPIS") during the year as the Group had influence over VPIS, in that it provided management, systems and accounting services and support to VPIS, for which it charged a service fee of \$118,497 (2018: \$157,188) VPIS is controlled by an independent Board of Directors.

The Group pays VPIS rental in respect of its occupancy of 2/44 Victoria Street, which is now jointly owned

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NEW ZEALAND VETERINARY ASSOCIATION INCORPORATED GROUP

NOTES TO THE FINANCIAL STATEMENTS continued FOR THE YEAR ENDED 31 DECEMBER 2019

16 RELATED PARTIES (Continued)

by the Society, VPIS and the NZ Veterinary Trust. Rental expense paid to VPIS was \$26,178 (2018: 20,400), the amount owed to VPIS as at 31 December 2019 was \$5,568 (2018: \$1,955).

The Foundation for Continuing Education paid the Society for management services provided, and received rental income for its share of the office space. After the assets of the Foundation were transferred to the NZ Veterinary Trust as at 31 May 2018, the Society now provides management services to the Trust, and pays rental to it. Foundation and Trust transactions are eliminated on consolidation.

16 SUBSEQUENT EVENTS

Westpac Active Series

The Group's investment in the Westpac Active Series fund has been withdrawn. There is no known significant change or impairment to the investment for the year ended 31 December 2019 that would require adjustment to the financial statements. (2018: None).

Membership Database and Website

On 2nd February 2020, the Group entered a contract with CLAD Online Limited to develop a Membership Database and Website.

COVID-19

On 30th January 2020, the spread of novel Corona Virus was declared a public health emergency by the World Health Organisation. From 25th March 2020, New Zealand was placed into Alert Level 4 lockdown to combat the pandemic, for a minimum of 4 weeks. From 28th April 2020 this was reduced to Alert Level 3 with some restrictions relaxed, for a period of 2 weeks. From 13th May 2020 this was reduced to Alert Level 2, with lockdown restrictions further reduced.

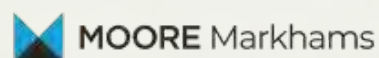
The Board will continue to monitor the impact of COVID-19 on the organisation but at the date of signing this report the Board does believe the Group has been or will be significantly adversely financially affected by the pandemic. The known and expected impacts of the virus on the Group include: -

- Cancellation of the World Veterinary Association Conference (WVAC) in person, scheduled for the 6th – 8th April 2020. The conference was hosted online in webinar format, with webinars available up to 6 months. Refunds of 50% were given to most recipients and tickets to the online event offered in lieu. A substantial proportion of conference related prepayments (expenditure) were able to be recovered from conference suppliers. An insurance claim has been made with NZVA's insurer in respect of the cancellation provision of the WVAC insurance policy held by the entity. The claim is currently being processed by the loss adjuster.
- The Group applied for and received \$133,562 in wage subsidies for 19 employees as part of the Ministry of Social Development's COVID-19 Wage Subsidy Scheme

The Board Maintain the view that the organisation has sufficient resources that it will continue to operate as a going concern.

MOORE
MARKHAMS

Independent auditor's report



Independent auditor's report

To the Members of New Zealand Veterinary Association Incorporated Group

Opinion

We have audited the special purpose consolidated financial statements of New Zealand Veterinary Association Incorporated Group on pages 6 to 19, which comprise the consolidated statement of financial position as at 31 December 2019 and statement of financial performance, and statement of movements in equity for the year then ended, and notes to the special purpose financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying consolidated financial statements of New Zealand Veterinary Association Incorporated Group for the year ended 31 December 2019 are prepared, in all material respects, in accordance with the financial reporting provisions of the 'Special Purpose Financial Reporting Framework for use by for-profit entities' issued by New Zealand Institute of Chartered Accountants.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)). Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the special purpose financial statements' section of our report.

We are independent of New Zealand Veterinary Association Incorporated Group in accordance with Professional and Ethical Standard 1 (Revised) 'Code of ethics for assurance practitioners' issued by the New Zealand Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other than our capacity as auditor we have no relationship with, or interests in, New Zealand Veterinary Association Incorporated Group.

Emphasis of Matter – Basis of Accounting and Restriction on Distribution and Use

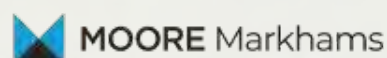
Without modifying our opinion, we draw attention to page 10 of the special purpose consolidated financial statements, which describes the basis of accounting. As a result, the special purpose consolidated financial statements may not be suitable for another purpose. Our report is intended solely for New Zealand Veterinary Association Incorporated Group and its Board and should not be distributed to parties other than New Zealand Veterinary Association Incorporated Group or its members.

