



Annual Report 2003



Australian Veterinary Association



About the AVA

The AVA is a National Association representing members of the veterinary profession to all levels of government, in the media and within the community.

The AVA's vision is to have a strong, united and highly respected veterinary profession across Australia.

Our mission is to be the National organisation representing and serving the interests of the veterinary profession and to act and speak with one voice on important veterinary related issues.

Membership of the AVA is open to registered veterinarians and veterinary science students.

Information about the AVA including member benefits, policies and media is available on the website at www.ava.com.au

The AVA's strategic plan for 2002-2004 sets out seven objectives, which encapsulate the ongoing operations and assist in reaching the goals of the Association. The seven Strategic Objectives are:

1. Retain and grow membership
2. Promote members as the providers of best veterinary advice and expertise
3. Promote the value of AVA contribution to the community
4. Promote AVA leadership and expertise through strategic alliances with other organisations
5. Influence public policy to achieve appropriate outcomes for members and the community
6. Increase professional, educational and personal development opportunities for the membership
7. Manage the AVA to the best practice of standards association management.

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Governance

The AVA Board is comprised of nine members, and is accountable to the organisation as a whole for the business of the company, setting and monitoring the strategic direction and delegating responsibility for management of the company to the Chief Executive Officer.

The functions of the Board include:

Policy development

- setting the strategic direction;
- appointment of the Chief Executive Officer;
- creation and dissolution of committees and task forces;
- approval of strategies, plans and operational policies; and
- delegation for the implementation of all strategies, plans and operational policies.

Monitoring

- performance against strategies;
- approval of budget and other fiscal matters;
- appointment of internal auditor, and consideration of reports from both the internal and external auditors;
- monitoring and rewarding the Chief Executive Officer;
- review of operating information to understand at all times the state of health of the company;
- overseeing the management of business risks, insurance risks, environmental issues and occupational health and safety; and
- ensuring that the company acts legally and responsibly on all matters and that the highest ethical standards are maintained.

Composition and operations of the Board

There are nine non-executive directors on the Board. Six Directors are nominated and elected by the membership as a whole, and the three largest Special Interest Groups nominate three Directors.

The term of each Director is three years, and those Directors elected by the entire membership may stand for an additional term of office.

For the purposes of proper performance of their duties, members of the AVA Board are entitled to seek independent professional advice at AVA's expense, subject to approval from the AVA Board.

The membership as a whole elects the President-Elect and the Board at its first meeting following each Annual General Meeting elects the Treasurer from amongst its number. The President chairs the Board, and each Board member has a portfolio of activities on which that Board member reports to the Board as a whole. The President is in regular communication with the Chief Executive Officer to review issues and agree Board agendas. The Board holds most of its face-to-face meetings at the national office of AVA, currently in Artarmon. Commencing in 2004, the AVA Board has agreed to review its own work and processes on an annual basis.

Board committee

The Board elects Directors to the Finance and Audit Committee, which is chaired by the Treasurer. Other committees and taskforces are formed from time to time as required.

To help the Board gain an understanding of the business of AVA, new Directors are provided with briefing materials when they join the Board, and a planning workshop is held annually, often at the first full meeting of the Board after the AGM.

Meeting strategic goals and management of business risk

In order to meet its strategic goals, AVA develops a business plan on an annual basis, and the development of a comprehensive risk management strategy was commenced in 2003. The Board monitors progress towards achievement of goals via the business plan, and it also monitors issues that may be of significant risk to the organisation.

Directors' fees and indemnification

AVA Directors receive a small honorarium for attending face-to-face meetings, and the AVA President receives an allowance as modest recompense for the substantial time commitment required. AVA covers the costs of return economy airfares or equivalent to Board meetings from the home base of each director, plus reasonable accommodation, meals and ground transport. AVA also provides basic liability cover for directors and officers.

The Board of AVA

A photograph of the current Board appears on page 4 along with a listing of their portfolio responsibilities.



President's Report



2003 was a year of change and growth for the AVA in accordance with the strategic objectives. The current strategic plan runs to the end of 2004.

Retain and grow membership

The AVA HR Service is one new member benefit introduced to help the AVA reach the goal of retaining and growing membership. The Service has operated for 12 months and has reported to the Board. It is well used by employee and employer members seeking employment and industrial relations advice making it a valuable member benefit. During the year the Service gave employment and Human Resources advice, assisted with conflict resolution, conducted seminars and contributed articles to the *Australian Veterinary Journal* (AVJ).

New initiatives for members include access to a 1300 number for all membership inquiries and a new Practice Rewards program to encourage all veterinarians to join the AVA. New member benefits include Macquarie Leasing, EzyPay and EzyCredit.

Promote members as the providers of best veterinary advice and expertise

The recruitment of a Media Officer contributed to an increase in news items boosting the AVA's profile amongst media and Government. By the end of 2003 newspaper, radio and TV were seeking comment and veterinary advice and expertise from the AVA on matters concerning welfare and scientific issues.

The AVA's visibility before the Federal Government has increased. Dr Michael Bond, the Assistant Veterinary Director represented the AVA on the committee charged with the task of looking into the live animal export industry, known as the Keniry Inquiry. Dr Kevin Doyle, Veterinary Director, worked behind the scenes during the Cormo Express crisis and wrote and co-ordinated the submission to the Keniry Inquiry. It is significant to note that the Keniry Report's recommendations echoed those submitted by the AVA.

Promote the value of AVA contribution to the community

The AVA's Pets and People Education Program (PetPEP) is the best example of how the AVA connects with the community. The Program is a national Kindergarten to Year 6 education program developed by the AVA to help young people to understand and appreciate their responsibilities towards pets. The AVA runs the Program in both public and private schools in Queensland, NSW, Victoria and Tasmania. During 2003 the Program received significant new sponsors including Brisbane City Council in Queensland and Glenorchy Council in Hobart while retaining valuable sponsorship from Queensland's Department of Primary Industries and the Queensland Division of the RSPCA.

Promote AVA leadership and expertise through strategic alliances with other organisations

As a member organisation of the National Farmers Federation (NFF), the AVA has joined with the NFF and other member organisations, such as Cattle Council of Australia, in lobbying government in relation to common issues. These strategic alliances enhance the image of all involved. During 2003, these alliances were successfully tested when the organisations actively and publicly opposed the Federal Government's proposal to re-import the sheep on board the Cormo Express. The quarantine issues arising from that decision found the AVA leading the argument, backed up by scientific expertise and arguments from organisations such as Sheepmeat Council of Australia and WoolProducers, that it would be a disaster if the sheep were returned.

Influence public policy to achieve appropriate outcomes for members and the community

The AVA is represented by Dr Doyle on the National Consultative Committee for Animal Welfare (NCCAW) and has actively participated in the development of the

National Animal Welfare Strategy due for consideration by the Primary Industries Ministerial Council (PIMC) in April 2004.

The strategy provides direction for the development of future animal welfare policies based on a national approach. It gives a firm commitment to higher standards of animal welfare and this is a positive step forward for the community and certainly for AVA members.

Increase professional, educational and personal development opportunities for the membership

The AVA once again ran a successful Annual Conference at Cairns in May 2003. Members participated in seminars on such diverse topics as holistic treatments for pets, Australian Quarantine issues, aquatic surgery and the value that the public places on the conservation work undertaken by zoos. The Special Interest Groups presented excellent plenary sessions keeping members up-to-date with the latest developments in their areas of interest.

A Continuing Education scheme for members is under development for a 2004 Annual Conference launch.

Manage the AVA to the best practice standards of association management

AVA is privileged to have a well-trained Board of Directors who have committed to the best management of AVA Limited on behalf of the members. With a number of AICD trained Board members and a focus on accountability and continuous improvement, the Board has instituted new and appropriate procedures including the Code of Practice for Board Directors, budgeting for AICD training or equivalent for all incoming Board members, and progressing toward a Board Committee system. The Board is working closely with the CEO to develop a new draft constitution for launch in 2004.

*Dr Jo Sillince
AVA National President*



Dr Jo Toia



Dr Norm Blackman



Dr Bob Rheinberger



Dr Lyndy Scott

AVA Board Portfolio

Responsibilities

The Board of Directors is responsible to members for the administration and business affairs of the AVA. The AVA is led by the National President who Chairs the nine member Board. Each member is allocated certain areas of responsibility.

These are the responsibilities for 2003:

Dr Jo Sillince - AVA National President

Risk Management, Governance, Lobbying, Media Liaison, Constitutional Review and Constitutional Committee, liaison with CEO for Policy Council, Division Presidents, Annual Report, Strategic Plan, Commonwealth and State Lobbying.

Dr Jo Toia - Vice President

AVA PetPEP, RSPCA, Microchipping Small Animals, New Graduate Friendly Practices, Industrial Relations, VNCA, liaison with SIGs – Dental, Practice Managers, Employed Veterinarians and Veterinary Nurses, SA Division.

Dr Norm Blackman - President Elect

NFF, Hip Dysplasia Scheme, Eye Accreditation Scheme, Rural Veterinary Review, AQIS, CVO, AFFA, Member subscriptions, liaison with SIGs – Greyhound and Welfare & Ethics, QLD and VIC Divisions.

Dr Bob Rheinberger - CATTLE SIG Nominee

Accreditation, AHA, Membership (non-vets, associates & practice membership), AWAC, NCCAW, liaison with SIGs – Cattle, Pigs and Embryo Transfer.

Dr Lyndy Scott

PetPEP (assist), ACAC, AWT, UAM, NIAG, Feral Pigs, liaison with SIGs – Acupuncture and Holistic, WA Division.

Dr Malcolm McLennan

Education, CE, Membership (students & new graduates), Awards (National and external), Legislation (de-regulation), liaison with SIGs – Poultry, Sheep and Education, ACT Division.

Dr David Lovell - EQUINE SIG Nominee

Professional Standards, Professional Associations, Practice Management Education, AVACOS, Communications (AVJ and AVA online), liaison with SIGs – Equine and Conservation Biology, NSW and Tasmanian Divisions.

Dr Di Sheehan - SMALL ANIMALS SIG Nominee

Treasurer, WVA, FAVA, CVA, Sponsorship co-ordination (AVA wide), liaison with SIGs – ASAVA and Camelids,

Dr Bill Darmody

NRA, Therapeutics, Microchipping (large animals), Affinity Programs, Ethics and Complaints, liaison with SIGs – Industry, History, Public Health and Specialists, Northern Territory Division.



Dr Malcolm McLennan



Dr David Lovell



Dr Di Sheehan



Dr Bill Darmody



2003 Strategic Objectives



*The Hon Henry Palaszczuk, QLD Minister for Primary Industries and Rural Communities with 2002 Awards Winners Dr Geoffry Fordyce and Dr Ross McKenzie, at the 2003 AVA Annual Conference.

Strategy 1

Retain and grow membership

Operationally the AVA completed a major upgrade of its membership database. The process was completed prior to the October mail-out of membership renewal notices. Significant improvement and streamlining of the renewal process was noticed. Other new initiatives included the launch of the Practice Rewards Program and new member benefits. 2004 will see initiatives targeting student membership and a new e-newsletter for members introduced.

Some of the projects undertaken to support this strategy include:

Australian Veterinary Association Benevolent Fund (AVABF)

The 28th Annual General Meeting of the AVABF was held in December 2003. Natural disasters were reasons for the majority of calls for assistance during the year, starting with the Canberra bushfires in early January 2003. Five veterinarians suffered substantial property damage and emotional upheaval as a result.

The Fund received immediate offers of support from within and outside the profession. Thanks must go to the ACT Division, the AVA National Office, individual colleagues too numerous to mention, and groups such as wholesalers and boarding kennel proprietors for their cooperation and support of the Trustees' and others' efforts. Government veterinarians played a vital role in the animal welfare issues that accompanied the disaster, and anecdotal reports suggest that they provided valuable emotional support to rural landholders as part of their work.

This assistance allowed the Trustees the freedom to coordinate physical and financial support, but more importantly to ensure that emotional support was directed appropriately and judiciously. The Fund was awarded a Certificate of Recognition for its efforts by the AVA at the 2003 Annual Conference.

The Fund also received 19 enquiries about colleagues encountering some personal distress but not all required ongoing action. There was a fall in the number of regular beneficiaries in 2003. The various State and Territory representatives of the Fund perform a vital role as they keep the

Trustees informed of the personal progress of distressed colleagues or their families, and we thank them for their efforts.

The Fund's supporters have maintained their generous financial contributions throughout the year in spite of the additional calls for assistance, and for this the Trustees are deeply grateful. Approximately \$22,000 was spent on direct financial support during the year.

2003 was an extraordinary year, but the foresight shown in establishing the Fund was well justified.

Dr Randall Lemin
Secretary

Awards

Each year the AVA presents awards to people who have contributed to veterinary science or are outstanding in their particular fields. In 2003, the Gilruth Prize was awarded to Professor Ruben Rose who, until 2003, was the Dean of the Faculty of Veterinary Science of the University of Sydney. Professor Rose has made enormous contributions to veterinary science, particularly in relation to equine practice.

The Kesteven Medal was awarded to Dr Raymond Webb for his outstanding contributions to international veterinary science. Dr Webb has served in numerous overseas postings in third world countries including Bangladesh, Indonesia, other parts of Asia and more recently for the FAO in Rome.

Two members were honoured as Fellows, they are Dr Anthony Vigano AM and Dr Rodney Babidge – Fellowship Award (posthumously awarded).

Other recipients of awards in 2003 were:

- Dr Tony Cooke
Honorary Member
- Dr Ian Carmichael
Meritorious Service Award
- Mr Ian Fontaine
Meritorious Service Award
- Dr Geoffry Fordyce
Meritorious Service Award
- Dr Paul Hansen
Meritorious Service Award
- Dr Simon Hobson
Meritorious Service Award

- Dr Michael Lumsden
Meritorious Service Award
- Dr David Paxton
Meritorious Service Award
- Dr Peter Punch
Meritorious Service Award
- Ms Madonna Taylor
Meritorious Service Award
- Dr Alistair Webb
Meritorious Service Award
- Dr Ross McKenzie
Excellence in Teaching Award
- Dr Katrina Parker
Don Kerr Veterinary Student Award

The AVA, together with Pfizer Animal Health, awarded six practices with the Practices of Excellence in Customer Service Award. They were:

- Karingal Veterinary Hospital (Frankston, Victoria)
- Port Stephens Veterinary Services (Medowie, NSW)
- Prospect Veterinary Hospital (Prospect, NSW)
- Yass Veterinary Clinic (Yass, NSW)
- Jenni Trewren Veterinary Services (Berri, SA)
- Guildford Veterinary Hospital (Guildford, NSW)

Publications

Eleven editions of the *Australian Veterinary Journal* (AVJ) were produced during 2003 including a combined 2003 Jan/Feb issue. The AVJ won global acclaim being cited by international authorities as one of the world's leading veterinary resource texts.

AVA publications produced six colour Classified Supplements offering AVA members and related organisations the flexibility to advertise their services every two weeks throughout the calendar year.

Other publications produced included the 2002 Annual Report, Annual Conference Handbook and Abstracts. The AVA redesigned the Membership Brochure and will review other material during 2004.

In April 2003 the AVA was saddened to learn that former AVJ Editor Dennis Ringrose had passed away after a battle with cancer.



Strategy 2

Promote members as the providers of best veterinary advice and expertise

A Marketing and Communications strategy was developed to radically increase the visibility of the AVA. Media campaigns saw an increase in the profiles of the Holistic and Unusual and Exotic Pets Special Interest Groups. Responses by the media were extremely positive and contributed to an increase in awareness amongst the media and community of the AVA. Initiatives for 2004 include the launch of a new lifestyle magazine for the membership while retaining the widely respected Australian Veterinary Journal.

Some of the projects undertaken to support this strategy include:

Communications Fund (Comfund)

The AVA communications program was commenced in 1979 and is funded by a voluntary contribution by members and collected with their annual subscription. On behalf of the Comfund committee I would like to take this opportunity to thank those members that contribute to the fund.

Comfund is predominantly for public communications on the role of the profession, the AVA and the services the profession can offer. This involves the support of activities, which attract a wide audience. Comfund also supports projects that improve communications and promotes the value of the AVA within the profession.

Support is available for communication initiatives from Divisions, Branches, SIG's and the National Office, which are approved based on the published guidelines.

The Committee consists of the AVA Treasurer and one representative nominated by each Division. Membership of the Committee is for three years and members may re-nominate for a further term. The Chief Executive Officer and Finance Manager are ex-officio representatives. The Committee meets face to face at the AVA Conference and at other times using teleconference and email.

At the 2003 Conference meeting all agreed that Comfund would consider funding for projects within its guidelines and in line with the AVA strategic plan. Following this funding for the market research

undertaken by Taverner and the lifestyle magazine listed was granted.

Comfund raised income from donations of \$1,380 in 2003. Financial grants totalling \$57,078 were provided to various AVA communications activities throughout the year. Comfund made a significant financial contribution to the redevelopment of the AVA website to be available for members in early 2004. The Fund had a closing balance of \$66,367.

I would like to thank the hard working Comfund Committee members for their time, the sometimes spirited discussion and their commitment.

Dr Diane Sheehan
Comfund Chair

Pro Bono Survey

The AVA 2003 Pro Bono Survey results were released on World Veterinary Day, 26 April 2003. The survey found that Australian veterinarians perform a total of almost \$30 million worth of pro bono work each year.

The survey was designed to obtain information on the approximate number of wild animals and stray companion animals treated per week by all veterinarians in a practice, and on the estimated average dollar cost of treatment per animal, including the cost of consultation, hospitalisation, treatment given and euthanasia and disposal where applicable.

The average veterinary Practice was found to contribute approximately \$16,565 worth of pro bono work per year. There are a total of 1,792 veterinary Practices throughout Australia (source: ABS).

