



VETERINARY PRACTITIONERS REGISTRATION BOARD OF VICTORIA

ANNUAL REPORT 2024-25



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Veterinary Practitioners Registration Board of Victoria

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The Hon. Ros Spence MP
Minister for Agriculture
50 Lonsdale Street
Melbourne VIC 3000

Dear Minister

Annual Report

In accordance with the *Financial Management Act 1994*, I am pleased to present the Annual Report of the Veterinary Practitioners Registration Board of Victoria for the year ending 30 June 2025.

Yours sincerely

A handwritten signature in black ink, appearing to read "John Harte". The signature is written in a cursive, flowing style.

Dr John Harte
President
Veterinary Practitioners Registration Board of Victoria

11 September 2025

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ABOUT THE VETERINARY PRACTITIONERS REGISTRATION BOARD OF VICTORIA

ESTABLISHMENT AND PURPOSE

The Veterinary Practitioners Registration Board of Victoria is a statutory authority established under the *Veterinary Practice Act 1997* (VPA). In this report, the authority is referred to as the Board when referencing actions or meetings of the Board members, Vetboard Victoria when referencing the organisation and the VPRBV in the financial statements. Any reference to “our” or “we” in this policy is a reference to Vetboard Victoria or the VPRBV.

The main purpose of the VPA, in addition to establishing the Board, is to protect the public by providing for the registration of veterinary practitioners and investigation into the professional conduct and fitness to practise of registered veterinary practitioners.

RELEVANT MINISTER

The Board reports to the Minister for Agriculture (the Minister), who is supported by the Department of Energy, Environment and Climate Action (DEECA). During the 2024-25 reporting period, the responsible Minister was The Hon. Ros Spence MP, Minister for Agriculture.

OUR FUNCTIONS

Under section 62(1) of the VPA, the Board’s functions are:

- (a) to register persons who comply with the requirements of [the VPA] as to registration so that they may hold themselves out as veterinary practitioners and veterinary specialists in Victoria
- (b) to recognise qualifications and accredit courses of training which provide qualifications for registration as veterinary practitioners and specialists
- (c) to establish competency in veterinary practice, whether by conducting or arranging examinations or by other means
- (d) to investigate the professional conduct or fitness to practise of registered veterinary practitioners and impose sanctions where necessary
- (e) to issue guidelines about appropriate standards of veterinary practice and veterinary facilities (Guidelines)
- (f) to advise the Minister on any matters relating to its functions
- (g) when so requested by the Minister, give to the Minister any information reasonably required by the Minister
- (h) any other functions conferred on the Board by [the VPA].

OUR VISION, MISSION AND VALUES

Vetboard Victoria’s vision is the sustained provision of quality veterinary care across Victoria.

Our mission is to protect the public and the health and welfare of animals.

Through our values of integrity, respect, impartiality, leadership and responsiveness, we are committed to upholding the values of responsiveness, integrity, impartiality, accountability, respect, leadership and human rights outlined in the codes of conduct for directors of Victorian public entities and Victorian public sector employees issued under the *Public Administration Act 2004*.

OUR SERVICE CHARTER

In providing our services, Vetboard Victoria aims to be fair, open, attentive, respectful and consistent.

Our service charter outlines our service commitment: www.vetboard.vic.gov.au > About > Service Charter.

PRESIDENT'S MESSAGE

On behalf of the members of the Board, I am pleased to present the Annual Report of the Veterinary Practitioners Registration Board of Victoria for the 2024-25 financial year.

Vetboard Victoria was established in 1997, and our tenth Board was appointed just before the end of the reporting period.

While the new Board includes 7 members who sat on the previous Board, we welcomed 2 new members, Dr Peta Rak from the University of Melbourne and Ms Anna Storti who brings financial and business management expertise.

Sadly, we farewelled Professor Josh Slater, whose invaluable insights and international experience will be missed, and earlier in the year Ms Naomi Pye, who contributed both as a regional dairy farmer and an experienced member of several government boards.



Reflecting not only on the achievements of 2024-25 but on the ninth Board's term (2022-25), we see an organisation with considerably improved performance, enabled by effective governance, in a much more robust financial position. This was the final year of the Board's 4-year financial recovery plan which, in addition to implementing cost savings, necessitated yearly increases to registration fees above the Treasurer's rate. A key focus has been on Vetboard Victoria's financial sustainability, and the Board is pleased to have delivered a surplus and rebuilt reserves so we can continue to deliver our regulatory remit without fear or favour.

While directors are still called upon to undertake operational tasks under the *Veterinary Practice Act 1997*, we adjusted our meeting schedule over the reporting period to allow a greater focus on strategic initiatives and relationships with stakeholders. Vetboard Victoria has a critical role in ensuring that the Victorian veterinary profession is trusted by animal owners, professional peers and government. Over the past year, we have consistently focussed on desired regulatory outcomes and taken the opportunity to enhance and improve our approaches to registration, complaint handling and stakeholder engagement.

Strategically, the Board devoted time to honing the actions emerging from our strategic plan, and we completed significant research to guide the revision of some of our more important guidelines.

Operationally, under Chief Executive Officer (CEO) Chelsea McIntosh's guidance, there was some heavy lifting in the compliance and registration areas. In compliance, the numbers speak for themselves. At 30 June 2025, there were 20 open investigations with an average age of 30 days, compared to 30 June 2024 where there were 43 open investigations with an average age of 132 days. We continued using a range of tools to assess complaints and take appropriate action based on the seriousness of the matter in question.

It is now over 5 years since the pandemic hit our shores and registration activity has returned to pre-pandemic levels. During the year, over 4,200 vets held registration with the Board. Our project to fully automate and streamline registration functionality is expected to assist practitioners apply for registration in Victoria. This year, we also refreshed our account portal for registered vets to provide greater access and functionality.

The specialist registration of highly qualified persons whose primary qualification is not generally recognised has been an area of focus, as we seek to expand the pool of highly sought-after specialists in Victoria while still ensuring that only persons with appropriate qualifications are registered.

Under the CEO's leadership, a small but mighty team of 6 full-time and 3 part-time staff undertakes all Vetboard Victoria's daily operational work and coordinates our improvement projects. On behalf of the Board, I thank Chelsea and her team for their hard work and dedication this year.

I also thank Deputy President Kate Clarke and other fellow Board members for their contributions to embedding improvements in governance and our strategic approach over the last year and during the ninth Board's term. The incoming Board is well placed to benefit from these initiatives and deliver on our strategic plan.

A handwritten signature in black ink, appearing to read "John Harte". The signature is fluid and cursive, with the first name "John" being more prominent than the last name "Harte".

Dr John Harte
President

PART 1 - YEAR IN REVIEW

REGISTRATION

NECESSITY TO REGISTER IN VICTORIA

A person must apply for registration if they wish to practise as a veterinary practitioner in Victoria, and if their principal place of residence is in Victoria or will be while they practise.

Veterinary practitioners and specialists who live in another Australian State or Territory and hold general registration in that jurisdiction can practise in Victoria without having to be registered in Victoria. These practitioners are deemed to be registered in Victoria under sections 3A and 3B of the VPA, which enable national recognition of veterinary registration (NRVR).

Those practising in Victoria under NRVR must practise subject to any conditions, limitations and/or restrictions imposed on their registration by the registration authority in their jurisdiction.

Veterinary practitioners who intend to live and practise in Victoria are required to register in Victoria before their interstate registration expires.

Registration in summary 2024-25

4,223 veterinary practitioners were on the Register of Veterinary Practitioners in Victoria at 30 June 2025 – an increase of 3.2% from 30 June 2024 (4,091):

- 306 practitioners were granted general registration for the first time in Victoria
- 42 practitioners re-registered
- 31 practitioners were granted specific registration (24 for the first time; 7 having been registered previously)
- 29 general registrants were granted new specialist endorsement.

NUMBER OF VETERINARY PRACTITIONERS REGISTERED IN VICTORIA

At 30 June 2025, 4,223 veterinary practitioners were on the Register of Veterinary Practitioners in Victoria (the Register), a 3.2% net growth from 30 June 2024 (4,091 practitioners).

Registrants by category of registration

The Board grants registration to those who meet requirements for registration under the VPA.

The VPA sets out 4 categories of registration:

1. General registration under section 6. The Australasian Veterinary Boards Council (AVBC) maintains a list of accredited qualifications the Board currently recognises for eligibility to apply for general registration in Australia, pursuant to section 5(1)(a) of the VPA: 'Qualifications generally recognised' - available to view at <https://avbc.asn.au> > [Veterinary registration in Australia and New Zealand](#).
2. Specific registration under section 7(1). This category of registration is for persons who hold qualifications in veterinary practice which are not recognised for general registration. Registration will be granted based on one of the specific purposes set out in section 7(1) of the VPA.
3. Specialist endorsement under section 8.
4. Non-practising registration under section 7A.

Table 1 shows the numbers of veterinary practitioners on the Register at 30 June 2025, by type of registration, compared with numbers at the same date in the previous 2 years.

Table 1 – Numbers of veterinary practitioners by category of registration and total numbers of veterinary practitioners

Registration category	30 June 2025	30 June 2024	30 June 2023
General	3,849*	3,755	3,607
Specific	74	73	60
Non-practising	126	111	96
Specialist	174	152	143
Total	4,223	4,091	3,906

*At 30 June 2025, 3 veterinary practitioners had their general registration suspended (no change from 30 June 2024 (3)).

General registration

In 2024-25, the Board granted general registration in Victoria to 306 persons (compared with 300 last year). The Board also re-registered 42 persons (41 last year). Thirty-seven of those persons had previously been on the Register but either not practised as a veterinary practitioner for some time or practised outside Victoria in the interim. Five of those persons were re-registered following removal from the Register due to non-renewal of registration.

Specific registration

Persons who hold primary veterinary qualifications which are not recognised for general registration may apply for specific registration for the various purposes set out in section 7(1) of the VPA, as detailed below.

To mitigate any risks associated with not having a recognised qualification, the Board imposes conditions on those granted specific registration. Such conditions restrict employment to a specific employer (or study at a specific tertiary institution) and may also require the registrant to be supervised by a veterinary practitioner approved by the Board.

Under section 7(2) of the VPA, specific registration can be granted for a maximum of 36 months. Before their current registration expires, registrants may apply to extend their period of registration or for new specific registration.

While the number of vets holding specific registration at 30 June 2025 was approximately the same as last year, there was significant movement in this category of registration. Twenty-three (23) vets who held specific registration last year subsequently either left Victoria or qualified and converted to general registration; and 24 vets applied for and were granted specific registration for the first time during the reporting period. Of the other 50 vets who held specific registration, 7 were granted a new registration in 2024-25; and the remaining 43 held registration throughout the year.

At 30 June 2025, 74 vets held specific registration for the following purposes set out in the VPA:

- 3 (4%) under section 7(1)(a) to undertake supervised study or training at the University of Melbourne (including Goulburn Valley Equine Hospital)
- 11 (15%) under section 7(1)(b) to work as teachers or researchers in the Melbourne Veterinary School (Faculty of Science) at the University of Melbourne
- 32 (43%) under section 7(1)(ba) to work as veterinary practitioners for a public sector body or in a department or agency of the Commonwealth Government
- 12 (16%) under section 7(1)(c) to practise under the direct supervision of a registered veterinary practitioner while training to gain a qualification recognised by the Board as qualifying them for

general registration, e.g., the Australasian Veterinary Examination (AVE). After registrants obtain the AVE or equivalent certification, they can apply for general registration in Victoria. In 2024-25, 15 vets holding registration in this category passed the final AVE clinical examination and were granted general registration (the same number as in 2023-24).

- 16 (22%) under section 7(1)(d) because they had the qualifications and experience to meet an identified need for veterinary services.

Specialist endorsement

Under section 8 of the VPA, a registered veterinary practitioner who has completed extensive advanced training may apply for endorsement as a veterinary specialist.

The Advisory Committee on the Registration of Veterinary Specialists (ACRVS), an AVBC standing sub-committee, is responsible for assessing the specialist qualifications of veterinary practitioners and recommending them for specialist endorsement.

Table 2 shows the names, specialties and date of endorsement of the 29 veterinary practitioners who were newly endorsed as specialists in 2024-25 on the recommendation of the ACRVS.

Table 2 – Names of practitioners newly endorsed as specialists in 2024-25 by specialty

Specialty	Name and date of endorsement
Founding specialist in Equine Dentistry	<ul style="list-style-type: none"> • Dr Denis Verwilghen (8 October 2024)
Equine Internal Medicine	<ul style="list-style-type: none"> • Dr Louise Lemonnier (9 July 2024)
Equine Medicine	<ul style="list-style-type: none"> • Dr Gaby van Galen (11 September 2024) • Dr Francesca Worsman (12 November 2024) • Dr Cristina Rosales (14 January 2025)
Equine Surgery	<ul style="list-style-type: none"> • Dr Travis Smyth (9 July 2024) • Dr Massimo Delli-Rocili (10 December 2024) • Dr Christa Bodaan (7 May 2025)
Large Animal Surgery (Equine)	<ul style="list-style-type: none"> • Dr Kate Averay (1 July 2024)
Small Animal Medicine	<ul style="list-style-type: none"> • Dr Kaiying Lim (1 July 2024) • Dr Susan Ciaravolo (10 September 2024) • Dr Abigail Brough (12 November 2024) • Dr Luke Johnston (14 January 2025)
Small Animal Surgery	<ul style="list-style-type: none"> • Dr Christopher Franklin (10 September 2024) • Dr Derniese Goh (10 September 2024) • Dr Blaine McCracken (10 September 2024) • Dr Benjamin Mielke (12 November 2024) • Dr Tania Banks (1 January 2025) • Dr Alastair Mather (16 April 2025)
Veterinary Anaesthesia and Analgesia	<ul style="list-style-type: none"> • Dr Benedetta Crivellari (1 July 2024) • Dr Sebastien Bauquier (9 July 2024) • Dr Yushun Ishikawa (6 December 2024)
Veterinary Anatomical Pathology	<ul style="list-style-type: none"> • Dr Smitha Georgy (13 August 2024)
Veterinary Clinical Pathology	<ul style="list-style-type: none"> • Dr Juliet Brown (1 July 2024)

Specialty	Name and date of endorsement
Veterinary Dermatology	<ul style="list-style-type: none"> Dr Nicola Martinez (9 July 2024)
Veterinary Emergency Medicine & Critical Care	<ul style="list-style-type: none"> Dr Jiah Yin Goh (1 July 2024)
Veterinary Radiology	<ul style="list-style-type: none"> Dr Adrian Bryce (12 November 2024) Dr Aisha Young (10 December 2024)
Veterinary Sports Medicine and Rehabilitation (Equine)	<ul style="list-style-type: none"> Dr Josephine Hale (14 January 2025)

REGISTRANTS BY TYPE OF EMPLOYMENT

Tables 3 and 4 provide an analysis of primary areas of employment as advised by veterinary practitioners registered in Victoria at 30 June 2025.

Table 3 – Percentage of registrants by type of primary employment at 30 June

Employment type	% 2025*	% 2024*	% 2023*
Government officer - Commonwealth	2.13	1.81	1.79
Government officer - Local	0.12	0.10	0.13
Government officer - State	1.33	1.42	1.56
Government research - Commonwealth	0.45	0.37	0.31
Government research - State	0.05	0.10	0.10
University research	1.21	1.17	1.15
University teaching	1.38	1.32	1.41
Corporate research and development	0.45	0.37	0.41
Pathology services	0.86	0.83	0.84
Pharmaceutical industry	0.64	0.63	0.61
Exotics and/or wildlife	1.52	1.32	1.38
Private practitioner (total)	82.26	83.10	82.82
Private practice - Equine	5.73	5.96	5.84
Private practice – Large animal	1.40	1.42	1.46
Private practice - Mixed	13.93	14.20	13.29
Private practice - Production	1.23	1.32	1.48
Private practice – Small animal	59.97	59.69	60.16
Private practice - Other	0	0.51	0.59
Other veterinary pursuit	3.22	3.49	3.48
Treatment of own animals	1.31	1.22	1.29
Retired and non-practising	1.21	1.47	1.99
Non-veterinary pursuit	0.86	1.25	3.48

* Numbers do not total 100% due to rounding.

Table 4 – Private practitioner employment type as a percentage of the total practitioners in private practice at 30 June

Employment type	% 2025*	% 2024*	% 2023*
Equine	6.93	7.18	7.05
Large animal	1.70	1.68	1.76
Mixed	16.93	17.02	16.04
Production animal	1.50	1.59	1.79
Small animal	72.82	71.91	72.64
Other	0	0.62	0.71

* Numbers do not total 100% due to rounding.