Other Matter

In respect of the special purpose consolidated financial statements of the prior period, New Zealand Veterinary Association Incorporated Group had outsourced significant functions and control of its investment management to an investment portfolio manager. The New Zealand Veterinary Association Incorporated Group had relied on the reports prepared by the investment portfolio manager for reporting the New Zealand Veterinary Association Incorporated Group's interests in the investments and investment income and unrealised gains / (losses) produced by those investments. The New Zealand Veterinary Association Incorporated Group had not been provided with



Independent auditor's report Continued



appropriate audit evidence about the adequacy of the design and effectiveness of the internal control procedures of the investment portfolio manager, as a result of not being issued a copy of the Independent Service Auditor's Assurance Report on Controls, required to validate the ownership, existence and carrying value of those investments reported by the investment portfolio manager. The effect of these limitations meant we were unable to confirm or verify by alternative means the ownership, existence and carrying value of the Active Series Fund Investment recorded as \$211,520 in the consolidated statement of financial position. Consequently, we were unable to determine whether any adjustments to the amounts were necessary to the statement of comprehensive revenue and expenses. That audit report was issued on 4 April 2019.

Board's responsibilities for the special purpose financial statements

The Board are responsible on behalf of New Zealand Veterinary Association Incorporated Group for the preparation of these special purpose financial statements in accordance with the 'Special Purpose Financial Reporting Framework for use by for-profit entities' issued by New Zealand Institute of Chartered Accountants and for such internal control the Board determine is necessary to enable the preparation of special purpose financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board are responsible on behalf of New Zealand Veterinary Association Incorporated Group for assessing New Zealand Veterinary Association Incorporated Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board either intend to liquidate New Zealand Veterinary Association Incorporated Group or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the special purpose financial statements

Our objectives are to obtain reasonable assurance about whether the special purpose financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (NZ) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of these special purpose financial statements.

A further description of the auditor's responsibilities for the audit of the special purpose financial statements is located at the XRB's website at <http://www.xrb.govt.nz/standards-for-assurance-practitioners/auditors-responsibilities/audit-report-8/>

A handwritten signature in blue ink that reads 'Moore Markhams'.

Moore Markhams Wellington Audit | Qualified Auditors, Wellington, New Zealand
22 June 2020

Education

NZVA Education Hub

The recently developed NZVA Education Hub is helping us to deliver on our mission of supporting and empowering New Zealand veterinary professionals to be lifelong, independent learners. We know our members lead busy professional and personal lives, so we've brought everything together in one place, enabling them to access the right educational resources to guide their lifelong learning journeys. We're grateful for the support of our Education Partners in developing this resource.

CPD events

1,208 members and non-members attended CPD events

Workshops

Course	Members	Non-members	Total
Bovine Surgery	44	4	48
Companion Animal Dentistry 1	16	9	25
Companion Animal Dentistry 2	23	6	29
Companion Animal Dermatology	28	1	29
Companion Animal Ultrasound	27	1	28
Equine Dentistry	19	2	21
Lifestyle Block	23	1	24
Technicians' Reproduction and Endometritis Training	16	2	18
VetPD Lameness (NZVA Conference)	23	7	30

Conferences

Course	Members	Non-members	Total
DCV Conference	101	31	132
DCV Conference – exhibitors only	38	65	103
NZVA Conference	298	71	369
NZVA Conference – exhibitors only	61	195	256
Wildlife Conference	30	19	49

Online courses

Course	Members	Non-members	Total
Companion Animal Veterinary Refresher Scheme	21	7	28
Leadership ProSkills Programme	9	2	11
Leadership Intelligence Online	6	2	8



Conference in the Capital

The NZVA's Conference in the Capital saw eight SIBs hold annual conferences under one roof at Wellington's TSB Arena. As it was a non-mega conference with no plenary sessions, delegates were free to attend a variety of sessions on a diverse range of topics. With plenty of social activities and the opportunity to attend presentations from several streams, delegates enjoyed customised learning, making new connections, and catching up with friends and former colleagues.

Special Interest Branch participation

- Companion animal
- Equine
- Sheep, beef cattle and deer
- Epidemiology
- Food safety, animal welfare and biosecurity
- Equine vet nurses
- Industry
- Veterinary business

Workshops

- VetPD Lameness
- Companion Animal Ultrasound

DCV conference – Queenstown

Held over three days in June, the DCV conference featured speakers and sessions addressing some of the big issues for dairy cattle veterinarians in New Zealand. Topics included lameness and epidemiology, supporting at-risk dairy cattle and farmers, and improving welfare for cows on crop. Social activities provided networking opportunities for delegates and were enjoyed by all.