Professional Standards

When a veterinarian joins the AVA, he or she agrees to abide by the Code of Conduct, which was developed by the profession. The Code of Conduct aims to give veterinarians a framework of appropriate values and behaviour that they should follow in their day-to-day work in the profession.

The Board invited Divisions, Branches and Special Interest Groups to indicate if they are happy with the current code. This is not meant to be a complete review but a way of ensuring that the language is appropriate and to make any necessary

changes around the edges. All comments are to be considered by the Policy Council in 2004.

Rural Veterinary Review and National Veterinary Reserve

The Policy and Regulation Group provides AVA input into many matters affecting the profession. In 2003 the Group was involved in the Review of Rural Veterinary Services and discussions concerning the formation of the National Veterinary Reserve (NVR). If formed, the NVR would be similar to the Army Reserve. Veterinarians would receive specific training in emergency animal diseases and in response to outbreaks. They would be ready to attend outbreaks immediately on declaration.

Urban Animal Management

Urban Animal Management (UAM) is the term used to describe local government's management of pets in the community. The UAM Advisory Group primarily involves veterinarians organising annual conferences for local government employees to encourage best practice in animal management. Along with the Annual Conference, in 2003 UAM was also involved with dangerous dog issues and ranger training development.

The 2003 UAM Conference was held in Caloundra in conjunction with the 4th International Veterinary Behaviour Meeting. More than 220 delegates attended the UAM Annual Conference hearing speakers on topics ranging from practical ways to deal with barking dog issues through to education campaigns for local communities.

During 2003 the Rural Training Council in conjunction with UAM developed a nationally accredited training package. This provides animal management officers with a qualification framework encouraging greater professionalism in the area of animal management.

The Advisory Group also finalised a position statement on dangerous dogs and continued its involvement in the development of a national dangerous dog database. UAM position statements on dangerous dogs and microchips are available on the AVA website.

Dr Ian McBryde
UAM Convenor



Strategy 3

Promote the value of AVA contribution to the community

Banning the practice of docking of dogs' tails is an issue that the AVA has pursued for some time. In 2003, Federal, State and Territory Minister's responsible for the Primary Industries areas made a commitment to banning this practice nationally by 1 April 2004. The AVA at State and Territory level has worked at lobbying parliamentarians to ensure that the ban is properly implemented. The AVA has worked mainly with the RSPCA on this issue. Both organisations consider the practice of tail docking to be unnecessary and cruel. It is anticipated that from 2004, dogs across Australia will be happily wagging their tails.

Some of the projects undertaken to support this strategy include:

AVA Pets and People Education Program (PetPEP)

2003 marks a successful year for the AVA PetPEP program. Record numbers of school bookings were planned across the country, with an estimated 11,000 children participating in AVA PetPEP activities.

The end of the 2003 calendar year also showed a substantial increase in the number of veterinary practices subscribing to the program. This figure, which totals 128, shows a 60% increase since December 2002. This is a fitting reflection of the energy put into promoting the program to the veterinary industry. Increased veterinary support is also proportionate to the boost in the number of schools that are "hearing about" and implementing the program.

AVA PetPEP Queensland applied to the Queensland Department of Education for accreditation in that state. Accreditation was awarded in October 2003 and means the program is well recognised by teachers. PetPEP Queensland can use its new accreditation status in further promotions to the community.

Business plans for PetPEP in each state were approved and funding and direction are in place for 2004.

AVA PetPEP Education Staff have done an

excellent job around Australia creating links between veterinary practices and their local schools, as well as fostering beneficial relationships with other relevant community groups.

Nationally, AVA PetPEP was represented at the AVA Annual Conference in Cairns in May and the UAM Conference in Caloundra in August. AVA PetPEP experienced a great deal of interest at both conferences. Education Officers also attended State conferences.

Promotional mail outs and increased media coverage has meant that many teachers across the country have already booked AVA PetPEP activities for 2004. Thank you to the all the people involved in AVA PetPEP during 2003. Your efforts have led to the growth and success that the program has achieved.

Australian Companion Animal Health Foundation

The Australian Companion Animal Health Foundation (ACAHF) is a non-profit, tax-exempt trust of the Australian Veterinary Association (AVA). The foundation was established in 1989 to raise and distribute money to support clinical research related to companion animals. The ACAHF raises money through a variety of avenues including donations from veterinarians, the public, the ACAHF Memorial Donation Scheme and corporate sponsorship.

The daily operations of the ACAHF are administered by a Board of trustees, which is appointed by the AVA and the Australian Small Animal Veterinary Association (ASAVA). The financial report is included in the Finance Section of this Annual Report.

Applications for grants to aid research are advertised to all the Australian Veterinary Schools and applications are ranked according to merit by an experienced grants committee composed of veterinary academics and practitioners representative of the Australian veterinary community. Research projects with a potential clinical application are usually favoured.

Projects commenced 2003:

Studies into the Seroprevalence of Feline Coronavirus in the Sydney Cat Population and the Development of

Immunochemistry for the Diagnosis of Feline Infectious Peritonitis in Australia

Chief Investigator – Dr Jaqui Norris, University of Sydney

Other investigators – Erin Bell and Anne Quain, University of Sydney.

Studies of Immunohistochemical Techniques in Tumours in Dogs and Cats

Chief Investigator – Dr Katrina Bosward, University of Sydney

Investigations into the epidemiology and aetiology of chronic renal disease in domestic cats

Chief investigator – Dr. Joanna White, University of Sydney.

Other investigators – Drs Jacqui Norris, Katrina Bosward and Richard Malik, University of Sydney.

*Dr Roger Clarke
Chairman of Trustees*

Animal Welfare Trust

The AVA Animal Welfare Trust (AWT) has established a Grants Committee and received its first applications for grants. Funds are contributed with payment of membership subscriptions.

It is anticipated that the first round of grants will be announced during the 2004 AVA Annual Conference. At that time, it is also planned to launch an AWT promotional brochure, for use in veterinary practices.



Strategy 4

Promote AVA leadership and expertise through strategic alliances with other organisations

Closer links with National organisations including the RSPCA, National Farmers Federation (NFF) and the Australasian Veterinary Boards Council (AVBC) were developed. The AVA met with the RSPCA and agreed to co-operate on issues of common interest including feral pigs and dog tail docking. The NFF and AVA worked closely together during the live animal export issue involving the Cormo Express and the NFF CEO attended an AVA Board Meeting. The development of a new Continuing Education scheme to be launched in 2004 saw the AVA work with the AVBC and Postgraduate Foundation on this new initiative.

Some of the projects undertaken to support this strategy include:

Australian Companion Animal Council (ACAC)

The Australian Companion Animal Council (ACAC) is the peak body representing pet ownership and the pet industry in Australia. Major outcomes for ACAC in the year 2003 include publication and distribution of the report "Contribution of the Pet Care Industry to the Australian Economy", development of a discussion paper regarding the management options to address the issue of dangerous dogs in the community, consideration and evaluation of breed-specific legislation and the adoption of a revised statement of Objects and Rules.

"Contribution of the Pet Care Industry to the Australian Economy" is a report researched by BIS Shrapnel and published by ACAC, it contains vital up to date information on pet ownership and the pet industry. The report was circulated to relevant state and federal politicians and prime local councils to ensure factual industry information is available and to raise awareness of the value and importance of pet ownership in Australia.

As an incorporated association it is necessary for the ACAC Statement of Objects and Rules to comply with the requirements of the Incorporated Associations Act. Legal advice was sought

and some changes were made to the terms and structure of ACAC.

Dr Duncan Hall
ACAC President

Australian Quarantine Inspection Service (AQIS)

The AVA provides input to AQIS on biosecurity and operational matters. During 2003, the AVA also assisted AQIS with the Rural Veterinary Scholarship scheme.

This scheme provides Veterinary Science students with financial assistance in their final year of study, combined with the opportunity to undertake paid employment in that field of study after their final year tertiary commitments. The objective of the scheme is to strengthen veterinary presence in rural areas. Successful applicants will have the opportunity at the end of their studies to gain work experience in rural and regional Australia where their skills and experience can make a real difference.

Commonwealth Veterinary Association (CVA)

The Commonwealth Veterinary Association's membership is comprised entirely of National Associations of most Commonwealth countries. The AVA is a member association and during 2003 participated in the Pan Commonwealth Veterinary Association conference held in Wellington, New Zealand in June. The CVA councillor in Australian is Dr Jeff Cave.

Federation of Asian Veterinary Associations (FAVA)

The AVA is a member of the Federation of Asian Veterinary Associations (FAVA). During 2003, FAVA held a meeting in Bangkok during the WSAVA Congress to outline issues of continuing education, and the formation of an Asian Small Animal Association. The AVA attended this meeting and was supportive of the formation of the new Asian Small Animal Association.

Protect Australian Livestock Campaign (PALC)

PALC is a partnership between the AVA and Animal Health Australia (AHA). It encourages livestock producers to maintain vigilance in the surveillance of emergency animal disease and to report

any unusual signs in their animals to their private or government veterinarian.

The campaign slogan was 'Look. Check. Ask a Vet'. Tens of thousands of industry-specific postcards and posters were developed and distributed to AVA members and their clients nationwide.

As part of the campaign, implementation of an extensive media strategy commenced early in 2003. Media outlets in rural and regional areas were sent AVA/AHA media releases that acknowledged the support for the campaign from local AVA members in each region.

A total of 268 releases were distributed and 2,162 AVA members were publicly acknowledged in the releases. Many AVA members were subsequently interviewed by regional media outlets which greatly assisted raising the profile of their practice amongst the local community.

The campaign will again be implemented in 2004.

World Veterinary Association (WVA)

The World Veterinary Association Executive and Council met in Zagreb May 2003. As a member the AVA was invited to attend but was unable to. The WVA reported that the location provided an opportunity to strengthen relationships with Eastern European Countries and discuss their needs and vision for the area in line with the programs and international organisations that WVA are involved in. These organisations are Codex Alimentarius, FAO, OIE, WHO and FVE.

The WVA Constitution and website underwent some change and audited financial reports were presented. Technical policies on dangerous dogs and microchipping were updated.

During the WVA's World Veterinary Day, Australia gained significant press coverage when the AVA released the results of a pro bono survey indicating that veterinarians undertook up to \$29.7 million worth of free work each year.

The committees on Veterinary Education and Development, Animal Health and Animal Welfare, Veterinary Public Health and Veterinary Support during disaster and emergencies were active world-wide dealing with fall out from the war in Iraq and natural disasters in several countries.



Strategy 5

Influence public policy to achieve appropriate outcomes for members and the community

Both the AVA's Veterinary Director and Assistant Veterinary Director continued their lobbying activities and representation of the AVA on Government animal welfare and biosecurity related committees. The main issues involving the AVA during 2003 include a Review of Rural Veterinary Services known as the Frawley Report, the Keniry Inquiry into live animal exports, control of the feral pig population and a national ban on the docking of dogs' tails. Issues that will require AVA attention in 2004 are the implementation of the recommendations from both Frawley and Keniry Reports, the National Animal Welfare Strategy proposed by the National Consultative Committee on Animal Welfare and the ongoing debate on live animal exports. The AVA received significant media attention over the live animal exports during the Cormo Express issue and was able to demonstrate the vital contribution that veterinarians and their professional association can add to the debate.

Some of the projects undertaken to support this strategy include:

Animal Welfare Advisory Committee (AWAC)

The Assistant Veterinary Director is secretary to the Animal Welfare Advisory Committee, which advises the AVA Board and Policy Council. The AWAC had input into AVA policies and AVA comment on the National Animal Welfare Strategy.

Feral Pigs

AVA and two Cooperative Research Centres organised a workshop on feral pigs, inviting all major stakeholder groups. The workshop was the largest ever held on feral pigs and its objective was to reach agreement for a National Action Agenda that would bring together all disciplines and stakeholders. A statement was agreed upon and action plans were made to progress control and, if feasible, eradication.

In October 2003, AVA and the Cattle Council co-wrote a submission to the Senate Inquiry into the regulation,

control and management of invasive species and the Environment Protection and Biodiversity Conservation Amendment (Invasive Species) Bill 2002. Both parties will elaborate on the submission before a Senate Inquiry in March 2004. Lobbying to get this issue on the National agenda continues.

National Consultative Committee on Animal Welfare (NCCAW)

NCCAW advises the Federal Minister for Agriculture, Fishers and Forestry on animal welfare matters. During 2003, the AVA had input into the drafting of the National Animal Welfare Strategy, which is to be considered by Federal and State Governments in 2004.

The NCCAW considers that a national approach is the best way of making sure the same standards and practices are applied to all animal welfare issues across Australia.

The strategy also provides direction for the development of future animal welfare policies based on a national approach. It gives a firm commitment to higher standards of animal welfare.



Strategy 6

Increase professional, educational and personal development opportunities for the membership

The AVA and its Special Interest Group representing Practice Managers worked on a review of the Postgraduate Certificate of Veterinary Management. Courses at Certificate IV and Graduate Certificate level are under consideration with these possibilities being attractive to both veterinarians and veterinary nurses. The Postgraduate Certificate will not be offered in 2004 due to changes of provider from University of Western Sydney to Charles Sturt University. This will give breathing space and a chance to complete the review. In 2004, the AVA will launch a Continuing Education scheme for its members.

Some of the projects undertaken to support this strategy include:

AVA Conferences

The AVA's biggest annual event is the Annual Conference, which is the largest gathering of veterinarians in Australia each year attracting members and non-members from around the country and the world.

The 2003 Annual Conference was held at Cairns and attracted around 800 delegates. The theme was 'Reef Educate Yourself' with delegates attending sessions on everything from customer service to equine welfare and bovine acupuncture. Sessions were designed and presented by the various Special Interest Groups (SIGs) and are always highly professional and interesting. This is a credit to those people in the SIGs who each year put in their time and effort to ensuring all conference delegates have a vast range of interesting topics to choose from when attending the plenary sessions.

The 2004 Conference will be held from 2 to 7 May 2004 at the National Convention Centre in Canberra.

Education

The AVA's Education Advisory Committee meets annually at the AVA Annual Conference. Membership of the committee includes representatives from the American Veterinary Medical Association, South African Veterinary Association, the four Universities offering Veterinary Science courses in Australia and AVA Division and Special Interest Group representatives.

At the 2003 meeting, the Committee discussed new draft terms of reference, AVA Continuing Education, the new undergraduate curriculum at Murdoch University and the impact of a recommendation of the Frawley Report concerning Veterinary Undergraduate Curricula.

Dr Joe Howell, President, American Veterinary Medical Association (AVMA) addressed the Committee on the topic of education issues currently faced by the AVMA.

The Committee will meet during 'Education Day' at the Annual Conference in 2004.

Continuing Education is also the concern of an AVA Taskforce that formed in 2003 to work on the development of a scheme to support members undertaking continuing education.

The new scheme will be launched at the 2004 AVA Annual Conference.



Strategy 7

Manage the AVA to best practice standards of association management

AVA's mission is for a cohesive, strong and highly respected veterinary profession and to achieve that aim, AVA needs to work as one organisation. Moving towards one cohesive organisation has been the main driver in managing best practice standards of Association management. Some of the important steps taken in 2003 include the introduction of a single financial system to support corporate governance responsibilities and commencement of the implementation of a comprehensive risk management plan. The majority of large Divisions and many Special Interest Groups and Branches are now utilising the AVA financial system. The fee structure for membership is under review and this will continue in 2004. Work has also begun on the development of an updated constitution and standardised Rules to link with the Divisions, Branches and Special Interest Groups.

Some of the projects undertaken to support this strategy include:

AVA Constitution

A review of the AVA Constitution commenced in 2003. Since it was first drafted there have been changes in various laws such as corporations law, privacy law and anti-discrimination law, which needed to be included in the Constitution. In addition, some members had issues with various components of the constitution including provision for spouses, role of the Board, cancellation of membership, categories of membership and the lack of definition of roles for Divisions, Special Interest Groups and Branches.

Members will be asked to participate in the consultation process and drafts will be circulated before the new constitution is taken to members at the AGM in May 2004.

IVOC

The International Veterinary Officers Council (IVOC) comprises the President and Chief Executive Officers of the American Veterinary Medical Association (AVMA), the British Veterinary Association

(BVA), the Canadian Veterinary Association (CVMA), the New Zealand Veterinary Association (NZVA) and the AVA.

The meeting site is rotated among members, and in 2003 the fifth meeting of the Council was held in Chicago with AVMA as our hosts. The purpose of IVOC is to promote dialogue and collaboration with a view to harmonise policies and optimise resources. This is achieved by exchanging information, complementing and sharing resources and where appropriate, taking common positions or action on international matters – in 2003 this was to lobby OIE to put much greater emphasis on animal welfare. Other items discussed included veterinary education, food safety, the economics of the profession, animal welfare, membership development and retention, the European perspective and quality assurance programs.

Membership Restructure

The Membership Services section was restructured to ensure a better customer service focus and resulted in the creation of two new positions – Database Manager and Membership Services Manager. The changes were in response to a report finalised by the Taverner Research Company in May 2003. The report was commissioned by the AVA to understand perceptions, opinions, attitudes and beliefs of members and non-members alike. This has enabled the AVA to focus on the specific requirements of members and initiatives that may attract non-members to join.

Changes included mailing membership renewals a little earlier this year to avoid clashing with Christmas. Renewals and acquisitions were sent out in late October and early November respectively. Members will have noticed a new easier to read renewal invoice and brochure. Both came about in an effort to make information as streamlined and as easy to read as possible. Further changes focusing on member services will gradually be introduced in 2004.

