

Grant, Alan (1985)

The Veterinary Club movement in NZ

THE
VETERINARY CLUB
MOVEMENT
IN
NEW ZEALAND

by

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*A Project for the
1985 Kellogg Rural Leadership Programme*

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INTRODUCTION

This report on the Veterinary Club movement in New Zealand is made up of two parts.

Firstly I have researched and detailed a brief history of the development of the Veterinary profession in New Zealand with particular emphasis on the promotion of veterinary clubs as a means of achieving the rapid increase of professional services required by the post-war livestock farming boom. The successful achievement of an adequate farmers veterinary service in all but a few isolated areas in about ten years can be largely attributed to the Veterinary Services Council set up in 1946 to promote and encourage the provision of an efficient veterinary service for the owners of livestock in New Zealand.

After a period of consolidation including the establishment of regional diagnostic stations and the veterinary facility at Massey University the Vet Club movement and its parent body the V.S.C. are now at the crossroads and considering their respective roles in the modern farming world. Their history provides a useful record of and tribute to the achievements of those involved in that it gives an insight to the reasons for the decisions made over the last few years and under consideration at this very time regarding the future role of the Veterinary Services Council.

Secondly I have attempted to examine and analyse the issues involved as to whether the V.S.C. in its present form is the appropriate body for its future twin roles of firstly acting as the parent body to the 63 Veterinary clubs involved in the provision of clinical services to livestock and secondly in the promotion of a practitioners advisory service in a role of preventive veterinary medicine.

In this respect I was fortunate in being asked to represent the Vet Club of which I am an executive member at the latest consultations of the V.S.C. and the New Zealand Federation of Veterinary Clubs. There I was able to listen to a cross-section of opinions from executive members of both of these organisations as well as veterinarians and farmer representatives both in formal meeting and casual conversation. Subsequently I have canvassed the views of past members of the V.S.C. and members of Producer Boards for their perspective of the future roles of the V.S.C. and its influence over the Vet Clubs.

By drawing on all of the above mentioned information I have attempted to come to some conclusions and present without prejudice my personal recommendations on the future administration of the Veterinary Club movement and the development of planned animal health and preventive veterinary medicine schemes in this country.

I wish to acknowledge the assistance I have received in undertaking this report from the Administrative Office of the V.S.C. - Mr Murray Boyer, the Lincoln College Library for the loan of V.S.C. archive material, the secretary of the Ashburton Veterinary Club Inc, and all those other people who have given me their opinions on the various matters dealt with in the following pages.

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A History of the Development of an Adequate Veterinary Service in
New Zealand

The Veterinary Service Council (V.S.C.) and the veterinary clubs developed regionally under the guidance and assistance of the Council played an extremely important part in the development of an adequate clinical veterinary service in New Zealand. I intend to detail the history of the veterinary reference to the V.S.C. and the Club Practices, to bring into perspective their role in the establishment of the veterinary clinical service - both club and private practice - as we know it today.

The history of the development of an adequate veterinary service in New Zealand can be divided into three distinct phases:-

- (I) Pre 1946 - when as farming developed in New Zealand especially after the 2nd World War the need for an adequate veterinary service became very necessary.
- (II) 1946 to 1970 - from the passing of the Veterinary Services Act in 1946 which established the V.S.C. as the statutory body to establish and maintain a veterinary service for farmers, to the fulfilment of this task and the first graduation into service of students from the new veterinary faculty at Massey University.
- (III) 1971 to present day - In 1972 the Committee on Veterinary development established to consider the further development of the veterinary profession in New Zealand presented its report to the Minister of Agriculture. With the exception of a few remote areas an efficient and economic services was available to farmers and the Massey graduates more or less filled the vacancies created by the extra demands for veterinary services from off-farm sectors. Very slow Government progress culminated in the passing of the 1981 Amendments to the Veterinary Services Act based largely on some of the recommendations of the 1972 Committee.

Currently the three Producer Boards are showing some dissatisfaction with the level of V.S.C. funding required from their budgets, and the rapid progress being made by the present Governemnt in reducing assistance to Agriculture would suggest that the Government subsidy to the V.S.C. funding may well be in jeopardy.

I. THE VETERINARY PROFESSION IN NZ PRIOR TO THE FORMATION OF THE VETERINABY
SERVICES COUNCIL IN 1946

Before the 2nd World War throughout the depression years the Veterinary services to farmers came from the Department of Agriculture, a few private practitioners and some unqualified persons whose knowledge in some cases came from the tending of horse teams during the 1st World War, now stock values and the extensive farming methods used in much of the pastoral industry meant that the large scale availability of veterinary services was both unnecessary and economically unjustified. Consequently the few attempts by Dairy Companies or farmers groups to establish veterinary practices failed due to lack of support.

In 1937 a group of Taranaki dairy companies engaged a veterinarian to service their suppliers. A levy on butterfat production met the salary and overhead expenses involved and a visit fee covered the transport and other costs. This venture was immediately successful and led to the formation of other veterinary practices initially in Taranaki but later in other areas. In some non-dairying areas veterinary clubs were formed with members annual subscriptions taking the pace of the butterfat levy and ensuring the initial viability of the practice.

The rapid expansion created competition for a very limited number of suitably qualified veterinarians. This situation was exacerbated by the beginning of the 2nd World War and the interruption of the plans of those studying for qualifications in veterinary science in Australia and further afield resulting in their consequent non-availability for large animal practices in New Zealand.