REGISTRATION RENEWAL

The registration period for veterinary practitioners who hold general, non-practising or specialist registration is from 1 July to 30 June each year. A 3-person team coordinated a high volume of renewal-related communications for the 2025-26 year. A launch email and SMS were sent to eligible practitioners on 29 May, and several text and email reminders were sent in June.

Veterinary practitioners who renewed their registration completed a compliance declaration which included:

- a statement that they are fit to continue practising as a veterinary practitioner
- a commitment to complying with the provisions of the VPA and observing the minimum standards in the Board’s Guidelines
- a statement that they have fulfilled their professional obligations relating to continuing professional development.

In the first week of renewal period, 21.38% of eligible practitioners completed their compliance declarations and renewed online, compared with 25.71% in 2024 and 29.03% in 2023. As in previous years, the peak week for veterinary practitioners renewing their registration was the last week of June. By 30 June 2025, 93.65% of practitioners eligible to renew their registration had renewed, compared with 83.84% in 2024 and 94.25% in 2023.

It should be noted that veterinary practitioners have until 31 July (a month after the end of the reporting period) to renew their registration. Practitioners who do not renew their registration by 31 July will have their names removed from the Register in August of the next reporting period. The number of practitioners removed from the Register after 30 June 2025 will be reported in the 2025-26 annual report.

A total of 164 veterinary practitioners were removed from the Register in 2024-25 (compared with 202 the year before):

- 52 were removed in August 2024 after not renewing their registration for the 2024-25 registration period. These practitioners were notified of their removal, and 5 re-registered after receiving that notification.
- 109 were removed on request as they had moved to another jurisdiction, changed profession or ceased practice
- the Board was notified of 3 deceased practitioners.

LETTERS OF PROFESSIONAL STANDING ISSUED

Vetboard Victoria issues letters of professional standing to other veterinary registration authorities to confirm a veterinary practitioner’s registration and their standing with the Board while registered in Victoria.

In 2024-25, the Board issued 221 letters of professional standing about veterinary practitioners currently or previously registered in Victoria to other Australian or international veterinary registration authorities, a decrease of 2.72% from 2023-24 (226 letters) and an increase of 20.7% from 2022-23 (183 letters).

INVESTIGATION

Under section 62(1) of the VPA, the Board's core functions include to investigate the professional conduct or fitness to practise of registered veterinary practitioners and impose sanctions where necessary.

In 2024-25, improvements in the compliance area contributed to a significant reduction in the numbers and age of investigations. At 30 June 2025, there were 20 open investigations at an average age of 30 days, compared with 43 open investigations at an average age of 132 days at 30 June 2024.

COMPLIANCE-RELATED QUERIES

In 2024-25, the Board's staff received 366 general queries about veterinary practitioners' obligations from animal owners, other members of the public, veterinary practitioners and veterinary clinic staff. Of these, approximately 257 were about the professional conduct or health of specific veterinary practitioners (compared with 244 in 2023-24).

When responding to queries, Vetboard Victoria staff explained the Board's functions, powers and processes to callers, including that:

- we can consider complaints about a veterinary practitioner's treatment of or refusal to treat an animal, over-servicing, unauthorised treatment, and communication, behaviour and attitudes
- we cannot investigate complaints about the fees set by practitioners
- we do not provide a dispute resolution service, and complainants cannot expect the types of outcomes that might be negotiated during the settlement of a dispute, e.g., payment of compensation.

Complainants who are seeking a specific outcome are encouraged to discuss issues directly with the veterinary practitioner to resolve the issue or reach an agreement, before submitting a complaint to the Board.

INVESTIGATION OF COMPLAINTS

Pursuant to section 21(1) of the VPA, if a complainant lodges a written complaint about a veterinary practitioner's professional conduct, the Board must investigate that complaint unless it is either lacking in substance or vexatious.

In 2024-25, the Board received 139 written complaints, compared with 132 in the 2023-24 year and 140 in 2022-23.

Key concerns in complaints

Similar to previous years, the main concerns raised in complaints in 2024-25 were:

- the clinical management of an animal
- the veterinary practitioner's communication with the animal owner, including inadequate communication of reasonable management options
- the adequacy of clinical records.

Other issues that arose in complaints included failure to obtain informed consent for dental extractions, failure to have reasonable regard to a patient's history, poor communication between clinic staff about

Investigation summary 2024-25

- 257 initial enquiries about veterinary practitioners' conduct
- 139 complaints received
- 118 complaints considered by the Board
 - 64 complaints not investigated
 - 53 complaints delegated for investigation into professional conduct (1 complaint put on hold)
- 4 additional veterinarians identified from the 118 complaints considered by the Board were delegated as own motion investigations
- 8 informal hearings resulting in 5 findings of unprofessional conduct not of a serious nature; 2 informal hearings abandoned and referred to a formal hearing and 1 did not find unprofessional conduct
- 1 formal hearing which found unprofessional conduct of a serious nature.

patient care, inadequate supervision of veterinary practitioners, poor antimicrobial stewardship, over-servicing, and handling of scheduled veterinary medicines.

All complaints received in 2024-25 were about a veterinary practitioner's professional conduct. No complaints were lodged about the health or fitness to practise of a veterinary practitioner.

Preliminary investigation

In the 2024-25 year, the Board considered 118 complaints and determined to conduct 53 preliminary investigations into the professional conduct of veterinary practitioners, with one complaint put on hold pending proceedings at the Victorian Civil and Administrative Tribunal (VCAT). No matters were delegated to preliminary investigation into the health or fitness to practise of a veterinary practitioner.

Of its own motion, the Board determined to conduct 4 preliminary investigations into veterinary practitioners not named in original complaints.

The Board determined not to conduct a preliminary investigation into 64 complaints about a veterinary practitioner's professional conduct because they were found to be vexatious or lacking in substance (including where the substance of the complaint was found to be outside of the Board's jurisdiction).

When the Board determines that a preliminary investigation into a complaint about a veterinary practitioner's professional conduct should be conducted, it may delegate its power to conduct the preliminary investigation. In accordance with section 21(3) of the VPA, this delegation may be to an officer of the Board, a lawyer or investigator appointed by the Board, or a sub-committee of 2 persons consisting of 2 members of the Board or one member of the Board and one person approved by the Governor in Council.

After preliminary investigation, the following recommendations may be made to the Board:

- that the investigation should not proceed further
- to seek the veterinary practitioner's agreement or undertaking to take positive action to remedy conduct that may not meet acceptable standards
- to hold an informal hearing into the matter (if the evidence presented may indicate unprofessional conduct which is not of a serious nature)
- to hold a formal hearing into the matter (if the evidence presented may indicate unprofessional conduct of a serious nature)
- to commence a preliminary investigation into the health of the registered veterinary practitioner.

Agreements and undertakings

The Board may enter written agreements with veterinary practitioners or accept written undertakings from practitioners to take positive action to prevent conduct from recurring, e.g., completing further education and training and/or developing and implementing practice protocols, policies and procedures.

Factors that the Board considers when deciding whether such options are appropriate include the nature and seriousness of the conduct, the veterinary practitioner's disciplinary history, the level of insight demonstrated by the veterinary practitioner and their commitment or willingness to improve their practice.

Failure to comply with the terms of an agreement or undertaking without reasonable excuse may constitute unprofessional conduct.

During the 2024-25 year, following a preliminary investigation recommendation, the Board finalised 4 complaints into the professional conduct of veterinary practitioners by written agreement or undertaking.

Informal hearings

Following a preliminary investigation, the Board may determine that a matter should be the subject of an informal hearing by a panel. Section 35 of the VPA requires an informal hearing panel to consist of up to 3 persons, include at least one Board member, and may include persons approved by the Governor in Council.

If an informal hearing panel finds that the veterinary practitioner has engaged in unprofessional conduct which is not of a serious nature, the panel may make a determination under section 38(2) of the VPA, including that the veterinary practitioner should undergo counselling, undertake further education, be cautioned and/or reprimanded.

Eight informal hearings were held in 2024-25 (including 3 pending from the previous year), compared with 4 held in 2023-24. In 5 of these matters, the informal hearing panel determined that the veterinary practitioners had engaged in unprofessional conduct which was not of a serious nature.

Of those veterinary practitioners:

- one was reprimanded, counselled, cautioned and required to undertake further education and training
- two were cautioned and required to undertake further education and training
- one was cautioned, counselled and required to undertake further education and training
- one was cautioned.

One informal hearing panel determined that there was no unprofessional conduct, and the remaining 2 informal hearings were abandoned and referred to a formal hearing which will be held in the next reporting period.

Formal hearings

After considering the recommendations of a preliminary investigation, the Board may decide that a formal hearing should be held. An informal hearing panel may also decide to refer the matter to a formal hearing.

In accordance with section 42 of the VPA, formal hearings are heard by a panel of at least 3 persons. The panel must include at least one Board member, a lawyer and veterinary practitioner and may also include persons approved by the Governor in Council.

Formal hearings are generally open to the public and the veterinary practitioner who is the subject of a formal hearing is entitled to make submissions to the panel and be represented by an Australian legal practitioner.

If a formal hearing panel finds that a veterinary practitioner has engaged in unprofessional conduct of a serious nature, the panel may make one or more of the determinations specified in section 45(2) of the VPA:

- the veterinary practitioner should undergo counselling, be cautioned, reprimanded, give a written undertaking about their conduct, undertake further education, training, examinations or assessments
- conditions, limitations or restrictions should be placed on the veterinary practitioner's registration
- the veterinary practitioner should be fined (maximum of \$10,000)
- the veterinary practitioner should pay the Board's reasonable costs of the hearing
- the veterinary practitioner's specialist endorsement (if applicable) should be altered or cancelled
- the veterinary practitioner's registration should be suspended or cancelled.

In 2024-25, the Board held one formal hearing. The veterinary practitioner was reprimanded, conditions were imposed on their registration, and they were also required to contribute to the costs of the formal hearing.

Monitoring

The Board's compliance and investigation staff monitor veterinary practitioners' compliance with registration conditions and other requirements imposed on them by the Board or decided by agreement with the Board.

At 30 June 2025, the compliance of 21 veterinary practitioners was being monitored by the Board (20 at 30 June 2024).

INVESTIGATIONS INTO THE HEALTH OF VETERINARY PRACTITIONERS

Under section 25 of the VPA, the Board may conduct a preliminary investigation into the health of a registered veterinary practitioner if it believes the practitioner’s ability to practise veterinary medicine or surgery may be affected because:

- (a) of the physical or mental health of the veterinary practitioner, or
- (b) the veterinary practitioner has an incapacity, or
- (c) the veterinary practitioner has a severe substance dependence.

Investigations of this type generally arise from a complaint, notification or self-reporting by the veterinary practitioner. Most investigations of this type are concluded by the veterinary practitioner entering into an agreement with the Board to have conditions, limitations or restrictions imposed on their registration or practice or otherwise alter the way in which they practise veterinary medicine or surgery.

In 2024-25, the Board did not conduct any preliminary investigations into the health of registered veterinary practitioners.

IMMEDIATE ACTION – SUSPENSION OF REGISTRATION

Under section 24 of the VPA, the Board has the power to take immediate action to suspend the registration of a veterinary practitioner whose professional conduct is under investigation. The power may only be exercised if the veterinary practitioner’s continued practice would pose a serious risk of endangerment to the health and safety of the public or the health and welfare of animals.

The Board also has the power under section 26A of the VPA to suspend the registration of a veterinary practitioner under a health investigation if the ability of the veterinary practitioner to practise veterinary medicine or surgery is likely to be affected to such an extent that allowing the veterinary practitioner to continue to practise would pose an unacceptable risk of endangerment to the health and safety of the public or the health and welfare of animals.

In 2024-25, the Board did not suspend the registration of any veterinary practitioner. The registration of 3 practitioners whose registration had been suspended by the Board in previous years remained suspended at 30 June 2025.

SUMMARY OF COMPLAINT, INVESTIGATION AND HEARING ACTIVITY

Table 5 provides an overview of all complaint, investigation and hearing activity in 2024-25, showing the numbers of initial queries and written complaints received by the Board, the number of complaints the Board investigated (or not), the outcomes of preliminary investigations held during the period, and a summary of hearing activity including outcomes of hearings held during the period.

Table 5 – Overview of Board complaint, investigation and hearing activity

	2024-25	2023-24	2022-23
Conduct queries	257	244	240
Written complaints	139 (of which 118 were considered by the Board this year)	132 (of which 125 were considered by the Board this year)	140 (of which 123 were considered by the Board this year)
Complaints not delegated for preliminary investigation	64	68	39

	2024-25		2023-24		2022-23							
Complaints delegated for preliminary investigation (professional conduct and health)	53 [#]		53		84							
Complaints referred to another agency	-		4		-							
Complaint withdrawn	1		-		-							
Decision whether to investigate not made by end of reporting period	21 [#]		7		17							
Investigations completed	79		84 [*]		55							
Decision that investigation should not proceed further	69		75		40							
Decision to enter agreement /accept undertaking	4		9		4							
Referred to informal hearing	5		6		7							
Referred to formal hearing	1		-		4							
Own motion investigations ^{**}	4		5		-							
Decision to suspend registration	-		-		1							
Preliminary investigations outstanding at 30 June	20 [~]		46		79							
Ongoing monitoring at 30 June	21		21		20							
Board action	2024-25				2023-24				2022-23			
Hearings held [†]	Informal		Formal		Informal		Formal		Informal		Formal	
	8 [^]		1		4		-		9		3	
Finding of unprofessional conduct?	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
	5	1	1	-	4	-	-	-	7	2	3	-
Hearings pending	-		2		3		-		1		9 [†]	

[#] One complaint was on hold pending VCAT proceedings.

^{*} 83 professional conduct investigations and one health investigation.

[^] Two informal hearings were abandoned and referred to formal hearing.

[~] Two investigations are on hold and 2 formal hearings pending.

^{**} Of the matters considered, of its own motion the Board determined to conduct investigations into additional veterinary practitioners who were not named in the original complaint.

[†] Some matters referred to formal hearing in previous years were either:

- resolved by the veterinary practitioner providing an undertaking to the Board, or
- closed, as the practitioner was found to have engaged in unprofessional conduct of a serious nature in 3 earlier hearings and the panel which heard those matters determined to cancel the veterinary practitioner's registration.

OFFENCES

The Board may prosecute persons who engage in certain activities deemed to be an offence under Part 5 of the VPA. No prosecutions were initiated by the Board in 2024-25.

KEY INITIATIVES AND PROJECTS

The Board's 4 strategic priorities are detailed in the Board's Strategic Plan at www.vetboard.vic.gov.au > [About us > Strategic plan](#):

1. Enable professional practice
2. Deliver efficient and effective regulation
3. Engage productively with stakeholders on regulatory and sector issues
4. Promote organisational sustainability.

In 2024-25, the Board held a series of meetings and detailed discussions about the actions identified to support these priorities. Some of the progress made on those actions is set out below.

1. Enable professional practice

As set out in section 62(1)(e) of the VPA, the Board's functions include issuing guidelines for appropriate standards of veterinary practice and veterinary facilities. The Board has issued 23 guidelines covering many aspects of veterinary practice, from relationships with clients, the supply and use of veterinary medicines, through to end-of-life veterinary services.

During the reporting period, our ongoing review of [Guidelines 1 - The veterinary practitioner-owner-animal \(VOA\) relationship](#), [13 - Telemedicine](#) and [14 - Supply and use of veterinary medications](#) advanced to commencing consultation with key stakeholders. Consultation with the profession is expected to take place in the first half of the next reporting period.

An interim sub-committee was established to assist with a review of [Guideline 10 – Continuing Professional Development \(CPD\)](#) and associated resources. This review will apply contemporary evidence and expectations around CPD to help maintain and strengthen the skills and knowledge of veterinarians in a range of areas and assist their delivery of veterinary services to expected standards for the protection of the public and animals. The sub-committee worked on adapting and implementing a "Plan-Do-Record-Review" model which has been recommended by the AVBC and adopted by the Veterinary Council of New Zealand.

Contributions to legislative and regulatory reform

The CEO worked with Vetboard Victoria's portfolio department, DEECA, in reviewing the VPA to identify any proposed changes that may assist the Board and Vetboard Victoria to work more efficiently.

During the reporting period, the Board also met with stakeholders and continued to explore and build the case for change for significant regulatory reform, particularly the regulation of veterinary businesses and paraprofessionals.