Leadership

Change project

A vision for change

On 20 September 2018 the NZVA Board committed to leading significant change to ensure 'the New Zealand Veterinary Association is united and fit for the future by the end of 2019'.

The NZVA Board's vision for change will be guided by the following principles:

- Board-led
- Co-designed
- Member-centric (people) focus
- Open and transparent communications
- 'Better together' philosophy

After significant consultation with members, including a member-centric co-design process, members voted for change project proposals put before them at a special general meeting in August 2019.

Standard setting

Policies and position statements

NZVA Chief Veterinary Officer Helen Beattie worked with SIB committees, the NZVA Board's Standards Committee and external stakeholders throughout 2019 to update, revise or retire NZVA policies and position statements, and draft new policies and statements to support veterinary professional standards and animal welfare outcomes.

Most of our policies and position statements are publicly available on the NZVA website, supported by guidelines, reference material and resources. The amount of work that goes in to these documents should not be underestimated.

Animal welfare regulations

The NZVA was a key stakeholder in the Ministry for Primary Industries' consultations on animal welfare regulations. This involved NZVA Chief Veterinary Officer Helen Beattie and SIB committees providing expert advice and opinions on a wide range of regulatory proposals.

Advocacy

The NZVA national office team worked to represent our members' views in many forums, including with government and industry and through the media. For example, we advocated for changes to poor winter grazing practices, banning the private sale of fireworks, and responsible pet ownership. As part of the NZVA's ongoing effort to address antimicrobial resistance, we worked with key government stakeholders to advocate for reduced antimicrobial use in animal and human health in New Zealand.

Communications

Regular member communication activities included *VetNews* e-zines and SIB and RB e-zine support. We responded to regular media queries with information and interviews on issues affecting animals, veterinarians and the public, including fireworks, antimicrobial resistance and responsible companion animal ownership. We provided media relations advice to members, including for a story on the veterinary shortage by television current affairs show, *Seven Sharp*.



5,983

Facebook followers,
up by more than
1,000 from 2018!



1,589

Twitter followers

NZVA in the media

Fireworks **Pet insurance** **Publications**
Intensive winter grazing
Veterinary wellbeing
Veterinary bonding scheme
Animal welfare
Antimicrobial resistance **M. bovis**

Publications

*New Zealand
Veterinary Journal*

Impact factor of 1.529

VetScript

After four years at the helm, *VetScript* Editor Bette Flagler handed over the reins to long-time *VetScript* contributor and award-winning science writer Mirjam Guesgen towards the end of 2019.

The NZVA's flagship publication continued to be highly regarded by members and stakeholders, picking up three national awards in 2019 after receiving similar accolades in previous years. Bette Flagler continues her association with the magazine in 2020 as Editorial Director for one year.

VetScript contributor Naomi Arnold:
nib Health Journalism Scholarship finalist
– 2019 Voyager Media Awards.

VetScript contributor Mirjam Guesgen:
Science and Technology Award finalist
– 2019 Voyager Media Awards.

VetScript contributor Jacqui Gibson:
Winner of the 2019 New Zealand Guild
of Agricultural Journalists and Communicators Award.



VetScript member feedback

*“It must be around four years ago
I sent you an email congratulating
you on the tremendous improvement
you have made to the old VetScript
and now you are leaving us.
I just want to thank you for all the
fantastic work you have done...”*



In appreciation: our Board

Member	2019 Board meeting attendance				
	Feb19	May 19	Jul 19	Sep 19	Nov 19
Cath Watson	x	✓	x	✓	✓
Grant McCullough	✓	✓	✓	✓	✓
Kate Hill	✓	✓	✓	✓	✓
Mark Bryan	✓	✓	✓	✓	✓
Peter Blaikie	✓	✓	✓	✓	✓
Flora Gilkison (<i>Appointed Nov 2019</i>)	–	–	–	–	✓
Stephen Hopkinson (<i>Appointed Nov 2019</i>)	–	–	–	–	✓
Andrea Murray (<i>Term ended Nov 2019</i>)	✓	✓	x	✓	–
Bronwyn Smits (<i>Resigned July 2019</i>)	✓	✓	✓	–	–
Sandra Forsyth (<i>Resigned Feb 2019</i>)	✓	–	–	–	–





Peter Blaikie
NZVA President



Andrea Murray
NZVA Vice President
(Term ended Nov 2019)



Flora Gillkison
(Appointed Nov 2019)