New Premises

AVA House in Queensland relocated into new, modern premises at Eight Mile Plains. The Queensland Division had drawn the lack of staff amenity to the attention of the AVA, which led to the sale of the Indooroopilly premises. This now comfortably houses the Queensland Division offices, the AVA PetPEP National Co-ordinator and Queensland PetPEP officer, the Cattle Special Interest Group along with the Sheep and Embryo Transfer groups, plus Practice Managers and the College.

AVA House in NSW, which houses the National office, NSW Division and one Special Interest Group is fast running out of room and a decision was made to find a new suitable location. The option of redevelopment was considered but local planning laws made any redevelopment that would suit the AVA's needs impossible. Relocation will not be finalised until mid-2004, at the earliest.

Governance

In 2003 the Board undertook an upgrade of its governance practice, including the creation of a Board Code of Conduct and approval of a process to deal with Conflict of Interest. During 2004 governance remains on the agenda, and the risk management plan for the national organisation, commenced in 2003, will be completed.

Organisational Chart

Margaret Conley – Chief Executive Officer

Lyn Osman – Executive Assistant

Marketing and Communications

Eddie Ripard
Marketing &
Communications Manager

Jenny Palmer
Media &
Information Officer

Steve Ireland
Managing Editor
(to November) – AVJ

Mark Thornley
Managing Editor
(from November) – AVJ

Professor Colin Wilks
Scientific Editor – AVJ

Dr Maureen Revington
Clinical Editor – AVJ

Anna Gallo
AVJ Administration &
Desktop Publishing

Sarina Arcoleo
AVJ Assistant

Kate Perkins
National AVA PetPEP
Co-ordinator (to August)

Caitlyn Feldmann
AVA PetPEP
Education Officer – QLD
National Co-ordinator
(from August)

Suzanne Thomas
AVA PetPEP Education
Officer – QLD

Michelle Lee
AVA PetPEP
Education Officer – NSW

Rowena Bell
AVA PetPEP
Education Officer – TAS

Sophie Kenny
AVA PetPEP
Education Officer – VIC

Policy and Regulation

Dr Kevin Doyle
Veterinary Director

Dr Michael Bond
Assistant Veterinary
Director

Dr Frank Doughty
Executive Officer – NSW

Dr Bill Howey
Executive Officer – AEVA

Corporate Services

Lauretta Stace
Corporate
Services Manager

Liz Dawkins
Finance Officer

Cora Luong
Accounts Officer

Jennifer Docherty
Membership
Services Manager

Annel Singh
Database Manager

Angela Jackson
Customer Service Officer

Karlie Brown
Customer Service Assistant

Cheryl Knight
Administration Officer
– NSW

Julie Giblin
Administration Officer
– NSW

Mary George
Administration Officer
– QLD

Scott Taylor
Office Assistant – QLD

Sue Stanley
Executive Officer – VIC

Jenny Cumming
Administration Officer
– VIC

Barbara Gill
Administration Officer – SA

Michelle Marino
Administration Officer
– WA

Karen Richardson
Administration Officer – NT

Anne Cover
Executive Officer
– AACV, ASVS, AETS

Patricia Duczmal
then
Jenny Larsen
Office Assistant – AACV

Nicola Rose
Administration Officer
– AEVA

Jenny Wade
Executive Officer – ASAVA

Conference Organising Services

Doreen Culliver
Conference Manager

Melanie Keen
Office Assistant

Maria Walker
Office Assistant



CEO Report



My first year with AVA has been challenging and at the same time very enjoyable: its good to be back working with a membership-based organisation of professionals. The goals set and approved by the AVA Board at the commencement of 2003 were achieved. The AVA had success in increasing membership, improving membership service delivery, radically increasing AVA's profile and in commencing the building of a continuing education infrastructure. 2004 will be a year of consolidation and spending time with members hearing their concerns and issues. I believe that knowing one another helps an association like AVA really function well.

Some of the highlights for 2003 include:

Membership

The trend towards declining membership was halted in 2003, with assistance from a new database and implementation of new membership processes. AVA responded to the outcomes of the membership survey, membership benefits were reviewed and improved and we began to develop a closer relationship with students. 2003 saw a huge turnaround in this area thanks to the membership team and to the senior managers who, in spite of substantial additional demands on their time stayed focused to bring changes to fruition. In 2004 AVA plans to continue its focus on membership, and I hope members will share their ideas for ongoing improvements with me.

Profile

There is no doubt that there has been a remarkable change in the AVA's profile, thanks to Presidents Jo Toia and Jo Sillince and to staff working in the media and policy areas. AVA has been publicly involved in tail docking, the Frawley

Report, Feral Pigs, the Cormo Express affair and the Keniry Report to name just a few. Some SIGs have received valuable promotion and Divisions and Branches assisted with media and lobbying. The work is ongoing as there is much more we can do in this area.

Plans are being developed to be more proactive in policy implementation and to have the AVA logo associated with the professionalism that is each AVA member: this will be achieved through work with media, marketing, community programs like AVA PetPEP, ongoing work with governments and decision-makers and strategic alliances plus via Practice Rewards and through the forthcoming Continuing Education Scheme.

Continuing Education

Almost every member of the AVA undertakes education on an ongoing basis: attending conferences, reading, seminars, courses – the whole gambit, yet not many record this activity. Professionals everywhere are required to undertake ongoing education to maintain their registration, particularly those who have no solid voluntary scheme in place. A small taskforce of AVA members is working on the development of an ongoing education scheme for members. The scheme will exceed VSB requirements as the AVA scheme expects that 120 points will be achieved. Rewards are designed to increase member profile personally and publicly. The launch date is May 2004!

Management of the AVA

The AVA is fortunate to have so many long serving, committed staff mixed in with more recent staff who come with different backgrounds and new ideas – the combination makes a substantial contribution towards a relevant AVA.

All staff, whether in National office or in Divisions or SIGs, are employees of the AVA. Usually a member of the Division or SIG executive undertakes to provide day-to-day management of staff not located in the National office and I thank each of them for undertaking this role.

There will be some staff changes in 2004. All the AVA policy functions will move to the Canberra office under the management of Dr Kevin Doyle, and the conference management function (AVACOS) will move to the National office.

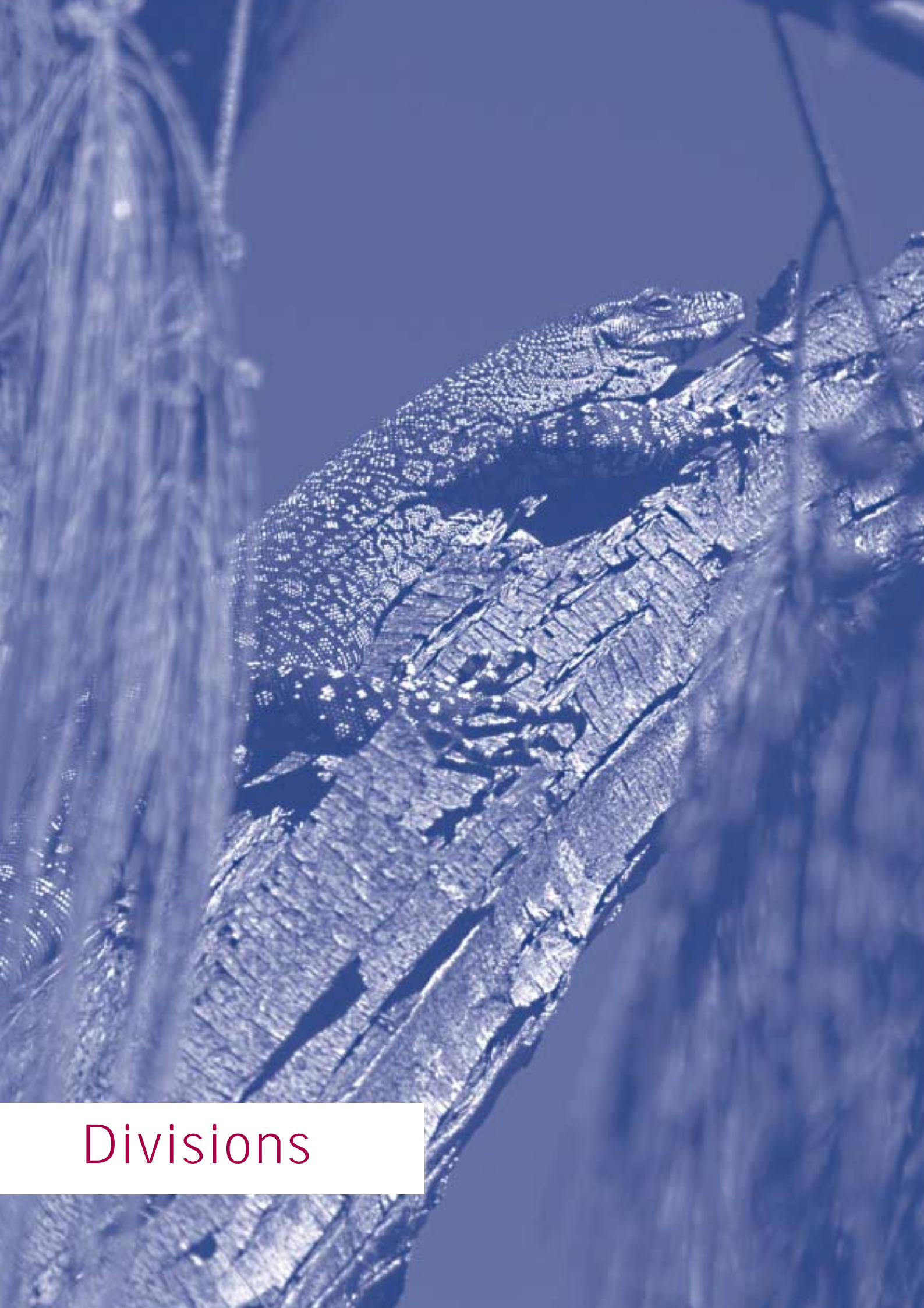
The Marketing area under Eddie Ripard expanded to include a Media Officer. Marketing now takes in publications, marketing, media, membership and community relations. Lauretta Stace, who is the AVA's company secretary also has overall responsibility for finances, human resources, continuing education, events and conferences.

During 2003 consultations got underway across the organisation to move towards consistent fee structure (initially for National and Divisions). Other activities include a re-write of the Constitution and the production of rules for the operation of Divisions, Branches and SIGs.

One of the biggest events was the opening of a brand new building in Queensland, which is now the envy of us all!

My thanks to staff, the Presidents and to the Board for their support during 2003, and I look forward to a less hectic, but equally productive 2004 so that AVA continues to grow and provide service for all its members.

Margaret Conley
Chief Executive Officer



Divisions



Queensland

AVA House

Our big news in 2003 was "the move!" AVA Queensland has a new home at Garden City Office Park, Eight Mile Plains. Thanks to a lot of hard work by our office manager and her assistant, the building was ready for the official opening by the Minister for Primary Industries and Rural Communities, the Honourable Henry Palaszczuk, MLA just two weeks after the move. It was a pleasure to co-host this event with AVA National President Dr Jo Sillince. We also welcomed President-elect Dr Norm Blackman and past President Dr Jo Toia, CEO Margaret Conley, Lauretta Stace and many others from the AVA and other organisations with which we share common goals and interests. It was a pleasure to have Eleanor Kerr present for the naming of the "Don Kerr" Memorial Board Room.

The Veterinary Practice Employees Award

The hard work of the group of veterinarians and veterinary nurses on the Veterinary Practice Employees Award (Veterinary Nurses Award) is complete. I would particularly like to thank Alistair Webb and John Odium, for their work. Thank you also to Michelle Gilliver-Smith, who has cheerfully fielded many enquiries from members on the new award and its implications for both employers and employees.

AVA PetPEP

Each year, the AVA PetPEP team continues to exceed expectations and reach new heights of achievement. Suzanne Thomas, who brings experience in this field with her from Wales, joined Caitlyn Feldmann, National Co-ordinator. Kate Perkins, who has been a driving force in the development of PetPEP for several years "retired" but continues to step in to assist Caitlyn and Suzanne

whenever needed. The Division also thanks the RSPCA and Qld Department of Primary Industries for the support each gives to AVA PetPEP.

Division Conference

The Sunshine Coast Branch hosted a very successful Annual Division Conference in March 2003. The conference was held at Noosa and all attendees enjoyed an interesting and relevant scientific program and entertaining social program. Particular thanks go to Craig Pullen and his team for their considerable efforts in organising such a well-attended conference. The 2004 conference will be hosted by the Central Queensland Branch at Great Keppel Island.

Student Membership

Anna MacNaughton has been an enthusiastic student representative for 2003 – her contributions to both the Division and the National student forums have been much appreciated.

Executive

The Divisional Executive has worked hard to achieve success in 2003, and I thank them all for their commitment. Our successful year has been greatly facilitated by the participation of Branch Presidents at the President's teleconference each month – in a state as large as Queensland this means that their input can be regularly sought on matters of importance to their members.

This year the Division initiated the attendance of Branch Presidents at the annual planning meeting to ensure a truly state wide focus to our activities for the year. This was extremely successful, and it was decided to continue this initiative for the 2004 meeting on 16-18 January. Once again we have revised and refined our strategic plan, and identified the actions necessary to achieve our aims. It is hoped to follow this with a meeting of Branch Treasurers to ensure that Queensland is fully compliant with National Financial Management.

Strategic Alliances

This year, the planning meeting was extended to enable us to meet with members of the Health Department, Drugs and Poisons and Radiation Safety. This was a valuable meeting and it is hoped will be the beginning of closer liaison between the AVA and Government Departments whose legislation impacts on veterinary surgeons.

A close relationship has been maintained with the Veterinary Surgeons Board – there was constant two-way communication during the year and an annual meeting with our President, President-Elect and past President.

Staff

Queensland Division acknowledges the support of office staff Mary George and veterinary student Scott Taylor, who replaced Matt Pope. Matt gave outstanding part-time service to the Division for several years. We congratulate him on his graduation and wish him well in his employment in NSW. Thank you also to the executive members who have contributed so much in 2003.

*Dr Gaille Perry
President
Queensland Division*



New South Wales

There was a huge increase in activity for the NSW Division during 2003.

Review of the Veterinary Surgeons Act 1986

The review by the NSW Government commenced in January 2003 and a delegation from the Division met with representatives of the Department of Agriculture to discuss possible changes to the legislation. While the Department agreed to provide a "Summary Document" by February or March 2003, this document was not produced until July 2003 and only then after numerous attempts by the Division to secure a copy. The Division was then given just two weeks to meet with the Department to finalise the review.

An agreement was finally reached between the Department and the Division and a final draft Bill was produced by the Government. The Division discovered a clause was added that had not been agreed to. According to the Government, the clause is meant to create competition. NSW is facing a reduced income of over \$50 million from the Federal Government if it fails to comply with National Competition Council (NCC) policy. While the NSW Bill was passed through Parliament without amendments to the clause, the Division did secure a delay on the clause being enacted until an inquiry is conducted into the possible effects on the veterinary profession. The Division lobbied the Opposition and cross-benches in the Legislative Council in order to get this commitment. We will provide a submission to the inquiry when it is held in 2004.

Review of the Companion Animal Act 1998

The Division was also involved in this legislative review and regularly met with representatives from the Department of Local Government. The NSW profession has problems with certain aspects of the Act such as provisions dealing with stray animals and the retrieval of data needed to reunite those animals with their owners. The Division is disappointed in the way that the review was conducted and the problems with the Act remain the same.

Tail docking of dogs

In June a delegation from the Division met with the NSW Minister for Agriculture, the Hon Ian Macdonald, and his senior advisors on the issue of banning tail docking of dogs in this State. The Minister announced at the Primary Industries Ministerial Conference in October 2003 that there would be a National ban on the practice from 1 April 2004. The ban can only be affected if all States and Territories enact legislation. NSW is understood to be working on this legislation. The Government is facing opposition from certain dog breeders. AVA and RSPCA are working together to ensure that NSW bans this practice.

AVA PetPEP

The PetPEP program in NSW continues to grow as more schools, teachers and veterinarians hear about its success. A subcommittee was formed to help continue this success and will focus more on attracting sponsorship in 2004.

Branches

Branch activity increased during 2003 with some branches finding new levels of energy. The Far South Coast branch was re-formed with an active Executive. There are now 17 branches across NSW.

The Divisional Committee recognised that a way of helping rejuvenate branches is to regularly visit them. This greater interaction between Branches and the Divisional Committee was successful in achieving this. The aim now is to have at least one Committee member attend every branch meeting.

Ethics and Complaints

The Ethics and Complaints Subcommittee provides a valuable public and member service.

Dr Terry Theakstone made sure that this Subcommittee was very active in 2003. The NSW Divisional Committee believes that communication between veterinarians and clients is the major problem that arises within complaints. A previous newsletter from the NSW Board of Veterinary Surgeons concurs that this is an important issue and NSW is working to find ways of assisting all parties.

Newsletter

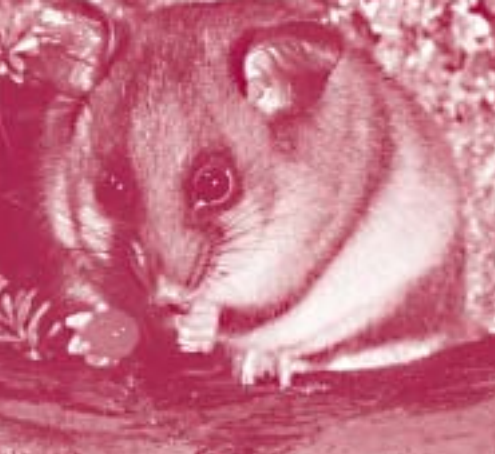
The NSW Division newsletter is an important means of communication. It aims to cover all topics of interest to the profession in NSW. It is produced bi-monthly by the NSW Division Executive Officer, Dr Frank Doughty.