Policies and pathways to expedient registration

In 2024-25, we worked on expanding options for the registration of internationally qualified veterinary practitioners.

There is an increased need for persons with high-level veterinary skills in Victoria due to a surge in pet ownership resulting from various factors including the COVID-19 pandemic and changes to rental rules allowing renters to keep pets; higher pet insurance uptake; growing awareness of animal health; and the resulting increased demand for advanced surgical and diagnostic procedures for animals. There has also been an increase in the numbers of dedicated emergency and specialist practices in Victoria. Pet owners with the means to do so have become willing to spend more on veterinary procedures to prolong their pets' lives, and general veterinary practitioners frequently consult with specialists or refer clients to specialists.

To address the demand for persons with specialist qualifications in Victoria which is not sufficiently met by the numbers of graduates from Australian-based specialist training programs, in 2024-25 the Board adopted a policy allowing for the general registration of a limited cohort of persons with post-graduate veterinary qualifications whose primary veterinary qualifications would not otherwise be recognised in Victoria. Grant of

general registration in these cases is for the purposes of obtaining specialist endorsement. If registration is granted, the veterinary practitioner must apply to have their postgraduate qualifications and experience assessed by the AVBC. If the applicant is recommended for specialist registration, the Board may endorse them to practise in their specialty.

In 2024-25, 4 persons applied and 2 persons were granted general registration under the policy (with 2 applications deferred to the next reporting period). We expect to receive a steady number of applications under the policy in the future.

In promoting expedient registration, we also worked on streamlining registration application processes through digitisation projects. This work is detailed below under the heading, 'Registration, compliance and data security improvements'.

2. Deliver efficient and effective regulation

Registration, compliance and data security improvements

We continuously reviewed and improved registration and compliance policies, processes, templates and website information during the reporting period.

In addition to ongoing improvements, in 2024-25 we completed or made significant progress on specific projects. Key to these projects is digitisation work aimed at reducing the amount of time and effort required to submit and process registration applications and complaints, thereby reducing the regulatory burden on veterinary practitioners and complainants. Some of the projects have been funded by a Business Acceleration Fund grant from the Victorian Department of Treasury and Finance (DTF). During the reporting period, we:

- automated application processes for new graduate and general registration applications within the Customer Records Management (CRM) system, and made significant progress towards the same for specific registration and general re-registration applications
- reconfigured and enhanced the self-service portal for veterinary practitioners on our website
- obtained a secure government-compliant online identification (ID) verification system which will replace current manual ID verification procedures. This will reduce data and privacy risks associated with receiving and storing ID documents. It will also mean most applicants will no longer need to obtain certification of their identifying documents.
- integrated automatic sharing of information across our CRM and Complaint and Investigation Management System (CIMS) in real time without manual intervention; and scoped a further project to integrate full complaint functionality within our CRM so the CIMS can be decommissioned
- began scoping the integration of agentic artificial intelligence (AI) into our systems to assist with providing practice guidance and registration and complaint process information
- participated in a technical reference group coordinated by Better Regulation Victoria which reviewed and gave feedback on a Digitally Ready Regulators' project to develop a Better Practice Inspections Playbook and supporting toolkits. We also joined a project to co-develop a tool to enable regulators to self-assess activities against BRV's ten principles for good regulatory practice.

3. Engage productively with stakeholders on regulatory and sector issues

Stakeholder analysis

The Board continued developing its approach to stakeholder engagement through 2024-25. In April 2025, Board and staff participated in a discovery workshop facilitated by Dr Paul Harrison, Senior Lecturer and the Unit Chair of Consumer Behaviour in the Department of Marketing in Deakin Business School, to explore our role and purpose as a regulator in the context of the VPA. The workshop helped us to define the purpose and limits of our relationships with stakeholders. Additional stakeholder analysis was undertaken in the second half of the reporting period.

Key stakeholder communications

Throughout 2024-25, key government agencies and regulatory organisations joined the Board on its meeting days to discuss significant issues for the veterinary profession in Victoria, including:

- Victoria's Chief Veterinary Officer (September 2024) – Emergency Animal Disease response, implementation plan for antimicrobial resistance strategies, legislative reform and Board engagement and communications
- Veterinary Council of New Zealand (October 2024) – Continuing professional development
- DEECA, the Board's portfolio department (November 2024) – legislative change processes, 2025-28 Board appointment process, management of and preparation for outbreaks of avian influenza, update on progress of the Animal Care and Protection law which will be replacing the Prevention of Cruelty to Animals Act 1986
- RSPCA Victoria (February 2025) – access to care, definition and regulation of care team, paraprofessionals, legislative reform including incoming Animal Care and Protection law
- Working Party on Statutory Regulation of Veterinary Nurses and Technicians in Australia (April 2025) – the case for regulation of veterinary nurses and technicians, models for regulation, stakeholder support for regulation.

During the reporting period, the Board's President and CEO also regularly met with DEECA.

In July 2024, Vetboard Victoria hosted representatives from the Singapore Ministry of National Development and the Animal Veterinary Service of Singapore National Parks, who visited to learn more about our registration and compliance functions with the aim of developing a Singaporean registration authority.

The CEO and all registrars of other Australian and New Zealand veterinary authorities met twice during the reporting period and collaborated on sector and other issues on an ad-hoc basis throughout the year.

The President and CEO attended scheduled AVBC meetings throughout the reporting period. The President is also Deputy Chair of the AVBC. The Board worked closely with the AVBC during the year on its ongoing projects, future plans and strategic position.

We maintained a relationship with the Australian Veterinary Association during the reporting period, discussing ongoing concerns around the shortage of veterinary personnel and the AVA's strategic plan.

In November 2024, Board members and staff presented information about Vetboard Victoria's functions during Capstone Week at the University of Melbourne, to help final year veterinary students prepare for registration on graduation. Board members Professor Josh Slater and Dr David Colson presented a small role-play on spectrum of care practice, a concept covered in previous Board communications.

Representation on Veterinary Workforce Data Taskforce

Challenges relating to the sustainability of the veterinary workforce have been well reported by the media, peak veterinary organisations and government inquiries in recent years. Reports have covered widespread shortages of veterinary personnel - particularly in rural towns which often have no veterinary clinic, business owners who risk burnout without support and new graduates without adequate mentoring.

More data is required at the national level to quantify these challenges and demonstrate where and why they exist. In August 2024, the CEO attended a Veterinary Workforce and Governance Roundtable hosted by the Australian Chief Veterinary Officer, Dr Beth Cookson. The roundtable aimed to foster collaboration between veterinary professionals, academic institutions, industry stakeholders and policymakers on developing a comprehensive data governance solution for advocacy, policy making and planning. Following the roundtable, in February 2025 the Department of Agriculture, Fisheries and Forestry (DAFF) established a [Veterinary Workforce Data Taskforce](#) to explore how information about the veterinary workforce in Australia can be collated, stored, analysed and shared. Vetboard Victoria's CEO represents Australian veterinary boards on the taskforce, which met several times in 2024-25 and has appointed an independent consultant to drive this work.

Communications with veterinary practitioners and the general public

On 11 March 2025, all Board members attended a webinar update with Victorian vets about the work the Board has been doing since consultation forums held in September 2023. This was well received and provided some insights into continued concerns in the profession. The webinar addressed questions about delivery of the Board's strategy, registration fees, complaints and hearings, CPD obligations, regulation of veterinary nurses and technologists and telemedicine.

From December 2024, we began publishing quarterly complaint statistics in our newsletters for vets. The Board's observations from complaints were the focus of key articles, primarily about communication with clients, peers and colleagues, covering:

- relationship-centred communications in "spectrum of care practice"
- intercultural communication between veterinary practitioners and their clients
- suggestions to practitioners and veterinary practices for resolving complaints from clients
- peer discussion of cases on social media
- referral to specialists
- support and supervision of new graduate vets or vets with a Board-imposed condition that they be supervised
- the importance of making clear and accurate veterinary medical records at or close to the time of consultation and treatment.

To ensure the profession is up to date with emergency animal disease and responses, each newsletter featured government updates on work to contain avian influenza and other animal disease outbreaks and prepare for a possible outbreak of H5N1 high pathogenicity avian influenza (HPAI).

Other technical veterinary matters covered in our newsletters included diagnosis and management of snake bites (a regular concern during spring and summer). We also provided information for veterinary practitioners and veterinary practices on managing cyber-security and privacy.

Broadcast emails sent during the period covered the situation on avian influenza outbreaks in Victoria, preparation for HPAI (following the CEO's attendance at a briefing from DEECA's Biodiversity Division), the sudden closure of the HomeSafe ID microchipping registry, and recruitment of members of the tenth Board (2025-28) and approved persons.

While enquiries to Vetboard Victoria are often preliminary to a complaint or a registration application, we also receive many general enquiries about issues of concern to the public and the veterinary profession. Information collated from these enquiries alerts us to emerging issues and helps us to determine strategic and communications priorities. In 2024-25, the main areas of concern reflected in enquiries were:

- the role of telemedicine in supplementing in-clinic patient consultations, particularly whether veterinary medicines can be prescribed where an animal has not been physically examined recently (or at all) by the prescribing veterinary practitioner
- the role of non-veterinary staff in delivering veterinary services, e.g. nurses giving vaccinations, non-vets interpreting blood results, performing horse endoscopies and small animal ultrasounds or undertaking artificial insemination
- prescription and supply of medicines (and repeat scripts) in various situations such as to wildlife carers and rescue organisations, for groups of animals (in horse stables and on farms etc), to people on holiday or to a person who might not be the animal's owner
- obligations associated with setting up a veterinary business (including a mobile business)
- obligations to share medical records.
- the increasingly high cost of veterinary services.

Of the 1,532 initial general email and telephone queries received during the reporting period:

- 366 (24%) were compliance-related enquiries predominantly from animal owners and the public
- 980 (64%) were about professional obligations or veterinary practice from veterinary practitioners or clinic staff.

4. Promote organisational sustainability

People and leadership initiatives

In mid-July 2024, Vetboard Victoria received its results from the Victorian Public Sector Commission's People Matter Survey. This survey is the Victorian public sector's independent employee opinion survey, and it was the first year Vetboard Victoria staff participated. Anonymised results revealed that staff appreciated senior leadership, understood the organisation's goals and valued the work they do.

Areas identified for improvement were role progression and development and improving Vetboard Victoria as a place to work. Following these results, the Board and CEO focussed on:

- empowering Vetboard Victoria's staff to be high-performing teams
- encouraging and providing training and development opportunities
- encouraging responsive leadership
- building an innovative and supportive culture.

Activities undertaken towards these goals in the reporting period:

- Succession plans were developed for senior leadership positions.
- Personal development plans were revised and completed, with staff members encouraged to complete training and development. Staff attended various courses, seminars and online training specific to their roles and development needs, including training on technical aspects of their roles and, more broadly, their regulatory responsibilities in the Victorian public sector. Training providers included the Australian and New Zealand School of Government, the Institute of Public Administration, the Victorian Public Sector Commission (including via its Innovation Network), and our CRM and employee assistance program (EAP) provider. We also partnered with the Environment Protection Authority Victoria (EPA) which enabled some staff to complete modules in the EPA's Authorised Officer training ('Regulatory practice', 'Professional regulation' and 'Communicating as a regulator').
- In addition to ongoing interactions for our regulatory work, the Board met with Vetboard Victoria's staff on multiple occasions, including for training with approved persons on Board hearing processes, a discovery workshop in April 2025 and informal arrangements such as lunches on Board meeting days and an end of term breakfast for members of the outgoing Board in June 2025.
- Our Board member manual, induction processes and training programs were updated as we welcomed 2 new Board members.
- Flexible working and occupational health and safety policies were developed for staff, and we worked with our EAP provider to identify and manage psychosocial risks to support our staff.
- Staff were regularly encouraged to use the support available through Vetboard Victoria's EAP provider, including resilience training, career coaching, health and financial wellbeing and recruitment support.

In April 2025, a short staff "pulse check" provided encouraging results on these efforts, with 88% of staff finding a lot or a great deal of purpose in our work, 78% having a good working relationship with their supervisor and coworkers and 75% feeling the amount of work they had was about right. The Board will focus on further improving these results including enhancing the technology to support our work, continuing to maintain a respectful workplace, and staff wellbeing and resilience.

Board performance

This reporting period, the Board continued its focus on delivering its strategic priorities, including building and maintaining relationships with stakeholders.

To enable this and increase the Board's efficiency, the Board adjusted its meeting schedule, agenda and format; implemented a Board portal (referred to in the next section); and appointed a new Company Secretary. In line with the Board review conducted in August 2024, Board members' time was more appropriately spent on strategic initiatives, including stakeholder interactions, sub-committee work, external development opportunities and internal training sessions.

Data protection and systems sustainability

In 2024-25, we continued to prioritise cyber safety and data security. Part of this work included developing and adopting our Cyber Incident Response Plan. Following this, we:

- conducted a cyber incident exercise with the Board
- liaised with the Victorian Government Cyber Incident Response Service
- engaged a consultant to conduct a cloud security review and penetration testing; identified and made improvements to our systems based on the consultant's recommendations; and developed a workplan for future years
- updated our privacy policy.

We also enhanced security by:

- implementing a dedicated and secure Board portal through which members can access meeting papers, make resolutions on matters, declare interests, and recuse themselves from matters
- changing our telephone and internet providers and systems, e.g. upgrading to Teams Calling Plan which can be used securely by staff when working off-site.

Financial sustainability

As reported in the following section, the Board continued to make progress on improving our financial sustainability following several years of operating deficits (to FY22) which had depleted the Board's financial reserves.

In addition to a financial recovery plan with increased fees and a focus on reducing operating expenditure, the Board continued to explore opportunities for additional income and cost savings, with initiatives including:

- reviewing our refund policy
- introducing a payment plan fee
- eliminating inefficient processes and procedures
- making cost savings by changing suppliers, recruiting on-staff legal practitioners and increasing electronic meetings (reducing travel expenditure).

CURRENT YEAR FINANCIAL REVIEW

Vetboard Victoria reported a surplus of \$728,396 in 2024-25, compared with a surplus of \$367,811 in 2023-24. As a result, equity increased from \$1,017,902 to \$1,746,298.

To help ensure Vetboard Victoria has sufficient reserves to support operating expenses and effectively deliver its remit to regulate the veterinary profession, in 2022 the Board developed a 4-year financial model to rebuild Vetboard Victoria's organisational and financial stability. Part of this model included increasing veterinary registration fees.

Registration fees in 2024-25, the final year of the 4-year plan, were 6% more than the previous year's fees - an increase above the Treasurer's approved rate of increasing fees of 2.7%. In this reporting period, general registration fees for 2025-26 were increased by 2.93%, in line with the Treasurer's approved rate of 3% for increasing fees.

Vetboard Victoria has continued to invest in system and process improvements to increase the efficiency of its services and reduce expenditure. While 2024-25 was the final year of the plan to rebuild our reserves, we continue to focus on building and maintaining our equity position.

In 2023-24, DTF provided Business Acceleration Fund funding of \$200,000 to Vetboard Victoria. The funding is for digital transformation processes which will increase the efficiency and effectiveness of Board regulatory processes. The grant is spread across 3 financial years, with \$50,000 received and recognised as grant income in 2023-24, \$90,000 in 2024-25, and a further \$60,000 to be received in 2025-26.

No events occurred after 30 June 2025 which may significantly affect operations in subsequent reporting.

Vetboard Victoria does not manage any capital projects.

BOARD FIVE YEAR FINANCIAL SUMMARY

The Board's 5 year financial summary from 2021 to 2025 is presented in Table 6 below.

