

Introduction

The *Veterinary Practice Act 2003* (Act) (s 19) provides that the Board may impose a condition on the registration of a veterinarian if the Board is satisfied the condition is warranted. The Board may impose a condition that a veterinarian is required to work under the supervision of another registered veterinarian based on concerns for the safety or health of any person; concerns for the health or welfare of animals or any particular type of animal; ensuring Australia's international reputation in relation to exports, animal welfare, animal production or sporting events; complying with provisions of other legislation or other registration authorities; monitor a veterinarian's practice of veterinary science; and in relation to any impairment suffered by a veterinarian.

Purpose

The Act (s 35(f)) defines failure to provide adequate supervision as unsatisfactory professional conduct. The purpose of this policy is to clearly define various levels of supervision to assist veterinarians in providing adequate supervision for their colleagues.

Policy

1. The Board will clearly define the circumstances whereby supervision of a veterinarian is required and notify the veterinarian in writing if a requirement to work under supervision is imposed upon that veterinarian's registration
2. The Board will consider all relevant information in relation to the circumstances of the veterinarian and his or her employment prior to determining any minimum level of supervision required unless otherwise determined by the Act
3. The Board will consider applications from supervising veterinarians who either hold specialist or full (general) registration and not subject to conditions
4. In accordance with the Act s 34(1), a person may apply to the Tribunal for a review of a decision by the Board to impose conditions on the full registration of a veterinarian

Procedure

1. Where the minimum level of supervision is the *immediate supervision* of another registered veterinarian, the supervising veterinarian must be immediately available to provide support or assistance and veterinarians subject to this condition must only perform restricted acts of veterinary science in the presence of the supervising veterinarian
2. Where the minimum level of supervision is the *direct supervision* of another registered veterinarian, the supervising veterinarian must be readily available to provide support or assistance and veterinarians subject to this condition must only perform restricted acts of veterinary science when the supervising veterinarian is located at the same premises or location
3. Where the minimum level of supervision is the *indirect supervision* of another registered veterinarian, the supervising veterinarian must be available to provide timely support or assistance when required and the veterinarian subject to this condition must only perform restricted acts of veterinary science when the supervising veterinarian is available for consultation either in person or remotely
4. The nature of supervision may include: observation of practice; case presentations; regular structured meetings; case reviews; medical record reviews; reports to the Board as specified in conditions; and other activities as requested by the Board
5. The Board appreciates that the level of supervision required will vary based on the restricted act of veterinary science being performed and the supervising veterinarian's assessment of the skills, knowledge and experience previously demonstrated by the veterinarian being supervised
6. The above procedure does not limit or otherwise affect the operation of the *Mutual Recognition Act 1992* or the *Trans-Tasman Mutual Recognition Act 1997*

Monitoring

1. The Board may request a list of all registrants with conditions on their registration and related documentation from the Registrar
2. The Board will review conditions imposed on the registration of a veterinarian at least annually
3. The Board may request confirmation of, or evidence in support of, compliance with conditions related to supervision from supervising veterinarians and veterinarians working under supervision

Training and Communication

The Registrar is responsible for ensuring that all persons who are involved in making a decision in relation to imposing conditions on the registration of a veterinarian in accordance with the Act (s 19) receive training in the implementation of this policy.

Conflict of Interest

Members of the Board must comply with the Code of Conduct for Board Members in relation to decisions regarding the imposition of conditions on the registration of a veterinarian under the Act (s 19).

Review

This policy shall be reviewed annually or as required to ensure that it remains appropriate to the operations of the Board and compliant with the relevant legislation.