NSW Council of Professions

The NSW Division is a member of the Council and is represented by our very own Dr Ron Hyne. The Council's support was invaluable especially during the Division's lobbying over the Veterinary Surgeons Act review.

The excellent achievements of the NSW Divisional Committee during 2003 would not have been possible without the support of the Executive Officer, Dr Frank Doughty and staff Julie Giblin and Cheryl Knight.

*Dr Bruce Cartmill
President
New South Wales Division*



Victoria

Victorian Division enjoyed a busy and varied year managing staffing changes, lobbying and media, issues management and hosting the AVA Board. Members enjoyed several editions of the newsletter and a new system of dealing with the finance. Thank you to all who have worked tirelessly during 2003.

Positional Changes

There were a number of staffing changes during 2003 with the appointment of Sue Stanley as the part-time Executive Officer. Sue commenced with us in May and was joined shortly after by Jenny Cumming as Office Administrator. The Division had previously contracted Jenny prior to her commencing full-time. The Division greatly appreciates the work undertaken by Dr Jeff Brady in his voluntary role of interim Executive Officer. Sue and Jenny have worked tirelessly in furthering the work of Dr Brady and establishing a range of new and revised processes within the office to support the Executive Committees work and member enquiries.

Divisional Committee

The Victorian Divisional Committee worked diligently throughout the year to progress the regular agenda items as well as focusing on the main issues that confronted the AVA at state and national levels. Committee members continue to contribute within a number of subcommittees that have been established during the year as well as representing the AVA on other external committees. The Committee is to be commended for their active debate and input into the AVA policy development during the year. A joint meeting was held with the Veterinary Registration Board in December and a number of follow up activities will be undertaken in 2004. The Division welcomed the AVA Board to AVA House, Brunswick, for their December meeting.

AVA PetPEP

Dr Kristen Steel resigned from the Division Committee and her role as Victorian AVA PetPEP coordinator in April. Sophie Kenny took on Kristen's role in conjunction with the Division Committee and office staff. A lot of time and resources have been allocated to create a comprehensive AVA PetPEP strategic plan and creation of new strategies to expand the delivery of the program.

Practitioner in Residence Program

The Practitioner in Residence Program was sponsored once again by the Melbourne Metropolitan Practitioners Branch and other sponsors. The program provides support generally to the final year university students at Melbourne University. Other activities including student awards, occasional talks and sponsorship of specific events continued.

The following major issues were also addressed throughout the year:

- Disease surveillance and the use of private practitioners to undertake Government work
- Microchips
- Tail docking
- Live animal exports
- Ministerial powers
- Equine dentistry
- Changes to the Veterinary Practices Act
- The continued development of government codes of practice.

Finance

Our new Treasurer, Dr Onn Ben-David, has overseen the transition from the internal accounting processes to the new ACCPAC system implemented by AVA National.

Implementation of the changes was accomplished during the year with minimal difficulties. The Chart of Accounts was reviewed and amended and the Budget was set and is monitored regularly. Financial Management Principles and process have been developed to complement the budget and streamline and improve functionality, accountability and transparency. These Financial Management Principles aim to ensure that the Division complies with the AVA Articles of Association, and the administrative procedures established by AVA National. The statement addresses principles of general administration, delegation, reporting, financial documentation and capital expenditure.

Most Division accounts are now directly handled by the AVA National office, which provides regular accounting and reporting services to the Division. For Division and Branch events use of a credit card facility by members is promoted.

Monthly income and expenditure lists are tabled at meetings and full financial reports are tabled and discussed quarterly (post BAS reporting).

While we are still getting used to the new system and refining the process we have implemented, the change has transformed the role of the bookkeeper forever. This change could not have been possible if not for the dedicated assistance of the Divisional Office Administrator and our Executive Officer.

*Dr Matt Makin
President
Victorian Division*



South Australia

Annual General Meeting and State Conference

The Annual General Meeting and Conference of the SA Division was held at Murray Bridge in March. AVA National President, Dr Jo Toia and AVA CEO Margaret Conley joined more than 30 members attending to enjoy stimulating presentations from Michelle Gilliver-Smith and Chris Hibburt on human resource and practice management and practice development. There was capacity attendance at the conference dinner, which featured the speaking talents of Chris Hannocks, Director of Monarto Zoo. Margaret Conley and Chris Hibburt carried off two cases of Adelaide Wine Show medal-winning selections, donated for a fund-raising raffle for the occasion.

Planning Workshop

A key feature of the year for the SA Division was an inaugural strategic planning weekend workshop. Assisted by Dr Jo Toia the committee determined its key objectives for the next few years and established realistically achievable priorities. Heading the list are increased membership and improved member services. In this context, Committee elected to take at least one of its monthly meetings to a rural centre at least once per year and in September a dinner meeting was held in Clare. There was very good response from vets in the district and lively participation in the proceedings.

Branches

The Small Animal Practitioner's Branch was extremely active again in 2003 with several popular presenters attracting capacity audiences. A workshop on ruminant and horse nutrition and supplementary feeding held in Murray Bridge was also very popular and well attended.

The South Australian Division remained financially strong and buoyant throughout the year and there was vigorous Committee and Branch activity. Membership of the Division increased by about 3% over 2003 and we look forward to further success and growth in 2004.

Continuing Education

In 2003 there was a welcome return of Murdoch University continuing veterinary education programmes to South Australia. Three programmes were presented and attendances vindicated the decision by Murdoch to return.

Veterinary Practice Bill

After a painfully long gestation, the Veterinary Practices Bill was finally delivered and passed into Law late in the Spring sitting of the SA Legislature. We expect formulation of the Regulations to be equally protracted and difficult.

New position holders

For health reasons, Dr David Jones stepped down from the Treasurer position after more than eight years of service. At the AGM Dr Phil Hutt was elected as new Treasurer and Dr Phil Reeve as President-Elect.

2003 was a successful year for the SA Division and 2004 promises to be even more exciting. Thank you to all Divisional Committee members for their hard work and to Barbara Gill for her support and assistance.

Dr David Pritchard
President

South Australian Division



Western Australia

2003 was another busy year for the Western Australian Division. It was involved in a number of high profile issues and initiated a number of new projects.

Animal Welfare Act 2002

The Animal Welfare Act 2002 was proclaimed and the supporting Animal Welfare (General) Regulations 2003 gazetted on 4 April 2003. This legislation now makes the docking of a dog's tail for cosmetic purposes illegal in Western Australia. Unfortunately, as in some other states in Australia, the wording of the legislation has left a loophole that needs to be tested in the courts.

State Administrative Tribunal

The biggest issue for the year related to the introduction of a body known as the State Administrative Tribunal (SAT). The role of the tribunal is to consolidate the disciplinary functions of all the State's boards and tribunals. The Government assured the Division that only serious cases likely to involve de-registration would be referred to the tribunal. However, the new legislation appears to be all encompassing and all cases involving even minor breaches of the Act are to go before the SAT. Intense lobbying by the WA Division has gained an assurance from the government that amendments would be made to the "New" Veterinary Surgeons Act to reverse this. These amendments are to be expedited through Parliament in 2004.

Country visits

Country visits were again well received with meetings held in Bunbury, Albany and Geraldton. The lobbying of local MP's by a number of country members assisted greatly in raising the profile of the AVA particularly in relation to the SAT issue.

Media

The higher profile of the AVA both nationally and within WA was demonstrated by direct approaches from both the media and government in response to a number of animal welfare issues, most notably livestock export and the euthanasia of Quokkas on Rottnest Island.

Trade Fair

The 25th Annual Trade Fair in WA was very successful. Feedback from exhibitors was excellent and all attendees had an enjoyable time. The Division was pleased to host AVA CEO Margaret Conley. Many thanks to Dr Tony Vigano and Mr Cliff Bridle for their continued organisation of this event.

Internship Scheme for new graduates

Dr Paul Davey has continued to guide the development of an Internship Scheme for new graduates moving into rural practice in Western Australia. The aim of the scheme is to increase the retention rate of veterinarians in rural practice by easing the transition of new graduates from University into the "real world". By enabling employers to spend more time with new graduates and actively guide them through the first six months it is hoped that the levels of stress experienced by all veterinarians within the practice will be reduced. This creates happier, healthier and more attractive workplaces. The scheme has received in-principal support from the State Government and industry.

PetPEP

AVA PetPEP has not achieved much during 2003 largely due to the lack of a dedicated education officer. The committee is hopeful however, that this situation will change in 2004. AVA member Dr Kate Fuderer, author of the "Vicki the Vet" children's books has expressed considerable enthusiasm for the AVA PetPEP concept and is keen to promote the program within WA.

Other issues

AACV and Sheep Vets have been active in promoting a number of state issues including biosecurity, lay pregnancy testing, and teeth grinding. In August, the WA Division and the AACV co-hosted a highly successful Seminar and happy hour for vet students at Murdoch Uni. This was very well attended and had the benefit of promoting the relationship between AVA and its SIGs. Thanks to Dr Dave Swan, Dr Ray Batey and Dr Peter Rosher in particular for their involvement in these issues and events.

Particular thanks to immediate past president of the WA Division, Dr Mike Lumsden, for his advice and guidance throughout the year and to all members of the committee for their dedication and support.

*Dr David Marshall
President
Western Australian Division*



Tasmania

2003 was a successful year for the 107 members of the Division. The Divisional Committee met each month and through the fantastic efforts of Dr John Gillham, the Division's Treasurer and Secretary, distributed the newsletter quarterly via electronic means. The newsletter is published on the AVA website and members are encouraged to communicate using email.

Rural Working Group

The highlight of a successful 2003 for the Tasmanian Division was the Rural Working Group's (RWG) successful negotiation of contractual arrangements with the State Government. The contractual arrangements will see the provision of services by private veterinary practitioners to perform disease monitoring. Those services would also be called upon in the event of an outbreak of a serious animal disease.

The RWG comprises Dr Ron Harris, Dr Paul Nilon, Dr Kim Barrett, Dr Graeme Stephenson and Dr Chris Cornes. This is a first for any State or Territory and AVA National is looking at these arrangements in its development of a National plan.

AVA PetPEP

AVA PetPEP was launched in Tasmania 12 months ago. The Division employed Dr Rowena Bell as AVA PetPEP Education Officer for Tasmania. The programme was very successful this year with Dr Bell signing on Glenorchy Council and holding three successful Pet Expos.

Dr Bell has visited most practices in the state and met with veterinarians and nurses extolling the virtues of AVA PetPEP. Dr Bell also met with teachers, councils, the RSPCA and other animal health and welfare stakeholders in the community to co-ordinate education programmes in

primary schools. Funding is always an issue and Dr Bell is looking at ways of increasing sponsorship for 2004. She has already taken bookings for 2004, which is looking to be a bigger year for PetPEP in Tasmania.

Education Schemes

The Divisional Committee worked on a series of education seminars in the north, northwest and south of Tasmania, which were well received and attended. Speakers included Dr Andrew Turner whose topic was Common Ocular Problems in Animals, Dr James Harris gave a presentation on veterinary medicine in birds, Dr Stephen Pyecroft spoke about aquatic medicine and Dr Richmond Loh interested all with his topic "Devil Facial Tumor Disease".

I would like to acknowledge that the majority of our speakers were members of the Division. This is an excellent reflection on the varied interests and expertise that we have in Tasmania.

Division Annual Conference

Our commitment to quality continuing education was evident at the 2003, 10th Annual Conference (attendance included veterinarians and veterinary nurses) held at Grindewald Resort, with specialist speakers delivering quality presentations. The keynote speakers were Drs Bruce Mackay, John House, Lorna Bolton and Celia Hooper.

The Conference was well attended and our guest, AVA National President Dr Jo Sillince, gave an address at the Annual General Meeting and dinner giving us an overview of the workings of the AVA at a National level.

This year we again held the veterinarian and nurses conference together and took the opportunity to present graduate nurses with certificates in recognition of finalising their studies.

Annual General Meeting

Attendees at the AGM held in Bridport were treated to a talk on Life Stages in Veterinary Practice given by Dr Patricia McWhirter that stimulated lively discussion and debate.

The AGM also saw life memberships awarded to three very worthy members – Drs Jaro Cerney, Barrie Wells and John Gillham – who each have contributed and served the Division in exceptional ways.

Division news

The Division is committed to working with other animal health and welfare organisations in the community and to the ongoing provision of continuing education and colleague liaison. It is also committed to promoting AVA PetPEP. Thank you to the tireless voluntary efforts of the committee, RWG members and the conference organisers.

The Division will continue its discussions with the Minister's Office on the feasibility of establishing an Equine Veterinary Hospital in the South of Tasmania.

I must also note the sad passing of one of our members Dr Barry Munday who was one of our most well-known and respected peers.

Finally, it was an eventful 12 months for the Committee and Division and we look forward to an equally exciting 2004.

*Dr Angela Offord
President
Tasmanian Division*



Northern Territory

Division Annual Conference

2003 commenced with the Division's AGM and annual conference in late March. This was our second year of staging a two-day conference and proved to be even bigger and better than last year. We were fortunate to have Territory Vet Supplies (Elders) Darwin again as major sponsors, with Fort Dodge, CSL, DLC and Merial being gold, silver, bronze + drinks and bronze sponsors respectively and many other making much appreciated contributions.

Major speakers were Dr Kim Smith speaking on orthopaedic topics, Dr Bruce Mackay speaking on cardiac disease and former Territorian Dr Frank O'Hara speaking on practical approaches to equine cases. Other presentations were given by Dr Lorna Melville on Katherine Horse Disease, Dr

Brian Radunz and Kevin De Witte on EAD preparedness and Dr Andrew Moss on Vet Issues in East Timor. The beautiful venue on the redeveloped wharf precinct combined with the program and the great trade display to make it a very successful weekend.

Ban on docking dogs' tails

Throughout the year the division has been active in pursuing tail docking bans for the NT and early in the year it was announced that legislation banning tail docking would be introduced. It subsequently turned out that this legislation would have a huge loophole in it by allowing "prophylactic" tail docking. We have fought hard against this throughout the year and whilst we have yet to see the final legislation it seems unlikely that a true ban will be introduced. We have also been very active in having input in to the Animal Care and Management Training Package and have managed to force some changes to it. We are currently having discussions the Chief Poisons Inspector with respect to the issue of allowing the use of S4 Veterinary drugs by non-Veterinarians.

Passing members

The entire division was recently very saddened by the passing of Dennis Thomson, our Secretary/Treasurer, who has been a stalwart of the division and a great friend to many of us for a long time.

At the moment we are in the process of planning our 2004 AGM and conference and are looking forward to another active year in 2004.

*Dr Samantha McMahon
President
Northern Territory Division*



ACT

After Hours Clinic

After the low point in early 2003 caused by the Canberra bushfires, the ACT Division had a few wonderful highs. The first was the opening of the new after-hours clinic in time for Christmas.

The ACT Divisional role was minimal but very important. Our thanks to Dr John Aspley-Davis for his lobbying efforts and his work in chairing the Committee that runs the after-hours hospital. Dr Michael Banyard, Dr Geoff Hooper and many other practitioners have also put in the hard yards to see this enterprise off the ground.

Woden Animal Hospital reopening

The next high was the reopening of the Woden Animal Hospital after the devastating bushfires. The practice reopened with temporary buildings and the ACT wishes them success in both their present business venture and in rebuilding a great Veterinary Practice. Dr Randall Lemin's efforts both from the Division and directly from his practice have been instrumental in helping them through this terrible time.

Retirement

Two members retired from practice in 2003 - Dr Randall Lemin and Dr Blair Lamont. It is with much relief that Randal will continue working in AVA roles.

Year ahead

I wish Dr Isabelle Resch well in her role of ACT Divisional President in 2004 and thank all those on the committee particularly Pat Boland, Tony Wilson, John Aspley-Davis for their support and good work over the year.

AVA Staff

Thank you also to Doreen Culliver and Maria Walker for their organisational skills, which have helped us to achieve record attendances at Divisional meetings. I wish Doreen all the best in her retirement and thank her for the work she has done over the years for the Division.

*Dr Bill Ryan
President
Australian Capital Territory Division*



Special Interest Groups



*Dr Scott Parry, veterinarian from Coonamble carries out Cattle Pregnancy Testing.

Cattle

The Australian Association of Cattle Veterinarians (AACV) is a group of like-minded cattle veterinarians formed with the aim of providing a focus and forum for members with a common professional interest, and to provide representation of that common interest to the AVA.

The AACV is one of the AVA's largest special interest groups with approximately 900 members across Australia. Members comprise veterinarians from private practice, those employed by government departments of agriculture and the quarantine service, university, agricultural and veterinary consultants, and those employed by chemical companies. Veterinary students are also encouraged to participate. Membership is open to all financial members of the AVA who have an interest in any type of cattle work.

Review of Rural Veterinary Services

In 2003, the AACV continued to support and represent veterinarians serving the cattle industries. Early in the year we received the Review of Rural Veterinary Services, known as the Frawley Report. The AACV made significant contributions to the Report. In April we assisted the AVA in consultation with government and other stakeholders to dissect the recommendations.

Conferences

The keynote speaker for the AACV scientific program at the AVA Annual Conference was Professor Michael McGowan who focused on female beef reproduction. Professor McGowan, an expat Aussie, is now chair of Farm Animal Medicine and Surgery at The Royal Veterinary College, London. Our field day on the Atherton Tablelands involving ultrasonography, embryology and practical clinical skills, proved very popular, as did our evening functions.

AACV participated in the Trans Tasman Mega-dairy conference in Taupo, New Zealand during June. The program was packed with interesting topics, embracing both individual animal medicine and herd medicine and appealing to the hundreds of registrants.