Cath Watson



Grant McCullough



Kate Hill



Mark Bryan



Stephen Hopkinson



Bronwyn Smits



Sandra Forsyth
(Resigned Feb 2019)

In appreciation: Member Advisory Group

Special Interest Branch representatives



Alison Pickering
Companion Animal



Stephen Hopkinson
Dairy Cattle



Andrea Ritmeester
Equine



Rochelle Smith
Sheep, Beef and Deer



James Laidlaw
Industry



Kate McInnes
Wildlife



Tim Montgomery
Veterinary Business

Regional representatives



Bronwyn Smits
Northen



Katie Grant
Central



Katie Saunders
Southern

In appreciation: our Partners

Thanks to our partners and stakeholders

Partnering with the national body of the veterinarian profession is a public commitment of support. We acknowledge and thank our industry partners for their outstanding support throughout the year.



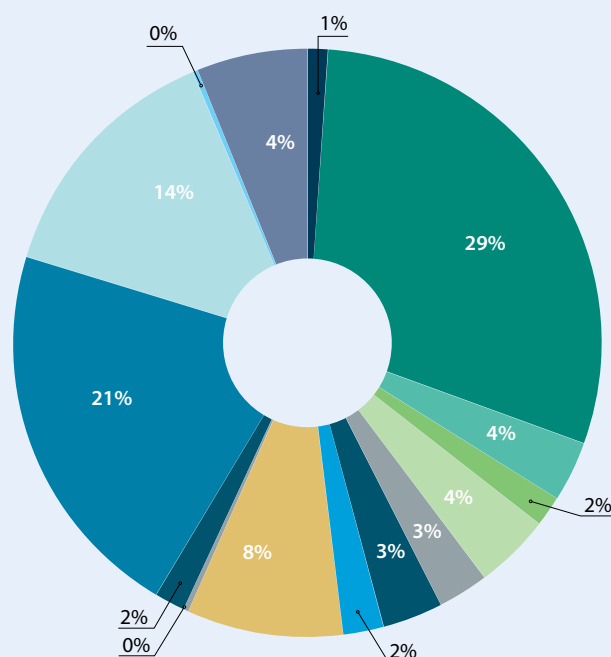
In appreciation: our Presidents

Special Interest Branches

Camelid Branch	Ben Davidson
Club Practitioners Branch	Martin Walshe
Companion Animal Veterinarians	Natalie Lloyd
Complementary Veterinary Medicine	Liza Schneider
Deer Branch	Amy Watts
Epidemiology and Animal Health Management/Food Safety, Animal Welfare and Biosecurity	Karen Phillips
Industry Veterinarians	Greg Chambers
New Zealand Equine Veterinary Association	Andrea Ritmeester
Pig Veterinary Society	David Lawton
Retired Veterinarians	Bob Gumbrell
Society of Dairy Cattle Veterinarians	Stephen Hopkinson
Society of Sheep and Beef Cattle Veterinarians	Rochelle Smith
Veterinary Business Branch	Tim Montgomery
Wildlife Society	Kate McInnes

Special Interest Branches

	Members
Camelid Branch	35
Club Practitioners Branch	41
Companion Animal Veterinarians	757
Complementary Veterinary Medicine Branch	92
Deer Branch	107
Epidemiology & Animal Health Management Branch	71
Food Safety, Animal Welfare & Biosecurity Branch	86
Industry Branch	61
New Zealand Equine Veterinary Association	219
Pig Veterinary Society	10
Retired Veterinarians	46
Society of Dairy Cattle Veterinarians	546
Society of Sheep & Beef Cattle Veterinarians	358
Veterinary Business Branch	9
Wildlife Society	153