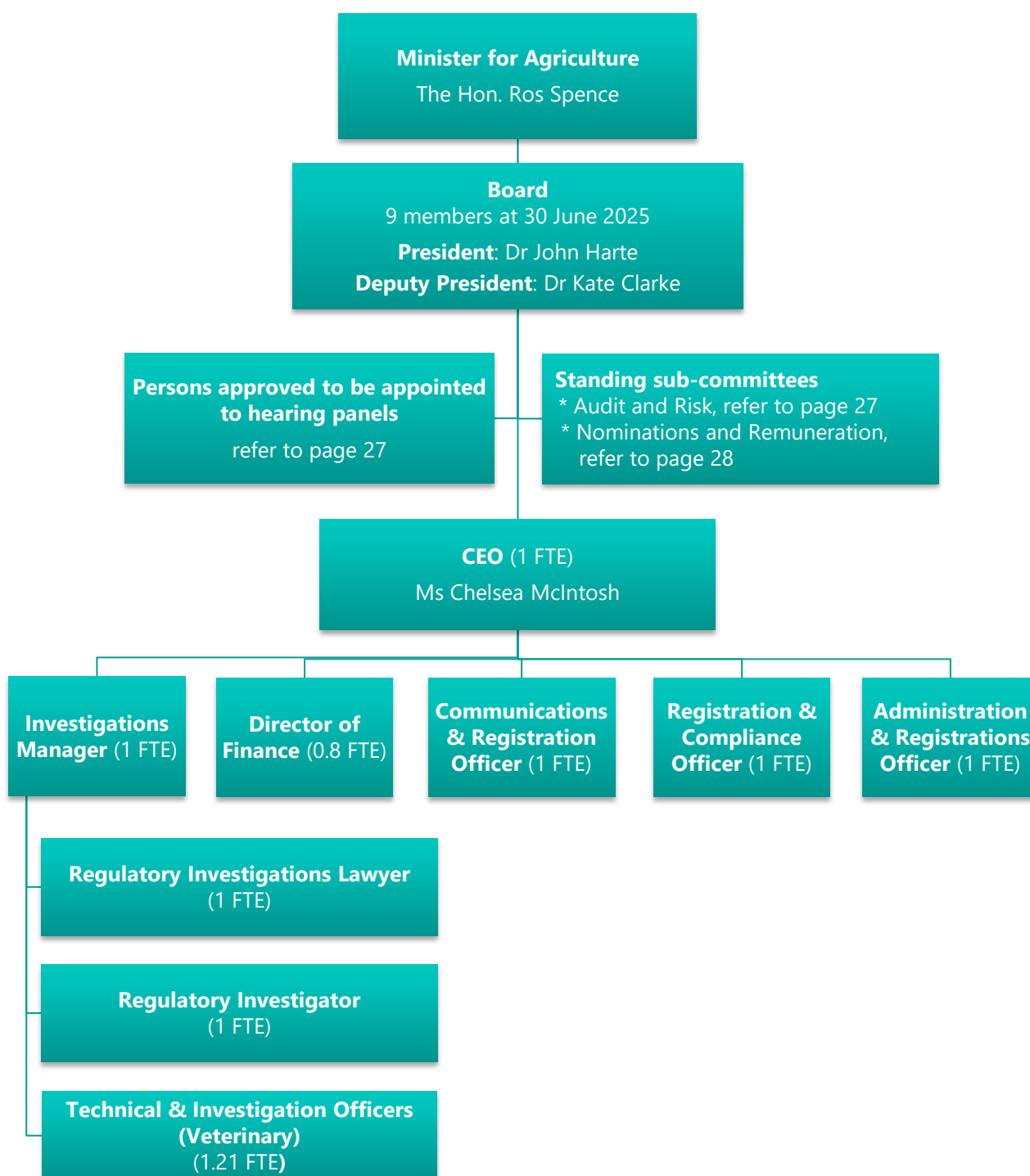
Table 6 – Board 5 year financial summary

	2025	2024	2023	2022	2021
	\$	\$	\$	\$	\$
Income from operating activities	2,661,865	2,425,126	1,988,704	1,665,201	1,455,007
Total income from transactions	2,968,844	2,641,866	2,129,287	1,762,816	1,519,710
Total expenses from transactions	(2,240,448)	(2,274,055)	(1,862,904)	(2,332,402)	(1,542,362)
Net result from transactions	728,396	367,811	266,383	(569,586)	(22,652)
Net result for the period	728,396	367,811	266,383	(569,586)	(22,652)
Net cash flow from/(used in) operating activities	1,275,468	524,300	971,811	(81,595)	215,465
Total assets	5,105,173	4,056,788	3,743,687	3,063,723	3,272,495
(Total liabilities)	(3,358,875)	(3,038,886)	(3,093,596)	(2,680,015)	(2,319,201)
Total equity	1,746,298	1,017,902	650,091	383,708	953,294

PART 2 - GOVERNANCE AND ORGANISATIONAL STRUCTURE

VETBOARD VICTORIA ORGANISATIONAL STRUCTURE

At 30 June 2025, the Veterinary Practitioners Registration Board of Victoria had the following organisational structure:



THE BOARD

The 9 members of the Board are nominated by the Minister for Agriculture and appointed by the Governor in Council. The members of the ninth Board were appointed on 18 June 2022 for the period to 17 June 2025. The members of the tenth Board were appointed on 18 June 2025.

At 30 June 2025, pursuant to section 63 of the VPA, members of the tenth Board were:

- six registered veterinary practitioners:
 - one employed by the Crown and nominated by the Minister – Dr Tracey Bradley
 - one employed by the University of Melbourne and nominated by the Minister – Dr Peta Rak
 - four others: Dr John Harte (President), Dr Kate Clarke (Deputy President), Dr Charlie Blackwood and Dr David Colson.
- three other members:
 - one lawyer: Mr Andrew Jaworski
 - two non-veterinary members: Ms Susan (Sue) Lebish and Ms Anna Storti.

BIOGRAPHIES OF TENTH BOARD MEMBERS



President Dr John Harte

Veterinary Member – initially appointed to the Board in June 2022

Dr John Harte is a veterinary practitioner with experience in small animal and equine practice. He has held director roles with the Vet Group in Timboon and the Lort Smith Animal Hospital in North Melbourne, and many other executive roles as a consultant, director, chairperson and CEO across various sectors including government, not-for-profit, membership-based, private and public sectors. A graduate of the Australian Institute of Company Directors (AICD), Dr Harte has a significant track record in both chair and non-executive director roles with over 16 different boards.



Deputy President Dr Kate Clarke

Veterinary Member – initially appointed to the Board in June 2019 and as Deputy President in 2022

Dr Kate Clarke is a graduate of the University of Queensland and member by examination of the Australian and New Zealand College of Veterinary Scientists (ANZCVS) in small animal medicine. A veterinary practitioner in mixed and small animal regional practice for over 20 years in Australia and the UK, Dr Clarke also holds a Master of Business Administration (MBA) and is an AICD graduate. She serves as a director on Victorian regulatory, not-for-profit and community boards, and as the AVA policy advisory councillor for the Veterinary Business Group. With a strong interest in sustained career engagement, she represented the Board on the AVBC's Sustainable Practice Committee.



Dr Charlie Blackwood

Veterinary Member – initially appointed to the Board in June 2019

A graduate of the University of Sydney with a Master of Veterinary Science (Small Animal Practice) from Murdoch University and ANZCVS membership in ruminant nutrition, Dr Charlie Blackwood has had a 30-year career as a veterinary practitioner with a focus on small animals, horses and cattle. At Warrnambool Veterinary Clinic, Dr Blackwood's work involves surgical and medical treatment of small animals, with additional work in beef and dairy cattle. Dr Blackwood is an AICD graduate and brings significant governance experience to the Board. He has been a Director at Warrnambool Veterinary for over 20 years and was a Member of the Board of Moyne Health Service for 12 years.



Dr Tracey Bradley

Veterinary Member and Crown appointment – initially appointed to the Board in 2013

Dr Tracey Bradley was reappointed to the Ninth Board as the Crown nominee for the Board. A graduate of the University of Melbourne, Dr Bradley has worked as a veterinary practitioner in mixed practice in Australia and the United Kingdom. Dr Bradley is an ANZCVS member by examination in epidemiology and holds a Master of Public Health. Dr Bradley joined the then Department of Agriculture in Victoria in 1995, working in field and laboratory roles. She now focusses on aquatic species as the Principal Veterinary Officer, Aquatic Animal Health, covering areas of research, policy and national strategy.



Dr David Colson

Veterinary Member – initially appointed to the Board in 2017

A graduate of the University of Melbourne with a Master of Dairy Cattle Medicine and Management and ANZCVS membership in ruminant nutrition, Dr David Colson worked in mixed practice in Southwest Victoria for over 30 years - most recently as Senior Veterinarian with The Vet Group where he helped develop strategy and policy and maintain clinical standards. Dr Colson brings extensive clinical experience to the Board as a small animal and production animal veterinary practitioner. His long-term professional involvement in many and varied industry, scientific and education programs and industry networking has given him a broad understanding of the Australian veterinary industry and the environment in which it operates. Dr Colson served as Deputy President for the Eighth Board and has held honorary or Board positions with WestVic Dairy (Dairy Australia Regional Development Program) and the AVA.



Mr Andrew Jaworski

Lawyer – initially appointed to the Board in 2022

Mr Andrew Jaworski is a solicitor with over 20 years of experience in administrative, corporate, and commercial law, focussing on the health and technology sectors. Qualified in Australia, England and Wales, he has worked in top-tier private practice, consulting firms, and senior in-house roles in the UK, Singapore, and Australia. He is the General Counsel for the Royal Victorian Eye and Ear Hospital, providing him with experience in dispute resolution, complaint management, health, safety and regulatory frameworks, clinical governance and government and administrative law. Andrew is an Associate Fellow of the Australasian College of Health Service Management, Fellow of the Governance Institute of Australia and AICD graduate. He serves on several health service and not for profit boards.



Ms Sue Lebish

Non-Veterinary Member – initially appointed to the Board on 21 May 2024

A Certified Practising Accountant, AICD graduate and member of the Institute of Community Directors Australia, Ms Sue Lebish has extensive experience in finance, business management, auditing, and accounting. Her comprehensive Board experience include roles as Chair of the Falls Creek Alpine Resort Management Board, Chair and member of 3 of Alpine Resort's Audit & Risk Committees, committee member of Winton Wetlands Committee of Management, Chair and member of the Alpine Shire Audit & Risk Committee, and Chair of the Audit & Risk Committee for an Indigenous Land Management Board.



Dr Peta Rak

Veterinary Member with experience in veterinary education – appointed on 18 June 2025

A graduate of the University of Sydney and ANZCVS member by examination of in small animal surgery, Dr Peta Rak is an experienced general practice veterinarian. A lecturer in small animal surgery at the University of Melbourne, Dr Rak also holds postgraduate qualifications in higher education and has a strong interest in veterinary education and professional standards. She has held strategic leadership and management roles in both small and mixed animal hospitals and contributed to governance and advocacy through her service on the Board of Riding for the Disabled Australia.



Ms Anna Storti

Non-Veterinary Member – appointed on 18 June 2025

An AICD graduate with an MBA (Executive) from the Australian Graduate School of Management, Ms Anna Storti has exceptional experience in business and finance, having spent close to 30 years in financial services and other regulated industries. She has held leadership roles with Judo Bank, BOQ Group and Virgin Money in the UK and has served on boards across the not-for-profit and private sectors. Anna brings a breadth of capabilities in strategy, customer service and experience, operations, marketing, transformation, human resources, governance and risk management.

BIOGRAPHIES OF NINTH BOARD MEMBERS

The ninth Board's term covered most of the reporting period, from 1 July 2024 to 17 June 2025. Membership of the ninth Board during the reporting period comprised:

- six registered veterinary practitioners:
 - one employed by the Crown and nominated by the Minister – Dr Tracey Bradley
 - one with experience in veterinary education – Professor Julian (Josh) Slater
 - four others: Dr John Harte (President), Dr Kate Clarke (Deputy President), Dr Charlie Blackwood, and Dr Kate Clarke
- three other members:
 - one lawyer: Mr Andrew Jaworski
 - two non-veterinary members: Ms Susan (Sue) Lebish and Ms Naomi Pye.

Non-veterinary member Ms Naomi Pye resigned effective 11 February 2025. As appointment of the tenth Board was imminent, she was not replaced.

The following biographies are for Ms Naomi Pye and Professor Josh Slater, the 2 outgoing members of the Ninth Board.



Ms Naomi Pye

Non-Veterinary Member – appointed to the Ninth Board on 17 June 2022. Resigned from the Ninth Board effective 11 February 2025

Ms Pye has a business management background through her director roles with the Gardiner Foundation, Southern Rural Water and Boldrewood Dairies. With a strong reputation in the industry and committee experience with Australian Dairy Farmers, United Dairy Farmers Victoria and the Victorian Farmers Federation she has a sound understanding of governance, stakeholder engagement and innovation. As a non-veterinary member, Ms Pye has experience in using veterinary services in an on-farm environment.



Professor Josh Slater

Veterinary Member and University of Melbourne appointment – initially appointed to the Board in October 2021. Term ended 17 June 2025.

Professor Slater was Acting Head of the Melbourne Veterinary School and Head of Department of Veterinary Clinical Sciences at the University of Melbourne. With 35 years’ experience in equine practice in the United Kingdom, Professor Slater has worked extensively with regulatory and professional bodies in the UK and in Europe, overseeing examination and registration, practice standards and complaints. He brought a range of experience to his role at the Board, including assessment and maintenance of competency at undergraduate and post-graduate level and professional development and continuing education.

BOARD MEETINGS

The Board held 11 ordinary meetings during the year ending 30 June 2025 on the following dates:

- 9 July 2024
- 13 August 2024
- 10 September 2024
- 8 October 2024
- 12 November 2024
- 10 December 2024
- 11 February 2025
- 11 March 2025
- 8 April 2025
- 13 May 2025
- 17 June 2025.

Table 7 shows member attendance at Board meetings for the 2024-25 period.

Table 7 – Board meeting attendance (11 meetings convened)

Board members	Eligible to attend	Attended
Dr Charlie Blackwood	11	10
Dr Tracey Bradley	11	9
Dr Kate Clarke (Deputy President)	11	9
Dr David Colson	11	11
Dr John Harte (President)	11	10
Mr Andrew Jaworski	11	9
Ms Sue Lebish	11	8
Ms Naomi Pye	7	5

PERSONS APPROVED TO BE APPOINTED TO PANELS

Under sections 35(4) and 42(4) of the VPA, the Governor in Council may approve persons recommended by the Minister to be eligible to be appointed to informal and formal hearing panels.

Table 8 shows the persons approved as eligible to be appointed to informal and formal hearing panels by the Governor in Council during the reporting period, and the number of times approved persons sat on panels.

Table 8 – Persons approved by Governor in Council for appointment to hearing panels

Name of approved person	Category	Times sat on informal hearing (IH) or formal hearing (FH) panels in 2024-25
Term 1 July 2022 to 30 June 2025		
Dr Susan Chaney	Veterinary practitioner	1 IH
Mr Geoffrey Coates	Lawyer	1 FH
Ms Carol Geyer	Lawyer	-
Dr Jack Jacoby	Community member	-
Ms Kathryn Johns	Community member	-
Dr Clara Lauinger	Veterinary practitioner	2 IH
Mr Brendan Murray	Lawyer	3 IH
Dr Omid Nejad	Veterinary practitioner	3 IH / 1 FH
Ms Sophia Panagiotidis	Community member	1 IH
Dr Stewart Ryan	Veterinary practitioner	-
Ms Mary Sevdalis	Lawyer	2 IH
Dr Stacey Sullivan	Veterinary practitioner	-
Dr Helsa Teh	Veterinary practitioner	2 IH
Dr Lucy White	Veterinary practitioner	-

AUDIT AND RISK SUB-COMMITTEE MEMBERSHIP AND ROLES

The members of the Board’s Audit and Risk sub-committee for 2024-25 are listed in the table below. The Board has been granted a full exemption from the Standing Directions issued under the *Financial Management Act 1994*. This exemption has been granted by the Minister for Finance on the basis the Veterinary Practitioners Registration Board of Victoria complies with DEECA’s Portfolio Financial Management Compliance Framework (PFMCF). There is no requirement to maintain an audit or internal audit committee under DEECA’s PFMCF.

The Audit and Risk sub-committee’s charter is to:

- independently review and assess the effectiveness of Vetboard Victoria’s systems and controls for financial management, performance and sustainability, including risk management
- review annual financial statements and make a recommendation to the Board as to whether to authorise the statements before they are released to Parliament
- oversee the scope of work, performance and independence of auditor
- maintain effective communication with external auditors
- oversee matters of accountability and internal control affecting Vetboard Victoria’s operations
- determine and review the effectiveness of management information systems and internal controls

- review and provide advice on the appropriateness of Vetboard Victoria’s risk management, escalating key risks as appropriate
- consider recommendations made by auditors relating to or impacting on financial management, performance and sustainability and the actions to be taken by Vetboard Victoria to resolve issues raised
- regularly review implementation of actions in response to audits, including remedial actions to mitigate future instances of non-compliance
- determine the acceptability, disclosure of and correct accounting treatment for significant transactions which are not part of the Vetboard Victoria’s normal course of business
- review and monitor compliance with the *Financial Management Act 1994* (FMA), the Standing Directions and Instructions issued under section 8 of the FMA, or DEECA’s Portfolio Financial Management Compliance Framework (PFMCF).