AACV took an active role at Beef 2003 in Rockhampton during April. We had a joint stand with CSL, and our members were official veterinarians for the event. The occasion was used to launch "Evaluating and Reporting Bull Fertility". This book superseded the previous book "The Veterinary Examination of Bulls". During Beef 2003, four presentations were given, one each on "Examination of bulls" in northern and southern Australia and "Other services your veterinarian can offer" in the north and the south. AACV will shortly distribute the "Bull Reporter" computer package to enable uniform reporting of bull examinations across Australia. This also involved setting up a reference system for uniform laboratory reporting on sperm morphology.

Representation

We had representation on many industry bodies such as In Calf, AMAC, and Cattle Council. On behalf of Cattle Council, a further three members were trained by Animal Health Australia for the Consultative Committee on Exotic Animal Disease (CCEAD).

Member Services

We were involved with three awards this year, the Young Practitioner scholarship in conjunction with Coopers and the Bovine Respiratory Disease study in conjunction with Elanco. AACV and Boehringer together ran the second annual Mamyzin award with the winner to be announced early in 2004. We see this as a fantastic member service and thank these sponsors for their input.

Our quarterly publication "The Cattle Veterinarian" continues to attract quality articles and is an excellent forum for member information.

Thank you to the AACV staff, Anne Cover, Patricia Duzcmal and Jenny Larsen for their hard work during 2003.

Dr Ben Gardiner
President
AACV



Sheep

The Australian Sheep Veterinary Society (ASVS) aims to:

- promote co-operation between all bodies involved in the sheep industry in relation to animal health and production knowledge; and
- to further research and knowledge of sheep disease, production and the improvement of standards of sheep practice.

Annual Conference

The ASVS had a very successful year, highlighted by another well attended AVA Annual Conference that was held in Cairns. The Conference proceedings provide the best summary of new research in the sheep industry, together with highlights from some of our practitioner members on issues that they have to face in the field. It is widely quoted in papers relating to sheep.

Finance

The ASVS is in a sound financial position and has an excellent core of experienced sheep veterinarians through all the major sheep raising areas. There are opportunities to increase our membership, both here and overseas, and this will be pursued in 2004. We will also promote ourselves more to the sheep industry, through both the Annual Conference and our newsletter.

Policy

The sheep welfare policies were reviewed and brought up-to-date. The value of a sound policy was demonstrated in deliberations in relation to the live animal export trade. The review of the trade will help overcome some of the areas where the AVA policy was not being followed. Teeth grinding has caused concern in some states and will be followed up. Attempts were made to review the National Code of Practice relating to the welfare of sheep, with little success. This will be pursued in the coming year.

Ovine Johne's disease continues to occupy a lot of time for our colleagues in government. The Annual Conference is able to provide our members with the latest research results. Unfortunately the industry has not recognised the valuable role that private practitioners can play in the control of endemic diseases.

Member Benefits

Our newsletter continues to improve thanks to the efforts of our Editor, Cameron Bell and our Executive Officer, Anne Cover. It is well received by members and provides an update of the latest developments in the sheep industry.

This year, our office moved from Indooroopilly to Eight Mile Plains. The move took place with minimum disruption thanks to Anne Cover and her staff. The ASVS appreciates the work put into the arrangements for the relocation by Ross Henderson and his colleagues from the AACV.

The Year Ahead

Major activities in 2004 will include the AVA Annual Conference in Canberra, to be followed by a Post-Graduate Refresher course in sheep medicine at Camden in collaboration with the Postgraduate Foundation in Veterinary Science. We will also make a decision about hosting the International Sheep Veterinary Conference in 2009. Other areas to be considered are the continuing problem of getting veterinarians more actively involved in the sheep industry - particularly in the rural areas, Ovine Johne's disease and animal welfare issues, including the live animal export trade and the National Codes of Practice.

*Dr John Plant
A/President
ASVS*



Equine

'The passion for horses may be ridiculed by persons of narrow mindedness and sedentary lives; but the feeling has ever been characteristic of the most intellectual and powerful races of mankind, and the highest order of literature and art has been inspired by the contemplation of this admirable gift of the creator.' (*Sydney Morning Herald*. October 3, 1857)

The Australian Equine Veterinary Association (AEVA) continues to focus on:

- providing high quality continuing education forums for members;
- producing the Australian Equine Veterinarian newsletter;
- maintaining the website to update members on all aspects of equine practice;
- liaising with equine industry stakeholders and government policy and regulatory authorities;
- good financial management and corporate governance.

2003 was a busy year for the AEVA. Activities included:

- AEVA Governance Task Force Meeting - March 2003
- Review of 'By-Laws of the AEVA'
- Strategic Review of the AEVA and its activities
- Strategic Plan
- 'Future Developments' Plan
- Business Plan – 'Managing the Change'
- First Generation Budget
- Marketing Plan
- 'Corporate Governance Policy Formation'
- First Draft Generic 'Australian National Veterinary Competency Standards' (ANVCS)
- First Draft 'Australian National Equine Veterinary Competency Standards' (ANEVCS)

Development of a policy covering 'Grooms on Planes'

Development of the policy 'Grooms on planes' attracted enormous debate amongst members culminating in the AEVA being represented at the Animal Air Transport Association's (AATA) Conference in Washington during April 2003 by Honorary Secretary Barry Smyth. Compliments to Barry for producing a discussion paper: "Air Transport of Horses and the Issue of Grooms accompanying Horses on Aircraft".

Equine Dentistry

The accreditation and governance of Equine Dental Technicians (EDT's) was the subject of discussion during the year. Both the AEVA and the Victorian Division worked hard on having the matter of supervision by the AEVA referred to Policy Council for discussion and debate. As a result Codes of Practice and Draft Standards were developed. The AEVA appointed a Standing Committee on Equine Dentistry which is active in policy and standard development.

Equine Respiratory Disease Course

Hunter Equine Continuing Professional Development course was designed and divided into three 'modules'. 'Respiratory diseases of the neonate' featured Catherine Chicken and Angela Begg with Debbie Racklyeft in the chair. Gary Muscatello, John Freestone and James Gilkerson presented original research papers on 'Respiratory diseases of the older foal'.

AVA Annual Conference

The AEVA attended an outstanding AVA Annual Conference held in Cairns in May 2003. Congratulations and thank you to Chris Johnson for putting together an exceptional equine program. There were many contributing 'stars' and attendance at sessions was a tribute to Chris's commitment and planning.

Life Fellow of the AEVA

Professor Reginald Pascoe was awarded the inaugural AEVA Life Fellowship at the Bain Fallon Conference in Canberra.

Report on AEVA Bain Fallon Conference Canberra 2003

The Silver Jubilee Bain Fallon Conference was held in Canberra during July. Reg Pascoe and local convenor Ken Jacobs undertook the organisation of this annual event. There were many younger attendees amongst the 120 delegates who all enjoyed the excellent program.

KER Conference Sydney August 2003

Many AEVA members attended the KER Annual International Equine Nutrition Conference at Sydney's Four Points Sheraton Hotel Darling Harbour during August. The theme was 'Growth and Development of the Equine Skeleton' featuring keynote overseas speakers Wayne McIlwraith, Joe Pagan, Larry Lawrence and Elwyn Firth.

Budget and Business Plan

The Finance Sub-Committee prepared a draft Budget and Business Plan for 2004. Both recommend improvements in member services and a decrease in expenses. There is also a commitment to continuing education opportunities for AEVA members.

Equitana 2003

AEVA exhibited at 'Equitana 2003' in Melbourne at the Conference Centre in November. The exhibit was co-ordinated by the Member Services Sub-Committee and was manned by Nicola Rose with assistance from local members.

Dr Bill Howey
Executive Officer
AEVA



Small Animals

The Australian Small Animal Veterinary Association (ASAVA) represents the special interests of Australian small animal practitioners on a national basis, urban and country, free from regional bias. The association was formed in 1968 and today has over 950 members. The Association is dedicated to the advancement of veterinary science, continuing education for its members and the promotion of high quality companion animal practice.

Conferences

In 2003, the ASAVA Conference and the ASAVA stream at the AVA Annual Conference continued the theme of "Practice Building Through Good Medicine", providing delegates with top quality national and international speakers presenting both practical and cutting edge information relevant to small animal practice.

The ASAVA programme at the AVA Annual Conference, "Veterinary Oncology", featured Dr Greg Ogilvie from the USA and Dr Rod Straw from Animal Cancer Care in Brisbane and was extremely popular with delegates. Oncology is an important and growing area of veterinary practice and both speakers encouraged veterinarians to focus on compassionate care of the family as well as the patient.

In September, the ASAVA Annual Conference was held at the Dunsborough Beach Resort in the Margaret River region in Western Australia. The theme of the conference was Neurology and featured Dr Rick LeCouteur, an Australian based at the University of California and Dr Georgina Child from the Veterinary Specialist Centre in Sydney. Both attracted full houses at each session.

The 2003 ASAVA Conference was the 30th ASAVA Conference, our "Pearl" Anniversary. The Annual Dinner and Awards Ceremony followed the Pearl theme and was held at the beautiful Xanadu Winery.

WSAVA Conference

The ASAVA was successful in its bid for the 2007 WSAVA Conference. Dr Di Sheehan presented the ASAVA's bid to the WSAVA Committee at the 2003 WSAVA Conference in Bangkok.

Sponsorship

The ASAVA received the support of many of our partners in the veterinary industry. This support is greatly appreciated. The ASAVA acknowledges in particular Hills Pet Nutrition for their sponsorship of Dr Greg Ogilvie's travel to Cairns for the AVA conference and The Provet Group for their sponsorship of the scientific programme at the ASAVA conference. Macquarie Bank continued as a major sponsor of the ASAVA.

New Graduate Support

The ASAVA hosts the New Graduates' Dinner each year at the AVA Conference. The dinner provides the opportunity for recent graduates (up to three years post-graduation) to network with colleagues and share experiences of starting out in veterinary practice with their peers in positive, supportive and very informal environment.

Undergraduate Support

The ASAVA provides support to undergraduates at the four Australian Veterinary Schools. The ASAVA is a sponsor of the Practitioner in Residence programme at Melbourne University, the Transition to Practice programmes at University of Sydney and University of Queensland, and various student initiatives at Murdoch University. The ASAVA is also a sponsor of the ASAVA Masterfoods Australia New Zealand Award for Clinical Proficiency at each of the four Universities.

Australian Companion Animal Health Foundation

The ASAVA continues to support and promote the ACAHF, a trust of the AVA. The ACAHF provides funding for clinically relevant studies that benefit companion animals. Practitioners are encouraged to make memorial donations to the fund on behalf of their patients. The owners are sent a thoughtful and sympathetic notification of the donation made by their veterinarian. Many owners continue to make regular donations to the fund.

Member Benefits

The *Australian Veterinary Practitioner Journal* is an important and valued member benefit, providing clinically relevant information in the form of refereed scientific papers, case reports and other material of interest to small animal practitioners. The editorial policy encourages member participation. The high standard was maintained during 2003, and the ASAVA acknowledges the work of Professor Rick Atwell as Editor of the AVP.

The ASAVA has developed a number of client information brochures, available exclusively to ASAVA members. These are:

- Your New Puppy – Starting off on the right paw
- Your New Kitten – A bundle of fun
- Your Friend the Vet
- The Cost of Veterinary Health Care

Also available to ASAVA members are "Kitten Kindy", a video and information guide, and the "Puppy Pre-School" information guide.

All ASAVA members receive a copy on CD of the proceedings from the ASAVA Conference and the ASAVA stream at the AVA Conference.

Other activities

The ASAVA is actively involved in the following areas:

- Veterinary nursing
- Urban animal management
- Animal welfare
- AVA policy development and revision
- Therapeutics advisory committee issues

Dr Deborah Osborne
President
ASAVA



Practice Managers

The Australian Veterinary Practice Management Association (AVPMA) is a young and vibrant Special Interest Group of the AVA. It works hard to improve and widen membership services and achieve its vision of improving veterinary practice management and the prosperity of all those working in veterinary practice. The committee and secretariat are located in the AVA's offices in Brisbane.

The AVPMA aims to enhance quality of life in Australian Veterinary Practices, by enabling AVPMA members to develop personal skills in veterinary practice management and by providing resources and networks that enhance veterinary practice management through knowledge sharing and knowledge creation and through the fostering of relationships and personal support that comes from belonging to the association.

APESMA Discussions

During 2003 the AVPMA continued in its role of employer group representative in discussions with the Association of Professional Engineers, Scientists and Managers Australia (APESMA), the Union representing professional employees.

Throughout 2003 the focus of the committee was to develop a relationship with APESMA and with the help of our industrial advocate present a balanced picture to the Industrial Relations Commission. Safety net wage increases resulted in some changes to the award rates in 2003, however further changes to the award are flagged for 2004.

Annual Conference

At the 2003 AVA Annual Conference the AVPMA was lucky to have the limitless talents of Dr Jim Allen and Dr Sue Halloran as conference organisers. This time we had home grown talent in the form of Dr Judy Tier and an overseas speaker Dr Don Dooley. This combination of theoretical approach and good solid practical skills once again delighted the large audience.

The major speaker for the 2004 conference will be Dr Jim Stowe, a leading practice management consultant from Canada. Jim is familiar to many in practice through his Lifelearn series of publications.

Awards of Excellence

The AVA/Pfizer "Practice of Excellence in Customer Service Award" was once again co-ordinated by the AVPMA. The standard of those practices entering has maintained throughout the course of the awards, and the six recipients truly deserve commendation for what they have achieved. Their practical offerings should help to dismiss any folklore that overseas practices have domination over good quality customer service.

Winners of the 2003 Award are:
Chermside Veterinary Hospital (Queensland)
Cranbourne Veterinary Hospital (Victoria)
Horsham Veterinary Clinic (Victoria)
Kippax Veterinary Hospital (ACT)
Ocean Grove Animal Hospital (Victoria)
Warragul Veterinary Clinic (Victoria)

Continuing Education

Further development of regional seminars and workshops is a priority of the AVPMA, and a seminar series in early 2004, will be undertaken with Dr Caroline Jevring, a practice management consultant from Sweden.

Discussions have started with interested education groups to develop a formal practice management qualification for veterinarians and their staff. While still early in the process, the objective is to provide a career path for those within a practice who are focused on management issues. Further information should be available for the AVA Annual Conference in May 2004.

AVA HR Advisory Service

The AVPMA supported the AVA's introduction of a new member benefit for all AVA members. The new HR Advisory Service commenced in 2003 and gives practical advice in industrial relations to employers and employees.

This is a telephone advice service where members can call a toll free number. In addition to this, industrial relation information is regularly provided in the Australian Veterinary Journal and the AVPMA's newsletter Practice Management Matters.

Website

A comprehensive web page with information and resources for members has been approved by the committee and will be under development in late 2003, with a launch by the end of the first quarter of 2004. The site will provide members of the AVPMA with a range of tools and information to use in their own practice. In addition the site will also provide access to continuing education materials.

Newsletter

"Practice Management Matters" is the AVPMA's quarterly newsletter, which is put together by Dr Sue Halloran. Sue does a fantastic job and I would like to thank her for the time and effort she puts into producing what is a very valuable means of communicating with our members.

2003 was a busy year for the AVPMA and this will continue in 2004. I would like to thank office staff, Mark Stallwood and Megan Livingston for their work.

Dr John Odium
President
AVPMA



Employed Vets

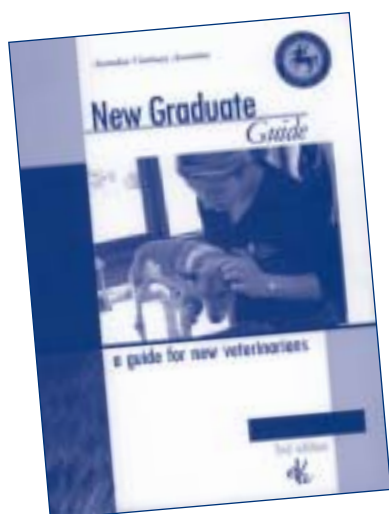
The Employed Veterinarians Association (EVA) is a special interest group of the AVA whose sole purpose is to represent and look after the requirements of associate veterinarians. EVA has over 400 members and an enthusiastic and focused executive committee. We enjoy significant influence within the AVA and the ability to see EVA's charter fulfilled through effective negotiation and financial support.

2003 was a very busy year for EVA as we continue to establish our role within the AVA and contribute an employee perspective to the Association.

New Graduate Guide

A great deal of time and energy was again focused in developing the second edition of the New Graduate Guide (pictured). The guide is a comprehensive publication containing information relevant to graduate veterinarians. It forms a valuable resource covering topics such as career planning, employment options, understanding the Veterinary Surgeons Award, complaints management, finding a job, dealing with clients and postgraduate opportunities.

The feedback following the launch of the first edition was overwhelmingly positive from both new and 'old' veterinarians alike. A number of additions were made to make this 'new and improved' version even better than the first! We welcome your feedback on the second edition.



AVA HR Advisory Service

Our close association with the AVA HR Advisory Service continues and we were thrilled to present a joint session at the AVA conference in Cairns. This is the first time that such an employee-focused session has been run by EVA and the response from participants was very positive. It was great to see a number of both employees and employers at the session actively participating in the discussions. As such we look forward to presenting at future conferences.

Continuing Education

EVA has also been involved in a new AVA project dealing with Continuing Education. Our role on the task force is to assist in the development of an AVA Continuing Education scheme designed to reward members for time spent upgrading skills. This has been a very valuable exercise and will be an exciting new scheme for all veterinarians. Stay tuned for the launch at the 2004 AVA conference.

Member Services

Throughout the year the usual participation in Policy Council and Divisional meetings has continued along with student presentations and other such activities.

We look back at what has been a very busy and successful year for EVA and look forward to the challenges of the coming twelve months ahead.