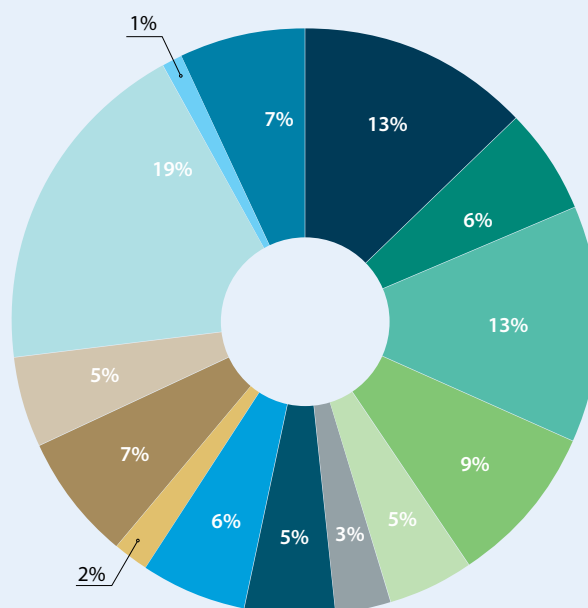


Regional Branches

Auckland	Shalsee Vigeant
Bay of Plenty	Kate Heller
Canterbury	Janine van Dam
Central North Island	Timothy Scotland
East Coast	Maarten van den Heuvel
Hawke's Bay	Camille Flack
Nelson/Marlborough	Todd Field
Northland	Lorelle Barrett (until August 2019)
Otago	Annie Jackson
Southland	Rebecca Morley
Taranaki	Peter Benn
Waikato	Charlotte Cantley (until August 2019)
Wairarapa	Katie Grant
Wellington	Angela Young
West Coast	Gary Dew

Regional Branches

	Members
Auckland	244
Bay of Plenty	104
Canterbury	249
Central North Island	160
East Coast	88
Hawkes Bay	51
Nelson/Marlborough	95
Northland	109
Otago	43
Southland	135
Taranaki	90
Waikato	346
Wellington	22
West Coast	125



NZVA Awards



Ron Jackson Honorary Life Member 2019

Ron has shown extreme professional competence in both clinical practice and his worldwide epidemiological work.

Ron established a viable and extensive veterinary practice in Alexandra, servicing a wide area. This practice is now part of the VetEnt Group. Ron has been a leader in the 'One World, One Health' movement. Many New Zealand and overseas veterinarians and scientists have testified to the impacts his work has had on human and animal health and the systems supporting them.

Ron has helped many low-income countries with veterinary matters and helped several countries to restructure their veterinary services. He has been a strong advocate for science in all its forms and has used it to further all his work.

Ron has been a member of many veterinary expert groups in New Zealand – and has received several awards. Ron has contributed greatly to the NZVA through work on the regional and special interest branches of the NZVA, through his time on the council and as president of the association in 1979–80, and through his continuing interest and involvement in the NZVA and professional affairs.



VetPlus Business Excellence Award 2019

VetPlus is a true example of a business that reflects positively on the veterinary industry. Its company values are integrity, care, loyalty, excellence, enjoyment and leadership. These values are the backbone of excellent customer service and team care.

Employees are treated with kindness and compassion and feel safe knowing they will be supported through challenges. Staff mental wellbeing is a priority. All employees complete the 'Gallup CliftonStrengths' assessment to identify strengths in the team and to help make sure new team members are the right fit. Employees also complete a 'Love Languages' quiz to identify how they like to be praised. This helps team leaders know how best to show appreciation to different staff members and create a sense of value. Care is a core VetPlus value and the team will quickly rally to support anyone who is struggling.

VetPlus delivers beyond-expectation customer service through its team care and professional leadership. Its employees feel proud to work for the company – a positive reflection of the veterinary industry.





Wayne Ricketts Outstanding Service Award 2019

Wayne Ricketts has contributed to the New Zealand veterinary profession in several significant ways. He is currently the Ministry for Primary Industries' Animal Welfare Emergency Management Coordinator for the South Island. Until recently he was employed by VCNZ as a professional veterinary advisor for Primary Industries Animal Welfare Emergency Management coordinator for the South Island.

Following graduation with a BVSc from Massey University in 1981, Wayne worked successfully in mixed veterinary practice in New Zealand and the United Kingdom. Wayne joined the then New Zealand Ministry of Agriculture, working in the area of the import and export of animals. His interest in the welfare of animals during transport led to a role in the Animal Welfare Directorate as technical adviser to the National Animal Welfare Advisory Committee, where he was closely involved with developing codes of welfare. During his time with the Ministry of Agriculture, he was an adviser to two Ministers of Agriculture. He followed this with a seven-year period at the NZVA as veterinary resources manager. He has also co-chaired the National Animal Welfare Emergency Management Advisory Group for seven years.

Wayne joined World Animal Protection in March 2014 as programme manager, disaster management for the Asia-Pacific region. In this role he worked with countries in the region to assist them with emergency planning to protect communities and their animals from disaster. Wayne is a Councillor on the Australian and New Zealand College of Veterinary Scientists and holds a membership in Animal Welfare.

Wayne also plays a huge role in the pastoral care and wellbeing of veterinarians. He is an active member of the NZVA wellbeing committee and provides outstanding support through the NZVA mentoring scheme to all veterinarians, especially young and recent graduates in difficulty. Wayne's contribution to animal welfare, both in New Zealand and globally, is an outstanding achievement.



NZVA
New Zealand Veterinary Association

NZVA | The Foundation | NQVS

New Zealand Veterinary Association

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