Members are appointed by the Board and are subject to the sub-committee’s Charter.

Meetings are held quarterly and at any other time on the request of a sub-committee member or an internal or external auditor. In 2024-25, the committee met 4 times. Membership and attendance of sub-committee members is detailed in the table below.

Table 9 – Audit and Risk sub-committee membership and meeting attendance 2024-25

Name	Independent	Term	Eligible to attend	Attended
Dr Charlie Blackwood (Chair)	✓	01/07/2024 – 30/06/2025	4	4
Ms Sue Lebish	✓	01/07/2024 – 30/06/2025	4	2
Mr Andrew Jaworski	✓	01/07/2024 – 30/06/2025	4	4

OTHER BOARD STANDING SUB-COMMITTEES

In the reporting period, in addition to the Audit and Risk sub-committee reported above, the Board had one other standing sub-committee, the Nominations and Remuneration sub-committee.

This sub-committee assists and provides advice to the Board about the appointment, performance and development opportunities and remuneration of the CEO, considering the requirements and guidance of the Victorian Public Sector Commission (VPSC) and the Victorian Independent Remuneration Tribunal relevant to these responsibilities.

Members are appointed by the Board and are subject to the sub-committee’s terms of reference.

Meetings are held regularly, including on the request of a sub-committee member or the Board. In 2024-25, the sub-committee met 3 times. Membership and attendance of sub-committee members is detailed in the table below.

Table 10 – Nominations and Remuneration sub-committee membership and meeting attendance 2024-25

Name	Independent	Term	Eligible to attend	Attended
Dr Tracey Bradley	✓	01/07/2024 – 30/06/2025	3	3
Dr Kate Clarke	✓	01/07/2024 – 30/06/2025	3	3
Dr John Harte	✓	01/07/2024 – 30/06/2025	3	3

OCCUPATIONAL HEALTH AND SAFETY

The goal of Vetboard Victoria's occupational health and safety policy is to ensure that all Board members, staff, contractors and visitors remain safe and healthy at work and when visiting Vetboard Victoria's office.

During the reporting period, the Board's standing Audit and Risk sub-committee continued monitoring occupational health and safety activities via regular review of the Board's risk and adverse events registers.

Initiatives undertaken during the year to improve the health and safety of staff and minimise the human and financial costs of occupational injury and illness included:

- updating Vetboard Victoria's occupational health and safety and flexible work policies and safe workspace checklist
- working with Vetboard Victoria's EAP provider on managing psychosocial risks in the workplace
- debriefing and developing action plans for any adverse events as they occurred
- performing a health and safety induction for new Board members and new employees
- providing all staff with access to Vetboard Victoria's EAP
- attending fire warden training
- testing and tagging all electrical equipment.

INCIDENT MANAGEMENT

As in previous years, in 2024-25 no hazards or incidents were reported. The Board did not lodge any lost time WorkCover claims during the period 1 July 2024 to 30 June 2025.

EMPLOYMENT AND CONDUCT PRINCIPLES

The Board is committed to applying merit and equity principles when appointing staff. The selection processes ensure applicants are assessed and evaluated fairly and equitably, based on the key selection criteria and other accountabilities, without discrimination. Employees have been correctly classified in workforce data collections.

PART 3 - WORKFORCE DATA

PUBLIC SECTOR VALUES AND EMPLOYMENT PRINCIPLES

The *Public Administration Act 2004* (PAA) established the VPSC. The VPSC's role is to strengthen public sector efficiency, effectiveness and capability, and to maintain and advocate for public sector professionalism and integrity.

Vetboard Victoria has policies and practices that are consistent with the VPSC's employment standards and that provide for fair treatment, career opportunities and the early resolution of workplace issues.

Vetboard Victoria advises Board members and staff on how to avoid conflicts of interest, how to respond to offers of gifts and how it deals with misconduct.

During their induction, Board members receive a handbook (updated this reporting period) containing the 'Code of conduct for directors of public entities' (the VPSC Code) and related VPSC documents. Adherence to public sector values is emphasised at induction and throughout a Board member's term. Standing items at Board meetings include a requirement for members to disclose interests under section 70 of the VPA and make declarations in relation to lobbying per section 3.13 of the VPSC Code, and reminders about the confidentiality provisions in the VPA and members' obligations under the *Charter of Human Rights and Responsibilities Act 2006*.

During their induction, staff members receive workplace policies and procedures, and copies of the VPSC's public sector values and 'Code of conduct for Victorian public sector employees'. All staff attend regular staff meetings where new or updated policies and procedures are introduced and discussed.

COMPARATIVE WORKFORCE DATA

At 30 June 2025, Vetboard Victoria employed 10 staff (9.01 full time equivalent) excluding temporary staff, compared with 9 staff (7.9 full time equivalent) at 30 June 2024 and 10 staff (7.5 full time equivalent) at 30 June 2023.

Table 11 discloses the head count and full-time equivalent (FTE) of all active public service employees of Vetboard Victoria, employed in the last full payment in June 2025, and in the last full pay period in June of the previous reporting periods (2024 and 2023).

Table 11 – Summary employment numbers at 30 June 2023, 2024 and 2025

	Employees (headcount)	FTE	Ongoing employees		Fixed term and casual employees
			Full time (headcount)	Part time (headcount)	
June 2025	10	9.01	6	3	1
June 2024	9	7.90	5	3	1
June 2023	10	7.50	1	2	7

Table 12 on the next page shows the position titles, headcount and FTE of all active Vetboard Victoria employees employed in the last full pay period in June of reporting periods 2025, 2024 and 2023. Employees have been correctly classified in workforce data collections. Ongoing employees include those engaged on a standard executive contract who were active in the last full pay period at 30 June.

Table 12 – Comparative workforce profiles at 30 June in 2023, 2024 and 2025.

	Employees (headcount)	FTE	Ongoing employees		Fixed term and casual employees
			Full time (headcount)	Part time (headcount)	
June 2025					
CEO	1	1.00	0	0	1
Registration, Administration & Communications	3	3.00	3	0	0
Compliance/Investigations	5	4.21	3	2	0
Director of Finance	1	0.80	0	1	0
Total	10	9.01	6	3	1
June 2024					
CEO	1	1.0	0	0	1
Registration, Administration & Communications	3	3.0	3	0	0
Compliance/Investigations	4	3.1	2	2	0
Director of Finance	1	0.8	0	1	0
Total	9	7.9	5	3	1
June 2023					
General Manager & Registrar	1	1.0	0	0	1
Registration & Communications	2	1.8	1	1	0
Compliance/Investigations	5	3.5	0	1	4
Director of Finance	1	0.6	0	0	1
Governance & Administration	1	0.6	0	0	1
Total	10	7.5	1	2	7

Notes for Table 12:

- CEO formerly General Manager & Registrar.
- All numbers reflect employment levels during the last full pay period in June of each year.
- Those on leave without pay or absent on secondment, external contractors/consultants and temporary staff employed by employment agencies are excluded.
- Ongoing employees include people engaged on an open-ended contract of employment and executives engaged on a standard executive contract who were active in the last full pay period of June.
- Fixed term and casual employees include people engaged on a closed-ended contract of employment and on a casual employment basis who were active in the last full pay period of June.
- FTEs are calculated as the hours worked compared with an employee on a full-time basis.
- VPS (Victorian Public Service) grades and banding classifications are not applicable to Vetboard Victoria employees.
- Employees are classified as follows: General Manager & Registrar/CEO is an executive role; Director of Finance is a corporate role; Investigations Manager, Regulatory Investigation Lawyer, Regulatory Investigator, Technical & Investigation Officer (Veterinary), Communications & Registration Officer, Registration & Compliance Officer, Administration & Registration Officer and Governance & Administration Officer are/were corporate/administrative roles.

PART 4 - OTHER DISCLOSURES

LOCAL JOBS FIRST

The *Local Jobs First Act 2003* introduced in August 2018 brings together the Victorian Industry Participation Policy (VIPP) and Major Project Skills Guarantee (MPSG) policy which were previously administered separately.

Vetboard Victoria is required to apply the Local Jobs First Policy in all projects valued at \$3 million or more in Metropolitan Melbourne or for statewide projects or \$1 million or more for projects in regional Victoria.

MPSG applies to all construction projects valued at \$20 million or more.

The MPSG guidelines and VIPP guidelines will continue to apply to MPSG- and VIPP-applicable projects respectively where contracts were entered before 15 August 2018.

Vetboard Victoria did not undertake any projects during this financial reporting period relevant to the Local Jobs First Policy.

GOVERNMENT ADVERTISING EXPENDITURE

Vetboard Victoria's expenditure on government campaign expenditure did not exceed \$100,000 in 2024-25.

CONSULTANCY EXPENDITURE

Details of consultancies (valued at \$10,000 or greater)

In 2024-25, 2 consultants were engaged where the total fees payable to the consultants were \$10,000 or greater. The total expenditure incurred in relation to these consultants was \$57,530 (excluding GST). Details of individual consultancies are outlined in the table below.

Table 13 – Details on consultancies valued at \$10,000 or greater

Consultant	Purpose of consultancy	Start date	End date	Total approved project fee (excl. GST)	Expenditure 2024-25 (excl. GST)	Future expenditure (excl. GST)
Thoughtpost Governance Pty Ltd	Undertake Board review	2 Sep 2024	16 Sep 2024	\$18,680	\$18,680	nil
SHM Advisory Pty Ltd	Undertake cloud security review and penetration testing	7 Mar 2025	7 May 2025	\$38,850	\$38,850	nil

Consultancies valued at less than \$10,000

In 2024-25, 4 consultancies were engaged where the total fees payable to the individual consultancies were less than \$10,000. The total expenditure incurred in relation to these consultancies was \$22,703 (excluding GST).

REVIEWS AND STUDIES EXPENDITURE

Financial Reporting Direction 22 requires an entity to disclose certain information about reviews or studies that it has undertaken in the reporting period. Reviews or studies that are commercial in confidence are excluded. In 2024–25, Vetboard Victoria did not undertake any reviews or studies.

INFORMATION AND COMMUNICATION TECHNOLOGY EXPENDITURE

Details of information and communication technology (ICT) expenditure

In 2024-25, Vetboard Victoria had a total ICT expenditure of \$272,250, with the details shown in Table 14.

Table 14 – Information and communication technology expenditure

All operational ICT expenditure		ICT expenditure related to projects to create or enhance ICT capabilities	
Business as Usual (BAU) ICT expenditure (Total)	Non-Business as Usual ICT expenditure (non-BAU) (Total = operational expenditure and capital expenditure)	Operational expenditure (excl. GST)	Capital expenditure (excl. GST)
\$137,020	\$135,230	\$135,230	\$0

Notes for Table 14:

- **ICT expenditure** refers to Vetboard Victoria’s costs in providing business-enabling ICT services within the current reporting period. It comprises Business as Usual (BAU) ICT expenditure and Non-Business as Usual (Non-BAU) ICT expenditure:
- **Non-BAU ICT expenditure** relates to digital infrastructure improvement and strengthening of cyber security control.
- **BAU ICT expenditure** is all remaining ICT expenditure, which primarily relates to ongoing activities to operate and maintain current ICT capability.

DISCLOSURE OF MAJOR CONTRACTS

Vetboard Victoria did not enter into any major contracts during 2024-25. A “major contract” is a contract entered into during the reporting period valued at \$10 million or more.

FREEDOM OF INFORMATION

The *Freedom of Information Act 1982* (FOI Act) allows the public a right of access to documents held by Vetboard Victoria. The purpose of the FOI Act is to extend as far as possible the right of the community to access information held by government departments, local councils, Ministers and other bodies subject to the FOI Act.

An applicant has a right to apply for access to documents held by Vetboard Victoria. This comprises documents both created by us or supplied to us by an external organisation or individual, and may also include maps, films, microfiche, photographs, computer printouts, computer discs, tape recordings and videotapes. Information about the type of material we produce is available in a Part II Information Statement on our website at www.vetboard.vic.gov.au > Plans, policies and disclosures > Freedom of information.

The FOI Act allows Vetboard Victoria to refuse access, either fully or partially, to certain documents or information. Examples of documents that may not be accessed include some internal working documents, law enforcement documents, documents covered by legal professional privilege such as legal advice, personal information about other people, information provided to the Board in confidence and information that is confidential under the VPA or another Act.

Under the FOI Act, the FOI processing time for requests received is 30 calendar days. However, when external consultation is required under sections 29, 29A, 31, 31A, 33, 34 or 35, a 15-day automatic extension applies. Processing time may also be extended by periods of 30 days, in consultation with the applicant. With the applicant’s agreement, this may occur any number of times. However, obtaining an applicant’s agreement for an extension cannot occur after the expiry of the timeframe for deciding a request.

If an applicant is not satisfied by a decision made by Vetboard Victoria, under section 49A of the FOI Act they have the right to seek a review by the Office of the Victorian Information Commissioner (OVIC) within 28 days of receiving a decision letter.

Making a freedom of information request

Access to documents can also be obtained through a written request to Vetboard Victoria's CEO, as detailed in section 17 of the FOI Act and on our website. An application fee of \$33.60 applies. Access charges may also be payable if the document pool is large and the search for material is time consuming.

When making an FOI request, applicants should ensure that requests are in writing and clearly identify what types of material/documents are being sought and be accompanied by the application fee to be a valid request.

If you are unable to make a request online, you can request documents in our possession by writing to:

CEO
Vetboard Victoria
PO Box 247
Collins Street West VIC 8007

Enquiries and FOI requests can be made to Vetboard Victoria via email at communications@vetboard.vic.gov.au.

Freedom of information statistics/timeliness

During 2024-25 Vetboard Victoria did not receive any FOI requests, nor were any decisions made on FOI requests in the period.

During 2024-25, no requests were subject to a complaint to OVIC and no requests from any previous reporting period progressed to the Victorian Civil and Administrative Tribunal (VCAT).

Further information

Further information regarding the operation and scope of FOI can be obtained from the FOI Act, regulations made under the FOI Act, and ovic.vic.gov.au.

COMPLIANCE WITH THE BUILDING ACT 1993

Vetboard Victoria does not own or control any government buildings and consequently is exempt from notifying its compliance with the building and maintenance provisions of the *Building Act 1993*.

COMPETITIVE NEUTRALITY POLICY

Competitive neutrality requires government businesses to ensure that, where services compete or potentially compete with the private sector, any advantage arising solely from their government ownership be removed if it is not in the public interest. Government businesses that undertake significant business activities are required to implement competitive neutrality measures (such as setting competitive neutral prices), which accounts for any net advantage that comes from public ownership. Competitive neutrality policy supports fair competition between public and private businesses and provides government businesses with a tool to enhance decisions on resource allocation. This policy does not override other policy objectives of government and focusses on removing resource allocation distortions.

Vetboard Victoria fulfils its requirements on competitive neutrality reporting as required under the Competition Principles Agreement and Competition and Infrastructure Reform Agreement.

COMPLIANCE WITH THE PUBLIC INTEREST DISCLOSURES ACT 2012

The *Public Interest Disclosures Act 2012* encourages and assists people in making disclosures of improper conduct by public officers and public bodies. The Act provides protection to people who make disclosures in accordance with the Act and establishes a system for the matters disclosed to be investigated and rectifying action to be taken.

Vetboard Victoria does not tolerate improper conduct by Board members and employees, nor the taking of reprisals against those who come forward to disclose such conduct. It is committed to ensuring transparency and accountability in its administrative and management practices and supports the making of disclosures that reveal corrupt conduct, conduct involving a substantial mismanagement of public resources, or conduct involving a substantial risk to public health and safety or the environment.

Vetboard Victoria will take all reasonable steps to protect people who make such disclosures from any detrimental action in reprisal for making the disclosure. It will also afford natural justice to the person who is the subject of the disclosure to the extent it is legally possible.

Reporting procedures

You can make a public interest disclosure about Vetboard Victoria or its Board members, officers or employees by contacting IBAC (details below). Vetboard Victoria is **not** able to receive disclosures.

Vetboard Victoria has procedures for the protection of persons from detrimental action in reprisal for making a disclosure about the organisation or its Board members, officers or employees. You can access these procedures on our website at: www.vetboard.vic.gov.au > Plans, policies and disclosures > Public interest disclosures.