Dr Megan Wheeler
President
EVA



Acupuncture

The Australian Veterinary Acupuncturists Association (AVAA) acknowledges the wonderful presidency of Dr Ulrike Wurth who stepped down after more than 10 years. Ulrike made our association an active, inspired and congenial one. She recently presented at the World Small Animal Veterinary Association (WSAVA) Congress in Thailand on acupuncture and continues to teach the International Veterinary Acupuncture (IVAS) courses in Australia.

AVAA will be conducting IVAS Acupuncture training in 2004 in Melbourne as well as Traditional Chinese Medicine (TCM) herbal medicine for IVAS graduates of the Australia Pacific. The IVAS is the accepted benchmark for quality professional training of veterinarians.

Membership continues to grow and we recently surveyed all membership to determine how we are relevant to practice

and how the Association can support members. One of the major issues we are discussing is continuing education for our IVAS trained members so that we can fulfill our international certification requirements.

During 2003 Dr Elaine Cebuliak attempted to have acupuncture recognised through the Australian College of Veterinary Science as a sub speciality of veterinary medicine. On this round we were unable to satisfy the college that there is sufficient veterinary acupuncture science published in the last 5 years. However, there is a plethora of research published in human acupuncture. The practice is a widely accepted complementary medicine within the human medical profession having a scientific basis despite its traditional use.

We believe that it won't be too long before the role of veterinary acupuncture will be acknowledged as being a science worthy of

support and further investigation in a similar way to animal behaviour and dentistry. Students from veterinary schools around Australia have invited our members to talk at the schools and have requested further education in this area.

Our recent survey reported in the December newsletter that qualified veterinary acupuncturists were achieving excellent results in a range of medical conditions that had been poorly or non-responsive to conventional medicine. On that note we produce an excellent newsletter put together by Dr Carl Muller. Subscriptions are available.

Thank you to Dr Chris Robinson for his representation at Policy Council.

Dr Barbara Fougere
President
AVAA



*Winners of the 2003 Camelid Cup, NSW Team - Drs Bill Beresford, Michael Strakosch and Mark Hawker.

Camelid

The Australian Camelid Veterinary Association (ACVA) began as the Australian Camelid Veterinary Network in the early 1990s, in response to importation of South American Camelids to Australia which commenced in the late 1980s. The first camelid veterinary conference was held in 1992 in conjunction with the University of Sydney Post-Graduate Foundation and newsletters first appeared in 1994.

The ACVA aims to:

- provide a forum for discussion amongst Australian veterinarians with an interest in camelid medicine, surgery and production;
- provide continuing education by dissemination of new camelid information to its members through the annual conference and quarterly newsletters;
- further knowledge and research into camelid diseases and herd health to achieve excellence in camelid practice;

- promote the application of animal health and preventative medicine to camelid industry bodies such as the Australian Alpaca Association Inc;
- promote co-operation among practitioners, researchers, advisory and teaching institutions and breeders in the camelid industries in relation to animal health and production knowledge;
- equip veterinarians with the skills to certify alpacas for breeding suitability;
- compete passionately every year for the Camelid Cup.

The ACVA had yet again another great conference in June 2003. These are proving to be consistently successful and we have planned our 2004 conference for August 13-15th in NSW with Dr David Anderson from Ohio State University in the USA as our guest speaker. This should prove to be a popular conference.

The ACVA continues to have an outstanding and informative newsletter, compiled by its secretary Dr Jane Vaughan who tends to be the main correspondent for the ACVA. I would like to extend an enormous thank you to Jane for her efforts.

We are also communicating well with the breeder body of the Australian Alpaca Association on subjects such as castration, DNA testing stud males, Johnes Disease and genotype screening and so on. We have developed an excellent and professional relationship with the Association.

The ACVA has its website up and running. Go to www.ava.com.au/content/acva/index.htm.

2003 was an interesting year and we are sure that 2004 will be just as great for the ACVA.

Dr Randi W Rotne
President
ACVA



Conservation Biologists

The aims of the Australian Association of Veterinary Conservation Biologists (AAVCB) are:

- to provide a forum for veterinarians involved in any aspect of conservation biology to enhance the contribution of veterinary science in the field of wildlife studies and resource management, and animal welfare;
- to encourage research and development of veterinary conservation biology;
- to promote co-operation between veterinarians, other biologists, administrators, researchers and research and teaching institutions;
- to provide continuing education programs for veterinarians and others involved in conservation biology.

2003 was a time of change for the AAVCB. Founding President Tony English stood down after over ten years of office during which he formed and guided the

development of the AAVCB. Tony's input and impact on veterinary conservation biology in Australia was enormous and he will remain the benchmark to which the rest of us will aspire. He also stood down from Policy Council where his reasoned, wise and practical input helped improve the policies and standing of the AVA in the eyes of the broader community.

The group continues with its very successful conference program and Andrew Tribe, Rosemary Booth, Carol Esson and Annabelle Ollsen are to be congratulated on putting together a great three day program and proceedings for the AVA Annual Conference in Cairns. Past proceedings from the AAVCB stream of the AVA Annual Conferences are now becoming a very useful resource for those interested in veterinary conservation biology. The AAVCB is currently negotiating with the Australian Wildlife Health Network to get these proceedings converted to PDF

documents for posting on the website so that the information can be made more widely available.

The AAVCB has also been involved in assisting Policy Council with the development of three policies (native animals as pets, hunting and recreational fishing), and the National Veterinary Director on a revision of the camel welfare code and development of the model code of practice for the welfare of animals (destruction or capture, handling and marketing of feral livestock animals).

We will continue to work hard in communicating with members and promoting the aims and programs of the AAVCB.

Dr Rupert Woods
President
AAVCB



Embryo Transfer

The Australian Embryo Transfer Society (AETS) held its 3rd Annual Conference on Queensland's Gold Coast at the Nara Resort in August. The conference continues to attract an increasing number of general industry practitioners, with 70 registered attendees.

The conference focuses on subjects and topics particular to member's interests and is enthusiastically supported. This support arises from the opportunities provided to socialise and network within a small and specialised group. Members also get the opportunity to listen to and participate in discussions with people who are world leaders in this field – many of them Australian.

The discipline of theriogenology has wide application within the veterinary profession and the challenge is for our group to welcome other AVA members who occasionally require assistance in this area. We also welcome those members who

routinely work in this area, but don't have access to regular scientific or practical meetings. Veterinarians working with Small Animals are one such group and AETS can provide guidance and assistance.

AETS has had continuing input into AVA Policy with uptake of its policy on Laparoscopic AI in Sheep and Goats, as well as its policy on Embryo Transfer in Sheep and Goats. We will continue to put forward new policies for consideration by Policy Council as scientific innovations occur in our industry.

Excellent progress was made in forming a relationship between AETS and the Australian Quarantine Inspection Service (AQIS) – an industry body that has regular dealings with AETS members.

Communications between AETS and AQIS have improved and an invitation was extended to AQIS to attend and address our next Conference in Dubbo in August 2004.

AETS will continue to work towards achieving growth in membership, industry recognition of the contribution of members and providing information and support for AETS members.

Dr Greg McCann
President
AETS



Ethics

The year has been significant with a name change from Australian Veterinarians in Ethics, Research and Teaching to Australian Veterinarians for Animal Welfare and Ethics (AVAWE). This name change has refined our focus and direction from the original forum for veterinarians involved in scientific institutions animal ethics committees, in the production and maintenance of animals used for scientific purposes, and in teaching in tertiary education institutions. We expanded to include a broader spectrum of animal welfare concerns and a name change was deemed appropriate.

AVAWE is dedicated to the dissemination of scientific knowledge relative to animal welfare concerning the ethics of animal use, animal management and animal welfare policy. We embrace the welfare of all animals used for companionship, work, food, clothing, research, teaching, recreation, entertainment and sport, and feral and wild animals.

AVAWE's program at the 2003 Annual Conference in Cairns reflected our broad focus. We shared sessions and items of common interest with other SIG's of the AVA. In Cairns, two sessions were dedicated to proactive animal welfare policy, and one each to equine welfare considerations in competitive situations (shared with AEVA), foetal and neonate animal welfare considerations, welfare and the poultry industry (shared with APVA) and ethics research and teaching.

Planning for the 2004 Annual Conference is well underway. A full day will examine the role of veterinarians in the area of animal abuse and cruelty, planned in response to an item raised at the Cairns Policy Council meeting. Two eminent speakers from overseas - Professor Bernie Rollin, a widely published expert on animal welfare and ethics from the US, and Professor Alison Crook from the Sir James Dunn Animal Welfare Centre in Canada, will attend and

lead a very challenging and interactive program. The program will assist the AVA in developing relevant policies for members in the area of animal welfare and ethics. A package based in part on the information developed during these sessions will be made available for all AVA members.

The recent Cormo Express incident brings together AVAWE and the Sheep group to examine all aspects of live trade and the animal welfare issues involved. The balance of the program will involve our two principal speakers and others in sessions looking at issues related to activities of Animal Ethics Committees and matters such as the welfare issues involved with control programs for feral cats.

Dr Simon Bain
President
AVAWE



Greyhounds

The AGVA was formed in 1984 by a group of active greyhound veterinarians. The group quickly attracted a membership of over 100 veterinarians. Members include veterinarians from Australia, UK, USA, and New Zealand. The AGVA has helped many veterinarians over the years with greyhound related problems.

The main activities of the Australian Greyhound Veterinary Association (AGVA) during 2003 were mainly behind the scenes. A pilot study commenced in Victoria addressed the concerns of the Official Track Veterinarians. It was co-ordinated by Dr Jim Gannon and the results are to be discussed at the AVA Annual Conference in 2004. The intention is to expand it to all States after due consideration.

The World Greyhound Racing Conference was held in Cork, Ireland in September 2003. Dr. John Newell was a keynote speaker and spoke on his work with frozen semen. Dr Newell's results are quite

exceptional with a conception rate close to 100 per cent. The export of frozen greyhound semen both nationally and internationally is becoming a serious business with one Sydney studmaster investing a great deal of money in setting up a veterinary facility with Dr Newell's advice and co-operation.

The greyhound adoption programme continues to grow with more and more retired racing dogs being placed in homes throughout the country. The AVGA proudly supports this program.

Our relationship with the various greyhound racing governing bodies continues to strengthen. The CEO's of the various bodies were welcome guests at the 2003 Annual Conference and we look forward to their input in 2004. A policy statement on hot weather racing by the NSW Greyhound Racing Authority will be available to members at the 2004 Annual Conference.

I would like to pay tribute to the enthusiasm and tireless work by our secretary/treasurer Dr Ray Ferguson. Ray is one of the foundation members of the AGVA back in the eighties and accepted the onerous responsibility year after year with a cheerfulness that belies the strain placed on his own practice and the demands of a growing family. He has put together an exciting and informative three day programme for the 2004 AVA Annual Conference, which we expect to be our best ever.

Dr John Murray
President
AGVA



History

The annual meeting of the Australian Veterinary History Society (AVHS) was held at the AVA Annual Conference in Cairns. Six papers discussing aspects of veterinary work in North Queensland were presented.

Abstracts of these papers were published in the Australian Veterinary History Record No. 36, March 2003.

At the Annual General Meeting, members resolved to recommend to the AVA Board that the name of the AVA library revert to the name Max Henry Memorial Library. The AVA Board accepted this.

AVA members would be aware that we possess many rare and valuable books. Since the collection was consigned to a repository in Canberra several years ago, access has been limited and conditions of storage unsatisfactory. The AVHS, with assistance from the CEO, Ms Margaret Conley, and the Dean of Veterinary Science at the University of Melbourne, Professor Ian Caple, are

working to transfer the library to a more worthy, suitable, secure and accessible site. Discussions with the University of Melbourne continue towards transferring the books to the library at the veterinary school in Parkville. These continuing discussions have delayed consideration of the future of the AVA Historical Collection, which enjoys a similar fate and uncertain future in the same repository in Canberra. AVHS members and all AVA members appreciate the continuing work of the Honorary Librarian, Dr Dick Roe, and the Honorary Curator of the Historical Collection, Dr Bob Taylor.

The editor of the Australian Veterinary History Record, Dr Ian Parsonson, published three issues of the Record during the year. An AVA Communications Fund grant enabled work to start on transferring the content of all printed issues of the Record to electronic files. The goal of this joint project of Veterinary Education and Information

Network, Badham Library of the University of Sydney and the AVHS is to increase and preserve access to the Record as searchable, archived digital files, which will be lodged on SETIS for public access with links to the AVHS web page and the AVA web site.

The AVHS has provided 18 short biographies of eminent Australian veterinarians and 22 milestones in Australian veterinary history to the veterinary school of the University of Sydney to print on the back cover of the 47 or so handbooks that the staff are writing for their undergraduates. These essays are also published on the AVHS web page, which is a further collaboration with the school.

The AVHS will welcome all veterinarians to its next meeting at the AVA Annual Conference in Canberra on Monday, 3 May 2004.

Dr Trevor Faragher
President
AVHS



Holistic

The Australian Association of Holistic Veterinarians (AAHV) was founded in 1993 to give a voice and a support network of colleagues to those veterinarians interested in complementary medicine.

During 2003 we tackled the issue of non-veterinarians posing as practitioners of animal therapy. We have urged them to cease using the terminology of "veterinarian" or "Veterinary Practitioner" unless they possess such Veterinary qualifications, as this is illegal and misleading for the public.

This past year of 2003 has brought another year of cohesiveness and action by our group, many of whom are becoming world leaders in their fields. Dr Ulrike Wurth lectured in acupuncture for the World Small Animal Congress in Thailand while Dr Barbara Fougere published "Natural Therapies for Dogs", which was released internationally. Dr Fougere also become President-elect of an International Veterinary Botanical Medicine association.

Several of our members presented lectures at the inaugural Holistic Seminar run by the Post Graduate Foundation in Veterinary Science (PGFVSc), including Drs Fougere and Wurth. Also involved were Dr Doug Wilson, Dr Toni Werchon, Dr Charissa Smith and Dr Rowan Kilmartin as well as myself. The lecture notes are full of scientific references and are a valuable source of knowledge, available from PGFVSc. This was a successful and well-attended event.

The AAHV share a program with the AVAA (acupuncture group) during the AVA Annual Conference. Our guest speaker was Norway's Dr Are Thoresen who presented his classic Ting point therapies, and his revolutionary energetic Cancer theories, where cancer is seen as a loss of control by the body.

We are looking forward to Dr Susan Wynn coming from the USA to lecture at the 2004 AVA Annual Conference. Dr Wynn is co-author of several books on animal

holistic medicine, and a tireless political worker and researcher for holistic medicine. Her lectures are very informative, scientific, and should be well attended.

The AAHV members also organised educational meetings and seminars such as the homeopathic teaching degree course organised by Dr Doug Wilson. As well as the seminar series put on by the AAHV in Queensland and the Murdoch University options unit run by Clare Middle in WA.

I enjoyed my term as President of the AAHV, and wish the incoming committee all the best for 2004.

Dr Elaine Cebuliak
President
AAHV



Industry

The Australian Veterinarians in Industry (AVI) provides a forum for veterinarians employed in industry. Amongst its many aims, the AVI aims to be involved in the production and dissemination of technical material such as guidelines for laboratory and field trials and guides to the use of chemicals in the livestock industry.

The AVI enjoyed another successful year in 2003. We are in a strong financial position and our membership has been maintained at 130 members.

Following a successful AVA Annual Conference in Cairns, planning is well advanced for the AVI sessions at the 2004 AVA Annual Conference in Canberra. AVI will be hosting individual and joint sessions with other Special Interest Groups (SIGs) at the Conference. We have found previously that joint sessions enhance our conference programmes as much of their content is of

significance to other groups. Topics in 2004 will include pharmacovigilance within the veterinary profession and animal industries, current field trial work within the pig industry and prudent drug usage and public health.

AVI has been active over the past year in government liaison, particularly with the Australian Pesticides and Veterinary Medicines Association (APVMA formerly the NRA). Changes to the Agvet Code in 2003 have resulted in AVI providing input into the APVMA's new label approval process and low regulatory system for listed chemical products and reserved chemical products.

AVI has been active on Policy Council particularly in relation to the issue of "associate" or non-veterinarian membership of SIGs. AVI values the contribution provided by associate members and is looking forward to a resolution of this issue.

The AVI executive meets every six weeks at AVA House in Artarmon with interstate committee members participating by teleconference. Two issues of our newsletter AVI News were distributed electronically to membership during the year.

AVI is a very social SIG with regular dinner functions being held throughout the year in Sydney, where the majority of our members are located. Functions were also held in conjunction with the Cairns conference and in Melbourne prior to Christmas. These social events provide an important networking function for our members.

Dr Ruth Davis
President
AVI



Poultry

The Australian Veterinary Poultry Association (AVPA) aims to apply good veterinary science in the Australian poultry industry. It does this through scientific meetings and the provision of expert advice on poultry health and welfare issues as they arise from time to time.

The AVPA conducted meetings in Sydney (AGM) in February, in Cairns at the AVA Annual Conference in May and in Melbourne in November 2003. The Sydney and Melbourne Meetings were extremely well attended with over 67% of members attending. Excellent presentations are made on up-to-the-moment poultry research being undertaken in Australia. The AVPA is promoting the 5th Asia Pacific Poultry Conference to be held in April 2004 on the Gold Coast immediately following the PIX (Poultry Information Exchange) Conference.

Three standing committees cover the areas of animal welfare, therapeutics and importation and exotic diseases. The people

on these sub-committees provide the opportunity for obtaining expert advice on these topics at short notice. The Executive Committee gratefully acknowledges the work of the Conveners and Members.

AVPA provides a quarterly publication to members called Dander. The magazine is edited by immediate past President, Associate Professor Kevin Whithear who provides an excellent publication for members.