Independent Broad-Based Anti-Corruption Commission (IBAC):

Address: Level 1, North Tower, 459 Collins Street, Melbourne Victoria 3000.

Mail: IBAC, GPO Box 24234, Melbourne Victoria 3001

Internet: www.ibac.vic.gov.au

Phone: 1300 735 135

Email: See the IBAC website above for the secure email disclosure process, which also provides for anonymous disclosures.

EMERGENCY PROCUREMENT DISCLOSURE

In 2024-25, Vetboard Victoria did not activate any emergency procurement in accordance with the requirements of government policy and accompanying guidelines, resulting in nil spending on emergency procurement.

DISCLOSURE OF SOCIAL PROCUREMENT ACTIVITIES

The Social Procurement Framework governs how the Victorian Government undertakes social procurement. The framework applies to the procurement of all goods, services and construction undertaken by, or on behalf of, entities subject to the Standing Directions 2018 under the *Financial Management Act 1994*.

The Victorian Government leverages its buying power to deliver social, economic and environmental outcomes benefiting the Victorian community, the economy and the environment – above and beyond the goods, services and construction works procured.

Social procurement commitment

Vetboard Victoria is committed to supporting the Government's directions under the Social Procurement Framework (SPF). After finalising a Social Procurement Strategy in 2023, Vetboard Victoria adopted an organisation-wide approach to delivering social and sustainable outcomes through procurement, in accordance with the SPF.

Vetboard Victoria’s strategy prioritises the following social procurement objectives:

- delivering opportunities for Victorian Aboriginal people, Victorians with disabilities and disadvantaged Victorians
- promoting women’s equality and safety
- promoting sustainable Victorian social enterprise, Aboriginal business sectors and environmentally sustainable business practices.

Social procurement achievements

There was modest spending of \$109 via social benefit suppliers in the reporting period. While Vetboard Victoria’s spending on goods and services available under the SPF has been and will likely continue to be very modest, the Board recognises that such spending does play a role, even if small, in advancing social and sustainable outcomes for Victorians.

Disclosure of procurement complaints

Vetboard Victoria received no complaints relating to social procurement during the reporting period.

REPORTING OF ENVIRONMENTAL DATA

Vetboard Victoria is committed to environmental sustainability in its operations. We privately lease an office in a 14-storey CBD building. While this arrangement does not give us total control over energy use and waste disposal, our objectives include to:

- reduce greenhouse gas emissions resulting from our operational activities
- reduce the amount of waste and maximise the amount of reused and recycled resources in procurement
- encourage staff to reduce environmental impacts through behaviour change
- communicate environmental performance through internal and public reporting.

Initiatives undertaken to reduce energy use and wastage include to:

- provide secure electronic access to papers for Board and sub-committee meetings
- create secure electronic registration and investigation files
- encourage veterinary practitioners to renew their registration and update their details electronically
- reduce the amount of waste and maximise the number of reusable, compostable and recyclable items
- make environmentally sound purchasing decisions for capital items and consumables
- annual testing of electronic equipment and updating as required
- encourage staff to reduce environmental impacts – powering computers down and turning off the lights when leaving the office.

Electricity production and consumption

Vetboard Victoria purchases electricity for its office in the Melbourne CBD. In the reporting period, Vetboard Victoria did not purchase any GreenPower through our electricity retailer.

Table 15 shows the total electricity purchased through Vetboard Victoria’s retailer over the reporting year, compared with the 2 previous reporting years.

Table 15 – Electricity consumption

Indicator	2024-25	2023-24	2022-23
Total electricity consumption (MWh)	6.34	7.12	8.09
Purchased electricity - Office	6.34	7.12	8.09

Transportation

Vetboard Victoria does not own or lease any vehicles.

Sustainable buildings and infrastructure

Vetboard Victoria has not undertaken a major fit-out of its tenancy since 2018 (when its current office was first leased).

ADDITIONAL INFORMATION AVAILABLE ON REQUEST

In compliance with the requirements of the Standing Directions of the Minister for Finance, details on the items listed below have been retained by Vetboard Victoria and are available on request, subject to the provisions of the *Freedom of Information Act 1982*:

- details of publications produced by Vetboard Victoria about itself, and how these can be obtained
- details of changes in prices, fees, charges, rates and levies charged by Vetboard Victoria
- a statement of completion of declarations of pecuniary interest by relevant officers
- a statement on industrial relations within Vetboard Victoria.

This information is available on request from:

CEO
Vetboard Victoria
Phone: (03) 9620 7444
Email: communications@vetboard.vic.gov.au

Additional information included in Annual Report

Details about the following items have been included in this annual report, on the pages indicated below:

- a list of the Board's standing sub-committees and their purposes on pages 27 and 28
- assessments and measures undertaken to improve the occupational health and safety of employees on page 29.

Activities not undertaken

In the year ended 30 June 2025, the following activities were not undertaken:

- major external reviews of Vetboard Victoria
- major research and development activities
- major promotional, public relations and marketing activities to develop community awareness of Vetboard Victoria and its services.

Information that is not applicable to Vetboard Victoria

The following information is not relevant to Vetboard Victoria for the reasons set out below:

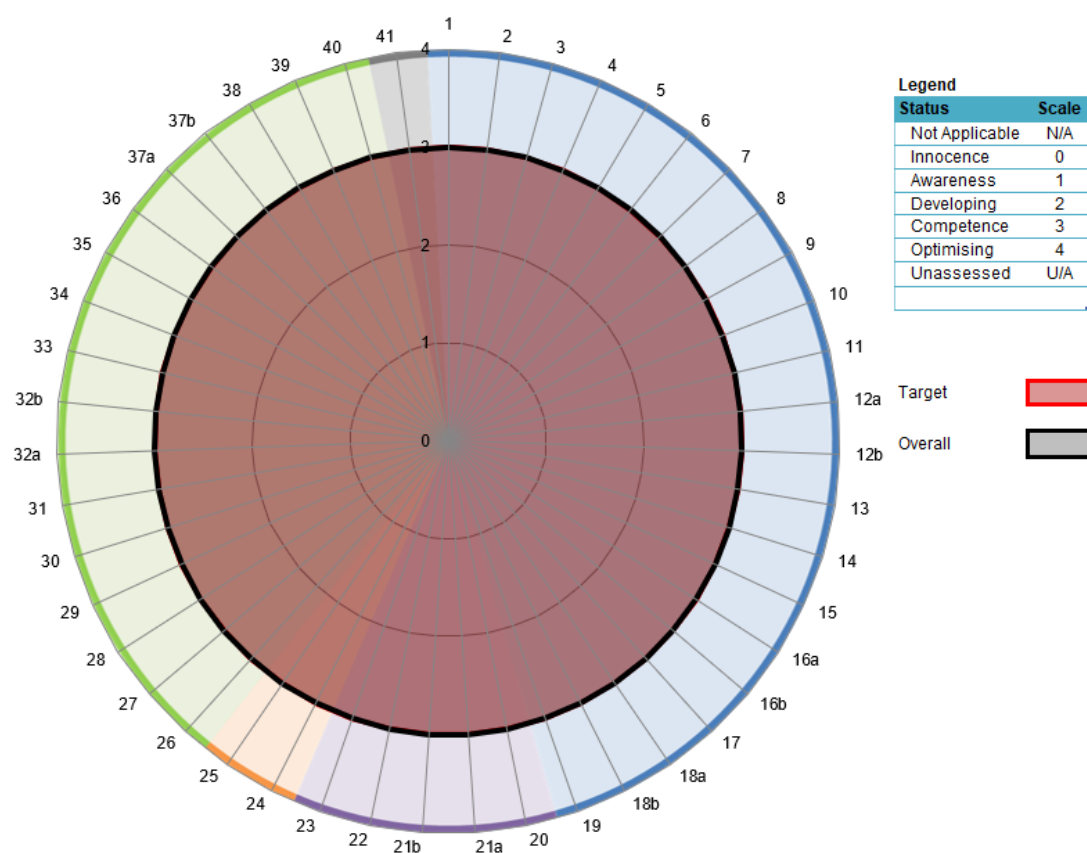
- declarations of shares held by senior officers (no shares have ever been issued in the authority's name)
- details of overseas visits undertaken (no Board members or senior executives took overseas work-related trips).

ASSET MANAGEMENT ACCOUNTABILITY FRAMEWORK (AMAF) MATURITY ASSESSMENT

This section summarises Vetboard Victoria's assessment of maturity against the requirements of the Asset Management Accountability Framework (AMAF). The AMAF is a non-prescriptive, devolved accountability model of asset management that requires compliance with 41 mandatory requirements. These requirements can be found on the [DTF website](#).

Vetboard Victoria's target maturity rating is "competence", meaning systems and processes fully in place, consistently applied and systematically meeting the AMAF requirement, including a continuous improvement process to expand system performance above AMAF minimum requirements.

Figure 1 VPRBV compliance and maturity rating tool as at 30 June 2025.



Leadership and Accountability (requirements 1-19)

Vetboard Victoria has met its target maturity level in this category.

Planning (requirements 20-23)

Vetboard Victoria has met its target maturity level in this category.

Acquisition (requirements 24 and 25)

Vetboard Victoria has met its target maturity level in this category.

Operation (requirements 26-40)

Vetboard Victoria has met its target maturity level in this category.

Disposal (requirement 41)

Vetboard Victoria has met its target maturity level in this category.

PORTFOLIO FINANCIAL MANAGEMENT COMPLIANCE ATTESTATION STATEMENT

VETERINARY PRACTITIONERS REGISTRATION BOARD OF VICTORIA'S FINANCIAL MANAGEMENT COMPLIANCE ATTESTATION STATEMENT

I, John Harte, on behalf of the Responsible Body, certify that the Veterinary Practitioners Registration Board of Victoria has been granted a full exemption from the Standing Directions issued under the *Financial Management Act 1994*. This exemption has been granted by the Minister for Finance on the basis the Veterinary Practitioners Registration Board of Victoria complies with the Department of Energy, Environment and Climate Action's Portfolio Financial Management Compliance Framework.

A handwritten signature in black ink, appearing to read "John Harte", written in a cursive style.

Dr John Harte
President
Veterinary Practitioners Registration Board of Victoria

28 August 2025

VETERINARY PRACTITIONERS REGISTRATION BOARD OF VICTORIA FINANCIAL STATEMENTS

HOW THIS REPORT IS STRUCTURED

The Veterinary Practitioners Registration Board of Victoria (VPRBV) has presented its audited general-purpose financial statements for the financial year ended 30 June 2025 in the following structure, to provide users with the information about the VPRBV's stewardship of resources entrusted to it.

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DECLARATION IN THE FINANCIAL STATEMENTS

The attached financial statements for the Veterinary Practitioners Registration Board of Victoria (the VPRBV) have been prepared in accordance with Section 5.2 of DEECA's Portfolio Financial Management Compliance Framework (PFMCF) of the Minister for Finance under the *Financial Management Act 1994*, applicable Financial Reporting Directions, Australian Accounting Standards including Interpretations, and other mandatory professional reporting requirements.

We further state that, in our opinion, the information set out in the comprehensive operating statement, balance sheet, statement of changes in equity, cash flow statement and accompanying notes, presents fairly the financial transactions during the year ended 30 June 2025 and financial position of the VPRBV at 30 June 2025.

At the time of signing, we are not aware of any circumstance which would render any particulars included in the financial statements to be misleading or inaccurate.

We authorise the attached financial statements for issue on 28 August 2025.

Signed in accordance with a resolution of the Board:

Dr John Harte
President

A handwritten signature in black ink that reads "John Harte".

Dr Charlie Blackwood
Chair, Audit & Risk Committee

A handwritten signature in black ink that reads "C Blackwood".

Ms Chelsea McIntosh
Accountable Officer

A handwritten signature in black ink that reads "C McIntosh".

Ms Sherryng Fung, CPA
Director - Finance

A handwritten signature in black ink that reads "S Fung".

Independent Auditor's Report

To the Board of the Veterinary Practitioners Registration Board of Victoria

Opinion	<p>I have audited the financial report of the Veterinary Practitioners Registration Board of Victoria (the entity) which comprises the:</p> <ul style="list-style-type: none"> • balance sheet as at 30 June 2025 • comprehensive operating statement for the year then ended • statement of changes in equity for the year then ended • cash flow statement for the year then ended • notes to the financial statements, including material accounting policy information • declaration in the financial statements. <p>In my opinion, the financial report presents fairly, in all material respects, the financial position of the entity as at 30 June 2025 and its financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 7 of the <i>Financial Management Act 1994</i> and Australian Accounting Standards – Simplified Disclosures.</p>
Basis for opinion	<p>I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the <i>Auditor's responsibilities for the audit of the financial report</i> section of my report.</p> <p>My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of the entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 <i>Code of Ethics for Professional Accountants (including Independence Standards)</i> (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.</p> <p>I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.</p>
Other information	<p>The Board is responsible for the "other information" included in the entity's annual report for the year ended 30 June 2025. The other information in the annual report does not include the financial report and my auditor's reports thereon. My opinion on the financial report does not cover the other information included in the Annual Report. Accordingly, I do not express any form of assurance conclusion thereon.</p> <p>In connection with my audit of the financial report, my responsibility is to read the other information when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a materially misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.</p>
Board's responsibilities for the financial report	<p>The Board is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards – Simplified Disclosures and the <i>Financial Management Act 1994</i>, and for such internal control as the Board determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.</p> <p>In preparing the financial report, the Board is responsible for assessing the entity'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 it is inappropriate to do so.</p>

Auditor’s responsibilities for the audit of the financial report


As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity’s internal control
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board
- conclude on the appropriateness of the Board’s use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity’s ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor’s report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor’s report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Board members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

MELBOURNE
11 September 2025



Timothy Maxfield
as delegate for the Auditor-General of Victoria

COMPREHENSIVE OPERATING STATEMENT

For the financial year ended 30 June 2025		2025	2024
	Notes	\$	\$
Continuing operations			
Revenue and income from transactions			
Registration fees	2.2.1	2,661,865	2,425,126
Interest income	2.2.3	138,599	106,442
Grants	2.2.4	90,000	50,000
Other income	2.2.2	78,380	60,298
Total revenue and income from transactions		2,968,844	2,641,866
Expenses from transactions			
Employee expenses	3.1.1	(1,438,707)	(1,398,183)
Depreciation and amortisation	4.1.1	(97,681)	(108,508)
Other operating expenses	3.2	(674,917)	(727,617)
Finance expenses		(29,143)	(39,747)
Total expenses from transactions		(2,240,448)	(2,274,055)
Net result from transactions		728,396	367,811
Other comprehensive income		-	-
Comprehensive result		728,396	367,811

The accompanying notes form part of these financial statements

BALANCE SHEET

As at 30 June 2025		2025	2024
	Notes	\$	\$
Assets			
Financial assets			
Cash at bank	6.2	4,728,979	3,584,002
Receivables	5.1	12,698	30,312
Total financial assets		4,741,677	3,614,314
Non-financial assets			
Property, plant and equipment	4.1	306,388	404,069
Other non-financial assets	5.2	57,108	38,405
Total non-financial assets		363,496	442,474
Total assets		5,105,173	4,056,788
Liabilities			
Payables	5.3	236,795	269,168
Contract liabilities	5.4	2,538,224	2,104,523
Lease liabilities	6.1	440,446	541,794
Employee related provisions	3.1.2	143,410	123,401
Total liabilities		3,358,875	3,038,886
Net assets		1,746,298	1,017,902
Equity			
Accumulated surplus		1,746,298	1,017,902
Net worth		1,746,298	1,017,902

The accompanying notes form part of these financial statements

CASH FLOW STATEMENT

For the financial year ended 30 June 2025		2025	2024
	Notes	\$	\$
Cash flows from operating activities			
Receipts			
Receipts from government		90,000	50,000
Receipts from registrants and other sources		3,191,560	2,427,990
Interest received		138,599	106,442
GST recovered from the ATO		92,295	73,683
Total receipts		3,512,454	2,658,115
Payments			
Payments to suppliers and employees		(2,236,986)	(2,133,815)
Total payments		(2,236,986)	(2,133,815)
Net cash flows from operating activities		1,275,468	524,300
Cash flows from investing activities			
Purchases of non-financial assets		-	(25,240)
Net cash flows (used in) investing activities		-	(25,240)
Cash flows from financing activities			
Payment of lease liabilities and interest charges		(130,491)	(107,618)
Net cash flows (used in) financing activities		(130,491)	(107,618)
Net increase in cash and cash equivalents		1,144,977	391,442
Cash and cash equivalents at beginning of financial year		3,584,002	3,192,560
Cash and cash equivalents at end of financial year	6.2	4,728,979	3,584,002

The accompanying notes form part of these financial statements

STATEMENT OF CHANGES IN EQUITY

For the financial year ended 30 June 2025			
		Accumulated surplus	Total equity
		\$	\$
Balance as at 1 July 2023		650,091	650,091
Net result for the year		367,811	367,811
Balance as at 30 June 2024		1,017,902	1,017,902
Net result for the year		728,396	728,396
Balance as at 30 June 2025		1,746,298	1,746,298

The accompanying notes form part of these financial statements

1 ABOUT THIS REPORT

The Veterinary Practitioners Registration Board of Victoria (the VPRBV, the Board) was established under section 61 of the *Veterinary Practice Act 1997* (VPA). The VPRBV's mission is to protect the public and the health and welfare of animals.

The Board's principal address is:

Vetboard Victoria
Level 14, 10-16 Queen St
Melbourne VIC 3000

A description of the nature of the VPRBV's operations and its principal activities is included in the Report of operations, which does not form part of these financial statements.

1.1 BASIS OF PREPARATION

These financial statements are Tier 2 general purpose financial statements prepared in accordance with AASB 1060 General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities (AASB 1060) and Financial Reporting Direction 101 Application of Tiers of Australian Accounting Standards (FRD 101).

VPRBV is a Tier 2 entity in accordance with FRD 101. These financial statements are the first general purpose financial statements prepared in accordance with Australian Accounting Standards – Simplified Disclosures. VPRBV's prior year financial statements were general purpose financial statements prepared in accordance with Australian Accounting Standards (Tier 1). As VPRBV is not a 'significant entity' as defined in FRD 101, it was required to change from Tier 1 to Tier 2 reporting effective from 1 July 2024.

These financial statements are in Australian dollars, and the historical cost convention is used unless a different measurement basis is specifically disclosed in the notes to the financial statements.

The accrual basis of accounting has been applied in preparing these financial statements, whereby assets, liabilities, equity, income and expenses are recognised in the reporting period to which they relate, regardless of when cash is received or paid.

Judgements, estimates and assumptions are required to be made about financial information being presented. The significant judgements made in the preparation of these financial statements are disclosed in the notes where amounts affected by those judgements are disclosed. Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

Revisions to accounting estimates are recognised in the period in which the estimate is revised and also in future periods that are affected by the revision. Judgements and assumptions made by management in applying Australian Accounting Standards (AASs) that have significant effects on the financial statements and estimates are disclosed in the notes under the heading: "Significant judgement or estimates".

These financial statements cover the VPRBV as an individual reporting entity. There is no entity consolidated into VPRBV.

All amounts in the financial statements have been rounded to the nearest \$1 unless otherwise stated.

1.2 COMPLIANCE INFORMATION

These general-purpose financial statements have been prepared in accordance with the *Financial Management Act 1994* (FMA) and applicable AASs which include Interpretations, issued by the Australian Accounting Standards Board (AASB). In particular, they are presented in a manner consistent with the

requirements of AASB 1049 *Whole of Government and General Government Sector Financial Reporting* (AASB 1049).

Where appropriate, those AASs paragraphs applicable to not-for-profit entities have been applied. Accounting policies selected and applied in these financial statements ensure that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported. Unless otherwise stated, all accounting policies are consistent with those of the prior year.

These annual financial statements were authorised for issue by the Board on 28 August 2025.

2 FUNDING DELIVERY OF OUR SERVICES

Introduction

The mission of the Veterinary Practitioners Registration Board of Victoria is to protect the public, and the health and welfare of animals, by regulating veterinary practitioners through the effective administration of the VPA.

To enable the VPRBV to fulfil its objectives, it receives revenue and income predominantly from registration fees.

2.1 SUMMARY OF REVENUE AND INCOME THAT FUNDS THE DELIVERY OF OUR SERVICES

	Notes	2025	2024
		\$	\$
Revenue from Contracts with Customers			
Registration fees	2.2.1	2,661,865	2,425,126
Other income	2.2.2	78,380	60,298
		2,740,245	2,485,424
Revenue and income from other sources			
Interest income	2.2.3	138,599	106,442
Grants	2.2.4	90,000	50,000
Total revenue and income from transactions		2,968,844	2,641,866

Revenue is recognised when the following criteria are met, which is in line with the criteria outlined in the accounting standard AASB 15:

- the parties to the contract have approved the contract (in writing, orally or in accordance with other customary business practices) and are committed to perform their respective obligations
- the VPRBV can identify each party's rights and obligations regarding the goods or services to be transferred
- the VPRBV can identify the price for the goods or services to be transferred
- the contract has commercial substance, i.e., the risk, timing or amount of the entity's future cash flows is expected to change as a result of the contract
- it is probable that the VPRBV will collect the consideration to which it will be entitled in exchange for the goods and services that will be transferred to the customer.

In evaluating whether collectability of an amount of consideration is probable, consideration is only given to the customer's ability and intention to pay that amount of consideration when it is due. The amount of consideration to which the VPRBV will be entitled may be less than the price stated in the contract if the consideration is variable because we may offer customers a price concession.

2.2 INCOME FROM TRANSACTIONS

2.2.1 REGISTRATION FEES

	2025	2024
	\$	\$
Registration fees – General renewal	2,436,199	2,229,394
Registration fees – Specialist registration, renewal, restore and late fees	81,436	62,758
Registration fees – Non-practising	17,710	12,008
Other registration fees	126,520	120,966
Total registration fees	2,661,865	2,425,126

Registration fees are recognised over time within the relevant registration period they relate to.

2.2.2 OTHER INCOME

	2025	2024
	\$	\$
Letters of Professional Standing Fees	19,888	19,037
Veterinary List Fees	3,302	1,478
Rent Income	41,840	39,751
Sundry	13,350	32
Total other income	78,380	60,298

2.2.3 INTEREST INCOME

	2025	2024
	\$	\$
Interest from financial assets		
Interest on bank deposits	138,599	106,442
Total interest from financial assets	138,599	106,442

Interest income is recognised on a time proportionate basis that takes account of the effective yield on the financial asset.

2.2.4 GRANTS

	2025	2024
	\$	\$
Income recognised as income of not-for-profit entities		
Other specific purpose grants	90,000	50,000
Total grants	90,000	50,000

Grants recognised under AASB 1058

The VPRBV has determined that the grant income included in the table above under AASB 1058 has been earned under arrangements that are either not enforceable and/or linked to sufficiently specific performance obligations.

Income from grants without any sufficiently specific performance obligations, or that are not enforceable, is recognised when the VPRBV has an unconditional right to receive cash which usually coincides with receipt of cash. On initial recognition of the asset, the VPRBV recognises any related contributions by owners, increases in liabilities, decreases in assets, and revenue ('related amounts') in accordance with other Australian Accounting Standards. Related amounts may take the form of:

- contributions by owners, in accordance with AASB 1004
- revenue or a contract liability arising from a contract with a customer, in accordance with AASB 15
- a lease liability in accordance with AASB 16
- a financial instrument, in accordance with AASB 9
- a provision, in accordance with AASB 137.

3 THE COST OF DELIVERING SERVICES

Introduction

This section provides an account of the expenses incurred by the VPRBV in delivering services and outputs. In Section 2, the funds that enable the provision of services were disclosed and in this note the cost associated with provision of services are disclosed.

Significant judgement: Employee benefit provisions

In measuring employee benefits, consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using discount rates based on market yields of national government bonds in Australia that reflect the estimated timing and amount of benefit payment.

3.1 EXPENSES INCURRED IN THE DELIVERY OF SERVICES

	Notes	2025	2024
		\$	\$
Employee benefit expenses	3.1.1	1,438,707	1,398,183
Other operating expenses	3.2	674,917	727,617
Total expenses incurred in delivery of services		2,113,624	2,125,800

Expenses from transactions are recognised when they are incurred and reported in the financial year to which they relate.

3.1.1 EMPLOYEE BENEFITS IN THE COMPREHENSIVE OPERATING STATEMENT

	2025	2024
	\$	\$
Defined contribution superannuation expense	129,637	119,778
Termination benefits	-	6,158
Salaries and wages, annual leave and long service leave	1,309,070	1,272,247
Total employee expenses	1,438,707	1,398,183

Employee expenses include all costs related to employment including wages and salaries, tax, leave entitlements, termination payments and WorkCover premiums. WorkCover premiums are included in salaries and wages.

The amount recognised in the comprehensive operating statement in relation to superannuation is employer contributions for members of defined contribution superannuation plans that are paid or payable during the reporting period. VPRBV does not recognise any defined benefit liabilities because it has no legal or constructive obligation to pay future benefits relating to its employees. Instead, the Department of Treasury and Finance (DTF) discloses in its annual financial statements the net defined benefit cost related to the members of these plans as an administered liability (on behalf of the State as the sponsoring employer).

Termination benefits are payable when employment is terminated before normal retirement date, or when an employee accepts an offer of benefits in exchange for the termination of employment. Termination benefits are recognised when the VPRBV is demonstrably committed to terminating the employment of current

employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy.

3.1.2 EMPLOYEE BENEFITS IN THE BALANCE SHEET

Provision is made for benefits accruing to employees in respect of annual leave and long service leave (LSL) for services rendered to the reporting date and recorded as an expense during the period the services are delivered.

	2025	2024
	\$	\$
Current provisions:		
Annual Leave	63,894	61,196
Long service leave	30,672	-
Provisions for on-costs	18,940	13,365
Total current provisions for employee benefits	113,506	74,561
Non-current provisions:		
Employee benefits	25,375	41,797
On-costs	4,529	7,043
Total non-current provisions for employee benefits	29,904	48,840
Total provisions for employee benefits	143,410	123,401

Annual leave: Liabilities for annual leave and on-costs are recognised as part of the employee benefit provision as current liabilities, because the VPRBV does not have an unconditional right to defer settlements of these liabilities.

The annual leave liability is classified as a current liability and measured at the undiscounted amount expected to be paid, as the VPRBV does not have an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period.

No provision has been made for sick leave as all sick leave is non-vesting and it is not considered probable that the average sick leave taken in the future will be greater than the benefits accrued in the future. As sick leave is non-vesting, an expense is recognised in the Comprehensive Operating Statement as it is taken.

Employment on-costs such as payroll tax, workers compensation and superannuation are not employee benefits. They are disclosed separately as a component of the provision for employee benefits when the employment to which they relate has occurred.

Unconditional LSL is disclosed as a current liability, even where the VPRBV does not expect to settle the liability within 12 months because it will not have the unconditional right to defer the settlement of the entitlement should an employee take leave within 12 months.

The components of this current LSL liability are measured at either:

- **undiscounted value** – if the VPRBV expects to wholly settle within 12 months, or
- **present value** – if the VPRBV does not expect to wholly settle within 12 months.

Conditional LSL is disclosed as a non-current liability. There is an unconditional right to defer the settlement of the entitlement until the employee has completed the requisite years of service. This non-current LSL is measured at present value.

3.2 OTHER OPERATING EXPENSES

	2025	2024
	\$	\$
Supplies and services		
Membership Fees	124,176	114,270
Members disciplinary and investigation process		
- Hearing, investigation and legal fees	11,325	90,144
Information and communication technology	272,250	163,967
Other professional services		
- Audit fees	24,900	24,000
- Legal fees	15,980	76,018
Board member fees and superannuation	60,152	60,986
Other expenses	166,134	198,232
Total other operating expenses	674,917	727,617

Other operating expenses generally represent the day-to-day running costs incurred in normal operations. It also includes bad debts expense from transactions that are mutually agreed.

Supplies and services are recognised as an expense in the reporting period in which they are incurred.

4 KEY ASSETS AVAILABLE TO SUPPORT SERVICE DELIVERY

Introduction

The VPRBV controls assets that are utilised in fulfilling its objectives and conducting its activities. They represent the resources that the VPRBV controls to be utilised for delivery of those services.

4.1 TOTAL PROPERTY, PLANT AND EQUIPMENT

	Gross carrying amount		Accumulated depreciation		Net carrying amount	
	2025	2024	2025	2024	2025	2024
	\$	\$	\$	\$	\$	\$
Furniture and fittings at fair value	183,210	183,210	(134,023)	(119,323)	49,187	63,887
Office equipment at fair value	115,433	115,433	(108,560)	(100,677)	6,873	14,756
Right-of-use Asset at fair value	750,983	750,983	(500,655)	(425,557)	250,328	325,426
Net carrying amount	1,049,626	1,049,626	(743,238)	(645,557)	306,388	404,069

Initial recognition:

Items of property, plant and equipment are measured initially at cost and subsequently revalued at fair value less accumulated depreciation and impairment. Where an asset is acquired for no or nominal cost, the cost is its fair value at the date of acquisition. Assets transferred as part of a machinery of government change are transferred at their carrying amount.

Right-of-use asset acquired by lessees – Initial measurement

The VPRBV recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost which comprises the initial amount of the lease liability adjusted for:

- any lease payments made at or before the commencement date less any lease incentive received
- any initial direct costs incurred
- an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located

Right-of-use asset – Subsequent measurement

The VPRBV depreciates the right-of-use assets on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The right-of-use assets are also subject to revaluation.

In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain remeasurements of the lease liability.

Impairment

Each year, items of plant and equipment and right-of-use assets are assessed as to whether there is any indication an asset is impaired. Where any indicators of impairment are identified, the VPRBV will estimate the asset's recoverable amount to determine whether this exceeds its net carrying amount. If so, an impairment expense will be recognised with respect to that asset.

For the 2024-25 year, no indicators of impairment were identified for plant and equipment and right-of-use assets, and no impairment expense was recognised (2023-24: nil).

4.1.1 DEPRECIATION AND AMORTISATION

	2025	2024
	\$	\$
Furniture and fittings	14,700	14,700
Office equipment	7,883	11,586
Right-of-use asset	75,098	82,222
Total depreciation	97,681	108,508

Plant and equipment, and other non-financial physical assets (excluding items under operating leases) that have finite useful lives are depreciated.

Depreciation is calculated on a straight-line basis, at rates that allocate the asset's value, less any estimated residual value, over its estimated useful life.

Typical estimated useful lives for the different asset classes for current and prior years are included in the table below:

	Useful life
Furniture and fittings	10 years
Office equipment	3-5 years
Right-of-use Asset	10 years

The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period, and adjustments made where appropriate.

Right-of-use assets are generally depreciated over the shorter of the asset's useful life and the lease term.

4.1.2 RECONCILIATION OF MOVEMENTS IN CARRYING AMOUNT OF PROPERTY, PLANT AND EQUIPMENT

	Furniture and fittings at fair value	Office equipment at fair value	Right-of-use Asset at fair value	Total
	2025	2025	2025	2025
	\$	\$	\$	\$
Opening balance	63,887	14,756	325,426	404,069
Additions	-	-	-	-
Disposals	-	-	-	-
Depreciation	(14,700)	(7,883)	(75,098)	(97,681)
Closing balance	49,187	6,873	250,328	306,388

5 OTHER ASSETS AND LIABILITIES

INTRODUCTION

This section sets out those assets and liabilities that arose from the VPRBV's operations.

5.1 RECEIVABLES

	2025	2024
	\$	\$
Contractual		
Other receivables	22,041	42,295
Allowance for impairment losses of contractual receivables	(17,040)	(25,400)
Statutory		
GST input tax credit recoverable	7,697	13,417
Total receivables	12,698	30,312
Represented by		
Current receivables	12,698	30,312

Contractual receivables are classified as financial instruments and categorised as 'financial assets at amortised cost'. They are initially recognised at fair value plus any directly attributable transaction costs. The VPRBV holds the contractual receivables with the objective to collect the contractual cash flows and therefore subsequently measured at amortised cost using the effective interest method, less any impairment.

Statutory receivables do not arise from contracts and are recognised and measured similarly to contractual receivables (except for impairment) but are not classified as financial instruments for disclosure purposes. The VPRBV applies AASB 9 for initial measurement of the statutory receivables and as a result, statutory receivables are initially recognised at fair value plus any directly attributable transaction cost.

5.2 OTHER NON-FINANCIAL ASSETS

	2025	2024
	\$	\$
Current other assets		
Prepayments	57,108	38,405
Total current other assets	57,108	38,405
Total other non-financial assets	57,108	38,405

Prepayments represent payments in advance of receipt of goods or services or the payments made for services covering a term extending beyond 30 June 2025.