Teaching in poultry medicine in the veterinary schools is now minimal prompting AVPA to establish scholarships for final year veterinary students to experience the poultry industry and to appreciate the contribution of the veterinarian to the modern poultry industry. In 2003, three students, two at Melbourne University and one at Sydney University, took part in the scheme. All were enthusiastic and grateful of the opportunity to gain an insight into the Australian poultry

industry. The scholarships will be provided for at least the next 4 years and provide \$1,000 towards student costs.

It is with sadness we acknowledge the passing of one of the AVPA's four Foundation Members – Dr Beri Sinkovic – who died in November 2003.

Thank you to the Executive Committee, who worked hard in 2003. They planned three conferences in addition to the ongoing work of the AVPA.

Dr Andrew Turner
President
AVPA



Public Health

The Australian Veterinarians in Public Health (AVPH) provides an important forum for Australian veterinarians with an interest in public health and related issues.

Most of the issues of interest to the group are directly related to public health. These include such concerns as meat safety and zoonoses – ranging from the "traditional" zoonoses such as worms and parasites, to more recent concerns such as SARS and Avian Influenza – and more esoteric issues such as transference of antimicrobial resistant organisms from animals to people.

During 2003 we liaised with veterinarians working in government services to present and discuss issues such as disease monitoring and surveillance programs, and exotic disease preparedness and vaccination. Issues such as BSE, medical and veterinary disease control and the Northern Australia Quarantine Strategy have been dealt with as Annual Conference topics. We are considering expanding our membership

base by extending the group to specifically include veterinarians working in government services.

Because of the very widespread nature of our constituents our main activity is the Annual Conference. At the same time we try to engage with other AVA Special Interest Groups (SIGs) as they present at the Conference to allow effective cross-pollination of ideas to the wider profession.

Our activities in 2003 were focused on the AVA Annual Conference in Cairns with a successful and varied program including a symposium with the Pig group on Japanese Encephalitis (JE). This virus, which is a leading cause of morbidity and mortality in Asia sees about 40,000 human cases occur annually. Pigs are an important amplifying host to the virus and contract the disease through mosquitos that have fed off infected birds.

The AVPH has a large role to play in educating the profession on all aspects of

zoonotic disease control, scientific research and the provision of information of relevance to public health.

The 2004 AVA Annual Conference in Canberra will provide an opportunity for many veterinarians employed in the National capital to gain some great professional development through the AVPH program. The program will include sessions on sourcing emergency animal disease vaccines for use in Australia and a presentation by Food Standards Australia and New Zealand on the consumption of raw milk and its products, particularly cheese. We look forward to a good attendance.

My thanks to all those involved with the AVPH during 2003.

Dr Lee Cook
President
AVPH



Unusual & Exotic Pets

2003 saw the formation of a new special interest group serving those members with an interest in Unusual & Exotic Pets (UEP). It took a year of planning and liaising to build the relationships that will carry this new special interest group into the future. This Annual Report reads more as a plan of what is to come, than a review of what has been. The committee has set an initial agenda directed at spreading knowledge and information in order to improve the quality of medicine practiced on our more unusual patients.

The UEP will co-present a stream at the AVA Annual Conference in May 2004, with the avian veterinarians. The complementary nature of these groups of veterinarians should ensure topical discourse on issues at the cutting edge.

In mid-2003 the committee initiated an electronic discussion group that has steadily grown. This way of distributing information is well used for the type of queries that

require immediate responses. It is envisaged that a shift from a commercial host to the AVA server will improve the utility of this facility for all AVA members.

While the discussion group provides electronic immediacy, the committee feels the more formal and considered modality of a newsletter, featuring case studies, literature reviews and issues relevant to the Australian situation is the next "string in the bow" for this group. A newsletter editor has volunteered and we expect our first edition in early 2004.

We are also in the process of producing a series of information sheets or client handouts for the most commonly held species and their husbandry and medical requirements.

The committee continues to promote the AVA and UEP to as many veterinarians and students members through as many routes as possible. Fortunately a large number of students view these patients as an integral

part of their veterinary career, and interest is mounting from these sources for membership to the group.

We have begun to assist in the formulation and review of those draft policies for the AVA that have relevance to this area of human-animal interaction. While our contribution has been embryonic in comparison to the more established SIGs we feel proud to have contributed to:

- Compulsory continuing education
- Alleviation of pain
- AVA Code of Conduct.

My thanks to the committee for their ongoing enthusiasm and tireless work to ensure that we fully achieve the potential of this special interest group. I would especially like to thank the AVA for its support and assistance over the "neonatal" period of this group's development.

Dr Brendan Carmel
President
Unusual and Exotic Pets



AVA Quality Assurance Programs

AVA Accredited Microchip Program

The AVA Accredited Microchip Program endorses database registry systems that comply with AVA protocols for the species involved and where identification and listing in the database system are for the life of the animals involved.

Database Registries seeking AVA accreditation must comply with a number of criteria including accurate recording of information, capacity to retrieve information, security and confidentiality issues and more. Full details of how to apply for accreditation are available by contacting the AVA.

The first microchip database registry to be accredited by the AVA was Central Animal Records (CAR), which gained accreditation in October 2003. Central Animal Records is located in Victoria and has the capacity to record and retrieve information from anywhere in Australia. It is one of Australia's first microchip registries and has a high success rate of reuniting lost pets with their owners.

Australian Small Animal Veterinary Association (ASAVA) Hospital Accreditation Scheme

The goal of the ASAVA Hospital Accreditation Scheme is to encourage and assist companion animal practices to achieve the highest levels of quality health care and practice management procedures whilst practicing in innovative or state of the art hospital facilities.

The scheme benefits practices, clients, patients, directors, professional, para-professional and lay staff, and the veterinary profession as a whole. Further information, including the hospital accreditation manual can be obtained from the ASAVA.

National Cattle Pregnancy Diagnostic (NCPD)

The National Cattle Pregnancy Diagnostic (NCPD) Scheme continues to provide industry with a quality assured tool for accurate diagnosis and reporting of pregnancy status. With the deregulation of pregnancy testing in some states we are keen to ensure that the cattle industry appreciates the value of using comprehensively trained vets in all aspects of herd fertility. The Australian Association of Cattle Veterinarians (AACV) is in process of revising its publication on pregnancy diagnosis.

National Deer Velvetting Accreditation Scheme

This scheme was set up between the AVA and the deer industry on animal welfare and accreditation grounds so that the harvest of velvet could be monitored. The AVA, as part of its ongoing review of policies, decided to audit the mechanisms of the scheme and looked at the participation of the veterinarians and producers and general administration.

The following points have been identified and are essential to the scheme:

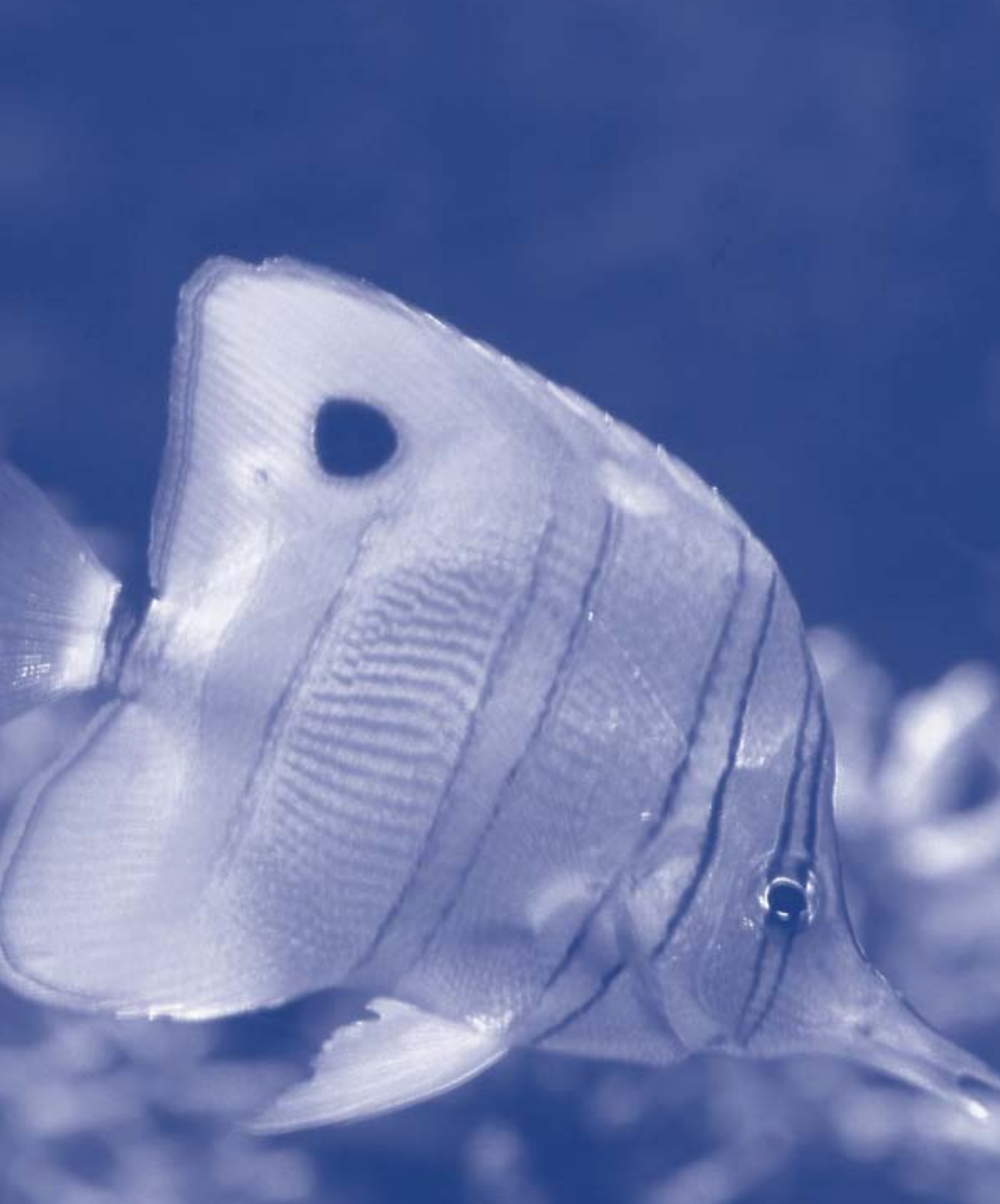
- There should be a direct, bona fide, client/veterinarian relationship
- The client must be accredited under the National Deer Velvetting Accreditation Scheme (NDVAS) and the supervising veterinarian audits this accreditation annually. The overarching monitoring of the scheme via the sale of quality velvet through the pools provides valuable feedback to the deer industry, the supervising veterinarian and the producer
- All documentation kept at the Deer Industry Association of Australia offices, the veterinary surgery and at the farm gate can be inspected and tracked by an appointed auditor.

New Graduate Friendly Practice Program

The New Graduate Friendly Practice Program aims to increase awareness amongst both new graduates and employers of the employment needs of new graduates.

To be accredited as a 'graduate friendly' a practice must complete and submit a self-assessment form to AVA National and provide two confidential references from recently employed new graduates. Accreditation is reviewed every three years to ensure the practice continues to fulfil the requirements of the program. These include a good level of support for the new graduate, introduction to clients if in rural practice and assistance with continuing education and conference registration. Graduates also must fulfil certain obligations such as making a fair and realistic commitment to the job, understand practice philosophy and realistically assess their career needs and interest.

There are a number of practices that are accredited across Australia.



Financials

Directors' Report

Your directors present their report on the company for the financial year ended 31 December 2003.

Directors

The names of directors in office at any time during or since the end of the year are:

Dr Joanne Sillince	Dr Robert Rheinberger
Dr Norman Blackman	Dr David Lovell
Dr Johanna Toia	Dr Malcolm McLennan
Dr Diane Sheehan	Dr Lyndy Scott
Dr William Darmody	Dr Robert Baker (retired 28 May 2003)

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

Principal Activities

The principal activities of the Australian Veterinary Association Limited during the financial year were to:

- operate as an association representing veterinary professionals in Australia,
- promote the value of the profession to the community, industry and government,
- provide a forum for veterinarians to exchange ideas and access member services,
- assist members to strive for professional excellence,
- provide high standards of continuing education and professional development,
- provide leadership and expert advice in animal science, health, welfare and production,
- stimulate informed debate on issues within the areas of professional competence, and
- develop technical policy on animal health and welfare issues.

There were no significant changes in the nature of the Associations' principal activities during the financial year.

Operating Results

The consolidated surplus for the year was \$324,693 (2002 : \$143,790).

Review of Operations

A review of the operations of the economic entity during the financial year are contained in the Report of the National President.

The Company comprises 8 Divisions, 22 SIGs and 39 Branches in addition to the AVA National Group. All groups operate within their own budgetary control but within financial operating guidelines promulgated by the Board. Being a not-for-profit entity, the Company does not seek to maximise profits but to provide member services compatible with income achievable. On the foregoing basis, it is expected that constituent groups will generate surpluses in some years (to be carried forward for future use) and losses in some years (representing the expenditure of past or future surpluses).

The SIGs recorded a surplus of \$193,855 the Divisions recorded a surplus of \$9,101 the Branches recorded a surplus of \$114,653, whilst the AVA National Group recorded a surplus of \$7,084.

Matters subsequent to the end of the financial year

There was at the date of this report no matter or circumstance that has arisen since 31 December 2003 that has significantly affected or may significantly affect:

- a) the operations of the Association;
- b) the results of those operations; or
- c) the state of affairs of the Association in the financial years subsequent to 31 December 2003.

Directors' Benefits

Since 31 December 2002 no director has received or become entitled to receive any benefit by reason of a contract made by the Association or a related corporation with the director or with a firm of which he/she is a member, or with an Association in which he/she has a substantial financial interest. However the President and Directors who serve in an honorary capacity are entitled to receive an allowance for the expenses incurred in their capacity as the directors of the Association.

Information on Directors

Director	Experience
J L Sillince , BVSc, MBA, GAICD	Director AVA since 1999, President 2003-2004, President NSW Div. 1994-95, AVA Member since 1983
N L Blackman , BVSc, Dip Tech (Biotech) FAICD	Director AVA since 1999, President-Elect 2003-2004, Treasurer 2001-2003, President ACT Div. 1994, AVA Member since 1978
J Toia , BVSc, DipEd, B.Ed.Stud.	Director AVA since 1998, Vice President 2003-2004, President 2002-2003, President Qld Div. 1997, AVA Member since 1993
D Sheehan , B.Sc, BVSc	Director AVA since 2001, President ASAVA 2000-2002, President Qld Division 1994, AVA Member since 1984
R J Rheinberger , BVSc	Director AVA since 2001, President AACV 1998, AVA Member since 1974
D Lovell , BVSc	Director AVA since 2001, President AEVA 1999-2000, AVA Member since 1987
L Scott , BSc, BVMS, MBA, MACVSc, FAICD	Director AVA since 2002, President ACT Division 1997, AVA Member since 1981
M McLennan , BVSc, MSc, MVSc, MACVSc, GCEd	Director AVA since 2002, President Qld Division 2001-2002, AVA Member since 1964
W Darmody , BVMS (Hons), MACVS, FAICD, AFAIM, MRCVS, Dip Ag. Sci.	Director AVA since 2003, President AACV 1995, President Vic Division 1994, AVA Member since 1977

Meetings of Directors

During the financial year, 11 meetings of directors were held. Attendances were:

	Directors' Meetings	
	Number eligible to attend	Number attended
R. Baker	4	4
N.L. Blackman	11	10
W Darmody	7	6
D. Lovell	11	11
M. McLennan	11	11
R. Rheinberger	11	10
L. Scott	11	11
D. Sheehan	11	10
J. Sillince	11	10
J. Toia	11	10

Insurance for Company Officers

During and since the financial year the Company has paid, or agreed to pay, premiums in respect of contracts insuring persons who are or have been a Company Officer against certain liabilities incurred in that capacity. Company Officer for this purpose means any Director or Secretary of the Company and includes any other person who is concerned, or takes part, in the management of the Company.

The insurance contracts prohibit disclosure of the nature of the liabilities insured by the contracts and the amount of the premiums.

Indemnity and Insurance of Directors and Officers

The Company has, to the extent permitted by law, entered into agreements to indemnify its directors and officers for all losses or liabilities incurred as an officer of the Company or a related company. This includes losses or liabilities incurred as an officer of a company where such office is held for the benefit of the Company.

No claim has been made against or by the Company in relation to any such indemnities or insurance policies during the financial year ending 31 December 2003.

Proceedings on Behalf of Company

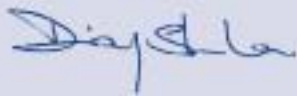
No person has applied for leave of Court to bring proceedings on behalf of the Company or intervene in any proceedings to which the Company is a party for the purpose of taking responsibility on behalf of the Company for all or any part of those proceedings.

The Company was not a party to any such proceedings during the financial year.

Rounding Off

Amounts in the Report of the Directors and the financial statements have been rounded off to the nearest dollar unless specifically stated to be otherwise.

This declaration is made in accordance with a resolution of the Board of Directors.



D Sheehan

Director and Honorary Treasurer



J Sillince

Director and President

Dated this 17th Day of March 2004

Independent Audit Report to the Members of the Australian Veterinary Association Limited

Scope

We have audited the financial report of Australian Veterinary Association Limited for the financial year ended 31 December 2003.

The Company's directors are responsible for the financial report. We have conducted an independent audit of this financial report in order to express an opinion on it to the members of the Company.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance whether the financial report is free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial report is presented fairly in accordance with Accounting Standards, other mandatory professional reporting requirements and statutory matters so as to present a view which is consistent with our understanding of the Company's financial position and performance as represented by the results of its operations and its cash flows.

The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion


In our opinion, the financial report of Australian Veterinary Association Limited is in accordance with:

- a) The Corporations Act 2001, including:
 - i) Giving a true and fair view of the Company's financial position as at 31 December 2003 and of its performance for the financial year ended on that date; and
 - ii) Complying with Accounting Standards and the Corporations Regulations 2001; and
- b) Other mandatory professional reporting requirements



S M Whiddett

Partner



Moore Stephens WI

Sydney

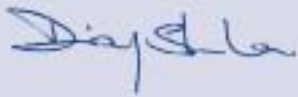
Dated 17th March 2004

Directors' Declaration

The directors of the company declare that:

1. the financial statements and notes, as set out on pages 38-52, are in accordance with the *Corporations Act 2001*, and:
 - (a) comply with Accounting Standards and the Corporations Regulations 2001; and
 - (b) give a true and fair view of the financial position as at 31 December 2003 and of the performance for the year ended on that date of the company;
2. in the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.



D Sheehan

Director and Honorary Treasurer



J Sillince

Director and President

Dated this 17th Day of March 2004

Statement of Financial Performance

For the year ended 31 December 2003

	Note	2003 \$	2002 \$
Revenue from ordinary activities	2	6,497,970	6,366,368
Service expenses		(505,615)	(482,224)
Sponsorship, marketing and promotions expenses		(261,157)	(149,475)
Conferences and continuing education expenses		(1,651,624)	(1,580,872)
Communications and publications expenses		(1,137,376)	(1,124,698)
Occupancy expenses		(134,097)	(137,429)
Administration expenses		(2,085,437)	(1,931,117)
Other expenses from ordinary activities		(397,970)	(816,761)
		<hr/>	<hr/>
Surplus from ordinary activities before income tax expense		324,693	143,790
		<hr/>	<hr/>
Income tax expense relating to ordinary activities	1(a)	-	-
		<hr/>	<hr/>
Surplus from ordinary activities after income tax expense		324,693	143,790
Net increase (decrease) in asset revaluation reserve		-	-
		<hr/>	<hr/>
Total revenues, expenses and valuation adjustments attributable to the parent entity and recognised directly in equity		-	-
		<hr/>	<hr/>
Total changes in equity other than those resulting from transactions with owners as owners	13	324,693	143,790
		<hr/>	<hr/>

The accompanying notes form part of these financial statements.

Statement of Financial Position

As at 31 December 2003

	Note	2003 \$	2002 \$
Current Assets			
Cash Assets	4	2,117,631	1,529,936
Receivables	5	312,898	306,716
Inventories		109,779	32,132
Other Assets	6	121,317	92,449
<i>Total current assets</i>		<u>2,661,625</u>	<u>1,961,233</u>
Non-Current Assets			
Investments	7	2,105,258	1,515,588
Property and equipment	8	4,654,617	4,160,257
<i>Total non-current assets</i>		<u>6,759,875</u>	<u>5,675,845</u>
Total Assets		<u>9,421,500</u>	<u>7,637,078</u>
Current Liabilities			
Payables	9	616,718	647,338
Other liabilities	10	664,000	95,984
Provisions	11	334,414	369,531
<i>Total current liabilities</i>		<u>1,615,132</u>	<u>1,112,853</u>
Non-Current Liabilities			
Provisions	11	37,902	22,341
<i>Total non-current liabilities</i>		<u>37,902</u>	<u>22,341</u>
Total Liabilities		<u>1,653,034</u>	<u>1,135,194</u>
Net Assets		<u>7,768,466</u>	<u>6,501,884</u>
Retained surplus	13	4,337,148	4,012,455
Reserves	12	3,431,318	2,489,429
Total Members' Funds		<u>7,768,466</u>	<u>6,501,884</u>

The accompanying notes form part of these financial statements.

Statement of Cash Flows

For the year ended 31 December 2003

	Note	2003	2002
		\$	\$
Cash flows from operating activities			
Receipts from members' subscriptions		1,886,123	1,826,539
Receipts from AVA activities		4,535,992	4,528,928
		6,422,115	6,355,467
Payments to suppliers and employees		(5,668,204)	(5,872,699)
		753,911	482,768
Interest received		69,673	37,243
Net cash provided by operating activities	14	823,584	520,011
Cash flows from investing activities			
Payments for non-current assets – Investments		(660,000)	(500,000)
Proceeds on sale of non-current assets – Investments		137,806	199,689
Payments for non-current assets – Property and equipment		(1,080,509)	(50,367)
Proceeds on sale of non-current assets – Property and equipment		1,476,211	-
Net cash used in investing activities		(126,492)	(350,678)
Net increase in cash held		587,695	169,333
Cash at the beginning of the financial year		1,529,936	1,360,603
Cash at the end of the financial year	14	2,117,631	1,529,936

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

For the financial year ended 31 December 2003

1. Statement of significant accounting policies

The financial report is a general purpose financial report that has been prepared in accordance with Accounting Standards, Urgent Issues Group Consensus Views, other authoritative pronouncements of the Australian Accounting Standards Board and the *Corporations Act 2001*.

Australian Veterinary Association Limited is a company limited by guarantee, incorporated and domiciled in Australia.

The financial report has been prepared on an accruals basis and is based on historical costs and does not take into account changing money values or, except where stated, current valuations of non-current assets. Cost is based on the fair values of the consideration given in exchange for assets.

The following is a summary of the material accounting policies adopted by the economic entity in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

a) Income Tax

No income tax is payable by the Association as it has been advised on 30 October 1981 by the Deputy Commissioner of Taxation that it is exempt from income tax under the terms of section 23(e) of the *Income Tax Assessment Act*.

b) Inventories

Inventories comprise primarily forms and membership insignia which have been included in the accounts at cost on a first in first out basis. All inventories are stated at the lower of cost and net realisable value.

c) Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation.

Property

Freehold land and buildings are measured on the fair value basis, being the amount for which an asset could be exchanged between knowledgeable willing parties in an arm's length transaction. It is the policy of the economic entity to have an independent valuation every three years, with annual appraisals being made by the directors.

Plant and equipment

Plant and equipment is measured on the cost basis.

The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from those assets. The recoverable amount is assessed on the basis of the expected net cash flows which will be received from the assets employment and subsequent disposal. The expected net cash flows have not been discounted to present values in determining recoverable amounts.

Depreciation

The depreciable amount of all fixed assets excluding freehold land and buildings, is depreciated on a straight line basis over their estimated useful lives to the economic entity commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation rates used for each class of assets are:

Class of Fixed Asset	Depreciation Rate
Furniture & fittings	10%
Equipment	25%

d) Investments

Investments are valued at yearly intervals at the current market rate. Revaluation increments (decrements) are credited (debited) directly to the statement of financial performance. Investment in Australian Listed Shares is disclosed at the market value as at 31 December 2003.

e) Employee Benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled within one year together with benefits arising from wages and salaries, annual leave and sick leave which will be settled after one year, have been measured at the amounts expected to be paid when the liability is settled plus related on-costs.

Contributions are made by the economic entity to an employee superannuation fund and are charged as expenses when incurred.

f) Cash

For the purposes of the statement of cash flows, cash includes cash on hand and at call deposits with banks or financial institutions, investments

in money market instruments maturing within less than two months and net of bank overdrafts.

g) Revenue

Membership subscriptions are brought to account as income at the time they are received except that where members' subscriptions are received in respect of a future financial period, the income is deferred and subsequently recognised in that future period.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

h) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the Statement of Financial Position are shown inclusive of GST.

i) Revaluation of Non-Current Assets

Land and buildings are revalued at three yearly intervals. Independent assessments are obtained from registered valuers in each State or Territory of the fair market value of land and buildings based on existing use and such assessments are used as a guide when revaluations are made. Revaluation increments (decrements) are credited (debited) directly to the asset revaluation reserve. In the event of a disposal of an asset which has been revalued, the revaluation in respect of that asset is transferred from the reserve to Members' Funds. Investment in Managed Funds is disclosed at the year-end market values.

	2003	2002
	\$	\$
2. Revenue from ordinary activities		
Subscriptions	1,886,123	1,826,539
Interest	69,673	37,243
Affinity commissions	935,048	791,157
Other revenue (incl. Conferences and publications)	3,607,126	3,711,429
	6,497,970	6,366,368
3. Surplus from ordinary activities		
Surplus from ordinary activities has been determined after:		
Revenue		
Interest received / receivable – other persons and/or corporations	69,673	37,243
Unrealised gain on Managed Funds and Listed Shares	53,650	-
Expenses		
Depreciation of equipment	99,681	95,706
Provision for employee entitlements	31,762	17,702
Unrealised loss on Managed Funds and Listed Shares	8,900	123,908
Realised loss on Managed Funds	38,819	75,311
4. Cash Assets		
Current		
Cash at bank and on hand	1,475,891	511,551
Funds on deposit	641,740	1,018,385
	2,117,631	1,529,936
5. Receivables		
Current		
Trade receivables	139,044	133,267
Provision for doubtful debts	(3,000)	(3,000)
Commissions receivable	117,325	109,000
Other receivables	59,529	67,449
	312,898	306,716

	2003	2002
	\$	\$
6. Other assets		
Current		
Prepayments	121,317	92,449
7. Investments		
Non-Current		
Managed funds	2,100,658	1,502,088
Listed shares	4,600	13,500
	<u>2,105,258</u>	<u>1,515,588</u>
8. Property, plant and equipment		
Non-Current		
Land and buildings		
Freehold land at:		
- Independent valuation December 2003	2,245,000	
- Directors' valuation December 2002		2,180,000
Buildings		
- Independent valuation December 2003	2,161,794	
- Directors' valuation December 2002		1,740,000
	<u>4,406,794</u>	<u>3,920,000</u>
Office furniture & equipment – at cost	1,122,769	1,037,789
Less accumulated depreciation	(874,946)	(797,532)
	<u>247,823</u>	<u>240,257</u>
Leasehold improvements – at cost	33,982	33,982
Less accumulated amortisation	(33,982)	(33,982)
	<u>-</u>	<u>-</u>
Total property and equipment	<u>4,654,617</u>	<u>4,160,257</u>

Independent valuations of all properties were carried out in December 2003 by registered valuers in each State or Territory of the fair market value of land and buildings based on existing use.

A 1st registered mortgage No. R852618 is held over the commercial property situated at 134-136 Hampden Road, Artarmon NSW by the National Australia Bank as a security over merchant services provided by the Bank.

The names of the valuers in each State and Territory were:

NSW	Knight Frank Valuations (NSW)
QLD	Knight Frank Valuations (QLD)
SA	Knight Frank Valuations (SA)
VIC	Jones Lang LaSalle
WA	JJ Le-Fevre & Co

(a) Movements in Carrying Amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year.

	Freehold Land	Buildings	Plant and Equipment	Total
	\$	\$	\$	\$
Balance at the beginning of the year	2,180,000	1,740,000	240,257	4,160,257
Additions	225,000	661,794	107,247	994,041
Disposals	(200,000)	(200,000)	-	(400,000)
Revaluation increments/(decrements)	40,000	(40,000)	-	-
Depreciation expense	-	-	(99,681)	(99,681)
Carrying amount at the end of the year	2,245,000	2,161,794	247,823	4,654,617

	2003	2002
	\$	\$
9. Payables		
Current		
Sundry creditors	156,854	199,118
Funds held on trust		
AVA Animal Welfare Trust	46,733	43,180
Australian Veterinary Benevolent Fund	196,501	199,773
Australian Companion Animal Health Foundation	216,630	205,267
	616,718	647,338
10. Other liabilities		
Current		
Income received in advance		
Membership subscriptions	598,195	62,821
Publications subscriptions	54,485	-
Annual conference income	11,320	33,163
	664,000	95,984
11. Provisions		
Current		
Funds held:		
Comfund	66,367	120,915
Urban Animal Management	64,400	49,132
PetPEP	30,583	39,621
Other	5,756	8,756
Employee benefits	167,308	151,107
	334,414	369,531
Non-Current		
Employee benefits	37,902	22,341
	539,624	391,872
12. Reserves		
Capital Profit Reserve		
Balance 1 January	-	-
Realised gains on the sale of property	941,889	-
Balance 31 December	941,889	-
Asset Revaluation Reserve	2,489,429	2,489,429

	2003	2002
	\$	\$
13. Retained surplus		
Balance at the beginning of the year	4,012,455	3,868,665
Operating surplus for the current year	324,693	143,790
Balance at the end of the year	4,337,148	4,012,455

14. Cash Flow Information

(a) Reconciliation of Cash

Cash at the end of the financial year as shown in the statements of cash flows is reconciled to the related items in the statement of financial position as follows:

Cash on hand	1,475,891	511,551
At call deposits with financial institutions	641,740	1,018,385
	2,117,631	1,529,936

(b) Reconciliation of Cash Flow from Operating Activities with Profit from Ordinary Activities

Profit from ordinary activities	324,693	143,790
Non-cash flows in profit from ordinary activities		
Depreciation	99,681	95,706
Net unrealised gain on investments	(53,650)	-
Net unrealised loss on investments	8,900	123,908
Net realised loss on investments	38,819	75,311
Changes in assets and liabilities		
Decrease / (Increase) in receivables	(6,182)	26,341
Decrease / (Increase) in inventories	(77,647)	6,870
Decrease / (Increase) in prepayments	(28,870)	(1,417)
Increase / (Decrease) in creditors and accruals	(49,296)	(23,310)
Increase / (Decrease) in provisions	31,762	17,702
Increase / (Decrease) in membership subscriptions in advance	535,374	55,110
Cash flows from Operating Activities	823,584	520,011

15. Capital

The company is limited by guarantee and as such there is no issued capital. The liability of each member is limited to \$50.

16. Segmental reporting

- (a) The principal continuing activity of the company is that of promotion and advancement of veterinary and allied sciences. The membership and operations are predominantly confined to one geographic area, being Australia.
- (b) The results comprise National Group, SIGs, Divisions and Branches. The net assets of the various component groups are as follows:

National Group	4,787,137	3,838,164
SIGs	1,802,474	1,608,622
Divisions	522,834	513,730
Branches	656,021	541,369
	7,768,466	6,501,885

	2003	2002
	\$	\$
(c) The net assets of the component groups include funds deposited with National Group (on which interest is credited at rates approximately 0.5% above institution rates) as follows:		
SIGs	837,311	612,537
Divisions	478,278	471,534
Branches	208,910	159,817
	1,524,499	1,243,888

17. Remuneration of Auditor

Amounts received or due and receivable by the auditor of the Association:

Audit of the financial statements	14,500	12,000
Other services	9,350	4,900
	23,850	16,900

18. Remuneration of Directors

Allowance received or due and receivable by the President of the Association

Directors' Honoraria	30,000	30,000
	15,900	15,900
	45,900	45,900

The number of Directors whose income was within the following bands:

\$0 - \$9,999	8	8
\$10,000 - \$19,999	1	1
\$20,000 - \$29,999	1	1

19. Related Parties

Special Interest Groups, Divisions, Branches:

Income, expenditure, assets and liabilities are consolidated with National Group data in the financial statements.

Directors: The names of persons who were directors at any time during the year are set out in the "Directors' Report" on page 38. Information relating to the remuneration of directors is set out in Note 18. There were no other transactions between directors and the Association during the year.

20. Company Details

The registered office of the company is:

The Australian Veterinary Association Limited
134-136 Hampden Road, Artarmon NSW 2064

21. Financial Instruments

(a) Credit Risk Exposures

The credit risk on financial assets of the entity which have been recognised on the statement of financial position is the carrying amount, net of any provisions for doubtful debts.

(b) Interest Rate Risk Exposures

The company's exposure to interest rate risk and the effective weighted average interest rate for each class of financial Assets and financial liabilities is set out below. Exposures arise predominantly from assets and liabilities bearing variable Interest rates as the company intends to hold fixed rate liabilities to maturity.

2003	Floating Interest	Fixed interest maturing in			Non interest bearing	Total
		<1 year	1 to 5 years	> 5 years		
Financial Asset						
Cash and deposits	1,475,891	641,740				2,117,631
Receivables					312,898	312,898
	1,475,891	641,740	-	-	312,898	2,430,529
Weighted Average Interest Rate	3.0%	3.3%				
Financial Liabilities						
Sundry and other creditors					820,854	820,854
Funds held on Trust	626,970					626,970
	626,970	-	-	-	820,854	1,447,824
Weighted Average Interest Rate	4.0%					
Net Financial Assets	848,921	641,740	-	-	(507,956)	982,705

2002	Floating Interest	Fixed interest maturing in			Non interest bearing	Total
		<1 year	1 to 5 years	> 5 years		
Financial Asset						
Cash and deposits	511,551	1,018,385				1,529,936
Receivables	-	-			306,716	306,716
	511,551	1,018,385	-	-	306,716	1,836,652
Weighted Average Interest Rate	2.7%	4.1%				
Financial Liabilities						
Sundry and other creditors					295,102	295,102
Funds held on Trust	666,644	-				666,644
	666,644	-	-	-	295,102	961,746
Weighted Average Interest Rate		4.1%				
Net Financial Assets	(155,093)	1,018,385	-	-	11,614	874,906

Imagery Acknowledgments

Page 7 & 9 - 'Biosecurity' images courtesy of CSIRO Livestock Industries

Page 15 - 'Lizard' photo by Mark Thornley

Page 23 - 'Alpacas' photo by Dr Jane Vaughan

Page 26 - 'Equine Back Therapy' image courtesy of Randwick Equine Centre

Page 30 - 'Acupuncture' images courtesy of Dr Barbara Fougere

Page 30 - 'Camelid' images courtesy of Dr Jane Vaughan

Page 33 - 'Holistic Medicines' image courtesy of Dr Barbara Fougere

Page 37 - 'Fish' photo by Mark Thornley

AVA PRINCIPAL SUPPORTERS





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