5.3 PAYABLES

	2025	2024
	\$	\$
Contractual		
Supplies and services	201,042	232,725
Statutory		
PAYG payable	35,753	36,443
Total payables	236,795	269,168
Represented by:		
Current payables	236,795	269,168

Payables consist of:

- **contractual payables** – classified as financial instruments and measured at amortised cost. Accounts payable represent liabilities for goods and services provided to the VPRBV prior to the end of the financial year that are unpaid.
- **statutory payables** – recognised and measured similarly to contractual payables but not classified as financial instruments and not included in the category of financial liabilities at amortised cost, because they do not arise from contracts.

Payables for supplies and services have an average credit period of 30 days.

Payables are recognised when the VPRBV becomes obliged to make future payments resulting from the purchase of goods and services.

5.4 CONTRACT LIABILITIES

	2025	2024
	\$	\$
Registrants' membership fees paid in advance	2,538,224	2,104,523
Total contract liabilities	2,538,224	2,104,523

At balance date, any portion of registration fee that is billed in advance and the performance obligation is not satisfied, is recognised as contract liabilities.

6 FINANCING OUR OPERATIONS

Introduction

This section provides information on the sources of finance utilised by the VPRBV during its operations and other information related to financing activities of the VPRBV.

6.1 LEASES

6.1.1 RIGHT-OF-USE ASSETS

Information about leases for which the VPRBV is a lessee is presented below.

The VPRBV leases an office space on part of level 14, 10-16 Queen Street Melbourne. The contract term of the lease is for 10 years with the option to renew. The VPRBV does not have any other leases, short term leases and low value leases.

Right-of-use assets are presented in note 4.1.

Lease liabilities included in the Balance Sheet as at 30 June

	2025	2024
	\$	\$
Current	114,724	101,348
Non-current	325,722	440,446
Total lease liabilities	440,446	541,794

6.1.2 RECOGNITION AND MEASUREMENT OF LEASES AS A LESSEE

For any new contracts entered into, VPRBV considers whether a contract is or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'. To apply this definition VPRBV assesses whether the contract meets three key evaluations:

- whether the contract contains an identified asset, which is either explicitly identified in the contract or implicitly specified by being identified at the time the asset is made available to VPRBV and for which the supplier does not have substantive substitution rights
- whether VPRBV has the right to obtain substantially all of the economic benefits from use of the identified asset throughout the period of use, considering its rights within the defined scope of the contract and VPRBV has the right to direct the use of the identified asset throughout the period of use
- whether VPRBV has the right to make decisions in respect of 'how and for what purpose' the asset is used throughout the period of use.

Initial measurement

The lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease if that rate is readily determinable or the VPRBV's incremental borrowing rate.

Lease payments included in the measurement of the lease liability comprise the following:

- fixed payments (including in-substance fixed payments) less any lease incentive receivable
- variable payments based on an index or rate, initially measured using the index or rate at the commencement date
- amounts expected to be payable under a residual value guarantee
- payments arising from purchase and termination options reasonably certain to be exercised.

Subsequent measurement

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification, or if there are changes in-substance fixed payments.

When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset, or profit and loss if the right-of-use asset is already reduced to zero.

Presentation of right-of-use assets and lease liabilities

The VBRBV presents right-of-use assets as 'property, plant and equipment' unless they meet the definition of investment property, in which case they are disclosed as 'investment property' in the balance sheet. Lease liabilities are presented in the balance sheet.

Future lease payments

	Minimum future lease payments	
	2025	2024
	\$	\$
Not longer than 1 year	137,390	130,491
Longer than 1 year but not longer than 5 years	348,585	485,975
Longer than 5 years	-	-
Minimum future lease payments	485,975	616,466

6.2 CASH FLOW INFORMATION AND BALANCES

Cash and deposits, including cash equivalents, comprise cash on hand and cash at bank.

VPRBV's bank accounts are held in the Central Banking System (CBS) under the DEECA's Portfolio Financial Management Compliance Framework (PFMCF).

	2025	2024
	\$	\$
Cash at bank	4,728,979	3,584,002
Balance as per cash flow statement	4,728,979	3,584,002

6.3 COMMITMENTS TO EXPENDITURE

Commitments to future expenditure include operating and capital commitments arising from contracts. These commitments are recorded at their nominal value and inclusive of GST. Where it is considered appropriate and provides additional relevant information to users, the net present values of significant individual projects are stated. These future expenditures cease to be disclosed as commitments once the related liabilities are recognised in the balance sheet.

As at 30 June 2025, there were no capital commitments payable (2024: nil).

7 FINANCIAL INSTRUMENTS, CONTINGENCIES AND VALUATION JUDGEMENTS

Introduction

It is often necessary for VPRBV to make judgements and estimates associated with recognition and measurement of items in the financial statements. This section sets out financial instrument specific information, as well as those items that are contingent in nature or require a higher level of judgement to be applied, which for the VPRBV related mainly to fair value determination.

7.1 FINANCIAL INSTRUMENTS SPECIFIC DISCLOSURES

Introduction

Financial instruments arise out of contractual agreements that give rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Due to the nature of the VPRBV's activities, certain financial assets and financial liabilities arise under statute rather than a contract (for example taxes, fines and penalties). Such assets and liabilities do not meet the definition of financial instruments in AASB 132 *Financial Instruments: Presentation*.

Categories of financial assets

Financial assets at amortised cost

Financial assets are measured at amortised costs if both of the following criteria are met and the assets are not designated as fair value through net result:

- the assets are held by the VPRBV to collect the contractual cash flows
- the assets' contractual terms give rise to cash flows that are solely payments of principal and interests.

These assets are initially recognised at fair value plus any directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method less any impairment.

The VPRBV recognises the following assets in this category:

- cash at bank
- receivables (excluding statutory receivables)

Derecognition of financial assets

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is derecognised when:

- the rights to receive cash flows from the asset have expired
- the VPRBV retains the right to receive cash flows from the asset, but has assumed an obligation to pay them in full without material delay to a third party under a 'pass through' arrangement
- the VPRBV has transferred its rights to receive cash flows from the asset and either:
 - has transferred substantially all the risks and rewards of the asset
 - has neither transferred nor retained substantially all the risks and rewards of the asset but has transferred control of the asset.

Where the VPRBV has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset is recognised to the extent of the VPRBV's continuing involvement in the asset.

Categories of financial liabilities

Financial liabilities at amortised cost

Financial liabilities measured at amortised costs are initially recognised on the date they are originated.

They are initially measured at fair value plus any directly attributable transaction costs. Subsequent to initial recognition, these financial instruments are measured at amortised cost with any difference between the initial recognised amount and the redemption value being recognised in profit and loss over the period of the interest-bearing liability, using the effective interest rate method. The VPRBV recognises payables (excluding statutory payables) in this category.

Derecognition of financial liabilities

A financial liability is derecognised when the obligation under the liability is discharged, cancelled or expires.

When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised as an 'other economic flow' in the Comprehensive Operating Statement.

7.1.1 FINANCIAL INSTRUMENTS – NET GAIN/(LOSS) ON FINANCIAL INSTRUMENTS BY CATEGORY

	Carrying amount	Total interest income (expense)
2025	\$	\$
Financial assets at amortised cost		
Cash at bank	4,728,979	138,599
Receivables*	5,001	-
Total financial assets at amortised cost	4,733,980	138,599
Financial liabilities at amortised cost		
Payables*	201,042	-
Lease liabilities	440,446	(29,143)
Total contractual financial liabilities	641,488	(29,143)
2024	\$	\$
Financial assets at amortised cost		
Cash at bank	3,584,002	106,442
Receivables*	16,895	-
Total financial assets at amortised cost	3,600,897	106,44
Financial liabilities at amortised cost		
Payables*	232,725	-
Lease liabilities	541,794	(39,747)
Total contractual financial liabilities	774,519	(39,747)

* The total amounts disclosed here exclude statutory amounts, e.g. amounts owing from the Victorian Government and GST input tax credit recoverable and taxes payable.

7.2 CONTINGENT ASSETS AND LIABILITIES

As at 30 June 2025, the VPRBV does not have any contingent assets or liabilities (2024: nil).

7.3 FAIR VALUE DETERMINATION

Significant judgement: Fair value measurements of assets and liabilities

Fair value determination requires judgement and the use of assumptions. This section discloses the most significant assumptions used in determining fair values. Changes to assumptions could have a material impact on the results and financial position of the VPRBV.

This section sets out information on how the VPRBV determined fair value for financial reporting purposes. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

Property, plant and equipment are carried at fair value.

Fair value hierarchy

In determining fair values, a number of inputs are used. To increase consistency and comparability in the financial statements, these inputs are categorised into three levels, also known as the fair value hierarchy. The levels are as follows:

- Level 1 – quoted (unadjusted) market prices in active markets for identical assets or liabilities
- Level 2 – valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- Level 3 – valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

The VPRBV determines whether transfers have occurred between levels in the hierarchy by reassessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

How this section is structured

For those assets and liabilities for which fair values are determined, the following disclosures are provided:

- valuation techniques
- details of significant assumptions used in the fair value determination.

7.3.1 FAIR VALUE DETERMINATION: NON-FINANCIAL PHYSICAL ASSETS

Valuation techniques and significant assumptions of non-financial physical assets measured at fair value

AASB 2022-10 Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities amended AASB 13 Fair Value Measurement by adding Appendix F Australian implementation guidance for not-for-profit public sector entities. Appendix F explains and illustrates the application of the principles in AASB 13 on developing unobservable inputs and the application of the cost approach. These clarifications are mandatorily applicable annual reporting periods beginning on or after 1 January 2024. FRD 103 permits Victorian public sector entities to apply Appendix F of AASB 13 in their next scheduled formal asset revaluation or interim revaluation process (whichever is earlier).

On 27 May 2025, management made an assessment of the fair value of the VPRBV's ROU asset and property, plant and equipment (PPE) as at 30 June 2025. Management makes the assessment based on its knowledge and expertise, taking into consideration all fair value indicators. The purpose of the assessment is to

determine whether the current use of these assets is the highest and best use (HBU), and whether there has been a material (or exceptionally material) movement in the fair values of these assets. The fair value assessment did not involve any independent valuer as the plant and equipment and office furniture owned by VPRBV are relatively short-lived or low value assets. Management has concluded that for the 30 June 2025 reporting year, that the fair value of these non-financial physical assets is not materially different from the current carrying amount of those assets.

For all assets measured at fair value, VPRBV considers the current use is the highest and best use.

Property, plant and equipment are held at fair value. When property, plant and equipment is specialised in use, such that it is rarely sold, fair value is determined using the current replacement cost method.

In respect of right-of-use assets subject to lease agreements, fair value is assessed against current market rentals for equivalent assets that would be paid at the current environment.

There were no changes in valuation techniques throughout the period to 30 June 2025.

Description of significant assumptions applied to fair value measurement

2024 and 2025	Valuation technique	Significant assumption
Buildings (right-of-use)	Current replacement cost	Useful life of the lease
Plant and equipment	Current replacement cost	Useful life of plant and equipment

8 OTHER DISCLOSURES

Introduction

This section includes additional material disclosures required by accounting standards or otherwise, for the understanding of this financial report.

8.1 EX GRATIA EXPENSES

The VPRBV does not have any ex gratia expenses for the year ending 30 June 2025 (2024: nil).

8.2 RESPONSIBLE PERSONS

In accordance with the Ministerial Directions issued by the Minister for Finance under the *Financial Management Act 1994* (FMA), the following disclosures are made regarding responsible persons for the reporting period.

Responsible Person Names	Period
Responsible Minister	
The Hon. Ros Spence MP, Minister for Agriculture	01/07/24-30/06/25
Board members	
Dr J Harte, President	01/07/24-30/06/25
Dr K Clarke, Deputy President	01/07/24-30/06/25
Dr D Colson	01/07/24-30/06/25
Dr C Blackwood	01/07/24-30/06/25
Dr T Bradley	01/07/24-30/06/25
Professor J Slater	01/07/24-17/06/25
Mr A Jaworski	01/07/24-30/06/25
Ms N Pye	01/07/24-11/02/25
Ms S Lebish	01/07/24-30/06/25
Ms A Storti	18/06/25-30/06/25
Dr P Rak	18/06/25-30/06/25
Accountable officer	
Ms Chelsea McIntosh, CEO	01/07/24-30/06/25

8.3 RELATED PARTIES

The VPRBV is a wholly owned entity of the State of Victoria.

Related parties of the VPRBV include:

- all key management personnel and their close family members and personal business interests (controlled entities, joint ventures and entities they have significant influence over)
- all cabinet ministers and their close family members
- all departments and public sector entities that are controlled and consolidated into the whole of state.

All related party transactions have been entered into on an arm's length basis.

Significant transactions with government-related entities

There were no significant transactions with government related entities.

Remuneration of key management personnel (KMP)

Key management personnel of the VPRBV includes all responsible persons as listed in this note. The VPRBV does not have any executive officers other than the accountable officer whose remuneration is disclosed in note 8.3.

The compensation detailed below excludes the salaries and benefits the Portfolio Minister receives. The Minister's remuneration and allowances is set by the *Parliamentary Salaries and Superannuation Act 1968* and is reported within the State's Annual Financial Report.

Compensation of KMPs	2025	2024
	\$	\$
Total	305,673	354,639

Transactions and balances with key management personnel and other related parties

There were no related party transactions that involved key management personnel, their close family members and their personal business interests.

Outside of normal citizen type transactions, there were no related party transactions that involved key management personnel, their close family members and their personal business interests.

8.4 REMUNERATION OF AUDITORS

	2025	2024
	\$	\$
Victorian Auditor-General's Office		
Audit or review of the financial statements	24,900	24,000
Total remuneration of auditors	24,900	24,000

8.5 SUBSEQUENT EVENTS

No matters or circumstances have arisen since the end of the reporting period which significantly affected or may significantly affect the operations of the VPRBV, the results of those operations, or the state of affairs of the VPRBV in future financial years.

APPENDIX 1: DISCLOSURE INDEX

The Annual Report of the Veterinary Practitioners Registration Board of Victoria for the year ended 30 June 2025 is prepared in accordance with all relevant Victorian legislations and pronouncements. This index has been prepared to facilitate identification of the Board's compliance with statutory disclosure requirements.

Refer to the corresponding page references for the corresponding disclosure information.

Disclosure index – Annual Report of the Veterinary Practitioners Registration Board of Victoria		
Legislation	Requirement	Page #
Standing Directions and Financial Reporting Directions (FRDs)		
Report of operations		
Charter and purpose		
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FRD 22	Purpose, functions, powers and duties	2
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	<i>Local Jobs First Act 2003</i>	32
	<i>Financial Management Act 1994</i>	39, 42, 49

APPENDIX 2: ACRONYMS AND ABBREVIATIONS

Acronym	Description
AASs	Australian Accounting Standards
AASB	Australian Accounting Standards Board
ACRVS	Advisory Committee on Registration of Veterinary Specialists
AICD	Australian Institute of Company Directors
ANZCVS	Australian and New Zealand College of Veterinary Scientists
AVBC	Australasian Veterinary Boards Council Inc.
AVE	Australasian Veterinary Examination
BAU	Business as usual
Board	Veterinary Practitioners Registration Board of Victoria
CEO	Chief Executive Officer
CIMS	Complaint and investigation management system
CPA	Certified Public Accountant
CRM	Customer Records Management
DEECA	Department of Energy Environment and Climate Action (Victoria)
DTF	Department of Treasury and Finance
FOI	Freedom of Information
FMA	<i>Financial Management Act 1994</i>
FRD	Financial Reporting Directions
FTE	Full time equivalent
GST	Goods and Services Tax
IBAC	Independent Broad-Based Anti-Corruption Commission
ICT	Information and Communication Technology
KMP	Key management personnel
LSL	Long Service Leave
NRVR	National Recognition of Veterinary Registration
MPSG	Major Projects Skills Guarantee
PAA	<i>Public Administration Act 2004</i>
PDF	Portable Document Format
SD	Standing Direction
SMS	Short Message Service, i.e., text message
SPF	Social Procurement Framework
Vetboard Victoria	Veterinary Practitioners Registration Board of Victoria
VIPP	Victorian Industry Participation Policy
VPA	<i>Veterinary Practice Act 1997</i>
VPRBV	Veterinary Practitioners Registration Board of Victoria
VPS	Victorian Public Sector
VPSC	Victorian Public Sector Commission

VETERINARY PRACTITIONERS REGISTRATION BOARD OF VICTORIA
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