A chaotic situation developed where some farmers wishing to begin a veterinary service in their area would offer higher salaries and/or better conditions of employment to lure suitable staff from other areas.

In 1943 the Dominion Federation of Farmers Veterinary Services was established with the object of organising a uniform basis for the establishment of new services and the remuneration for the veterinary staff involved. This cooperative organisation aimed to encourage cooperation between farmers and veterinary staff, and solve any disputes and associated problems of their affiliated members. With the assistance of the Department of Agriculture they bought into the country 23 qualified veterinarians from several overseas countries.

The Dairy and Meat Boards about this time, set up a joint Veterinary Committee to provide bursaries to assist in the training of New Zealanders in veterinary science at overseas universities.

These moves however, were insufficient to quell the dissatisfaction with the general standard and availability of veterinary livestock industry. A ministerial committee was appointed in 1943 and 1944 to investigate and make recommendations on veterinary services in New Zealand. These recommendations became the basis of the Veterinary Services Act 1946 - "to make provision for the establishment and maintenance of veterinary services for farmers, and for that purpose to constitute a Veterinary Services Council and define its functions and powers".

The Dominion Federation of Farmers Veterinary Services was wound up in 1948 as its functions were taken over by the Veterinary Services Council.

II. 1947 - 1970

THE VETERINARY SERVICES COUNCIL - ITS FORMATION AND INFLUENCE ON THE DEVELOPMENT OF AN ADEQUATE VETERINARY SERVICE FOR NEW ZEALAND FARMERS

The Formation of the Council:

The 1946 Veterinary Services Act appointed a council to be known as the Veterinary Services Council. The V.S.C. was made up of the following representatives:

- 3 members representing the Government of New Zealand
- 2 members representing the NZ Federation of Veterinary Services
- 2 members representing the NZ Dairy Board
- 1 member representing the NZ Meat Board
- 1 member representing the NZ Wool Board
- 1 member representing the NZ Veterinary Association.

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The secretary to the Dairy Board also became secretary to the V.S.C and the Dairy Board provided office accommodation and clerical assistance.

A Chief Veterinary Executive Officer was appointed at the second meeting of the V.S.C.

The V.S.C. held its first meeting on 13th February 1947.

The Functions of the V.S.C.

These were outlined in Section 12 of the Act - "The function of the Council shall be to promote and encourage the provision of efficient veterinary services for owners of livestock in New Zealand; with a view to the maintenance and improvement of the health and general condition of livestock and the quality of produce derived from any live-stock and to the increased production of such produce; and for those purposes to promote the training of a sufficient number of persons in veterinary science and their employment when qualified as veterinary surgeons".

In practical terms these functions were classified into the following three main areas:-

a) Training and Employment

The V.S.C. had transferred to it from the Department of Agriculture and the Dairy Board the responsibility for the selection, finance and control of veterinary bursaries and their employment after graduation.

The V.S.C. has also to co-operate with the Rehabilitation Board in the selection, training and subsequent placement of Returned Servicemen taking veterinary training courses.

b) Formation of a Policy Statement to Cover the formation of Veterinary Clubs

The aim of this policy was to co-ordinate the formation of veterinary clubs throughout New Zealand and to protect the interests of existing private veterinary practices where they adequately covered the needs of the area they served. The policy statement provided for contracts between the new club and the stockowners involved, and the club and the vet or vets employed. It also provided for a salary scale to make the remuneration of club veterinarians consistent throughout the country.

The V.S.C. would approve the areas served by each new club to ensure the economic viability and define the boundaries of these areas to prevent overlapping of services.

The policy statement also outlined the basis and level of subsidies to veterinary clubs and to private practitioners who either serviced areas not covered by a vet club, or who were in practice in an area before the 1946 Veterinary Services Act came into force. The aim of these subsidies was obviously to encourage the formation of clubs and to a lesser degree private practices in areas not as yet serviced by a club, and at the same time not to give the veterinary clubs an unfair trading advantage over existing private practitioners.

c) Organisation of Veterinary Services

The Veterinary Executive Officer was to organise and promote a skeleton Veterinary cover of the country and then to fill in the gaps according to the greatest needs as qualified staff became available.

The Financing of the V.S.C.

The Act provided for the three Producer Boards involved with the livestock industry to make contributions - approximately two thirds from the Dairy Board and the balance from the Meat and Wool Boards.

The New Zealand Government was to pay a subsidy to the V.S.C. equal to the combined Producers Board Grants.

For the first budget of the V.S.C. the Dairy Board contributed 66%, the Meat Board 29% and the Wool Board 5% of the Producer Board Grant of 35,052 pounds (\$70,104) and the Government Subsidy made up of the total contribution of 70,104 pounds (\$140,208).

The Original Council Members

The Government appointees to the Council were Mr W C Barry, MRCVS, Dr J Filmer, DVSC and Mr E L Greensmith, M Comm.

The representatives of the Dominion Federation of Farmers Veterinary Services were Mr A Leslie FRCVS and Mr R T Scott.

Messrs A Linton and W G Macarteny represented the Dairy Board, Mr. G H Grigg, the Meat Board and Mr W Horrobin the Wool Board.

Mr G McDonald, MRCVS represented the NZ Veterinary Association.

At the second meeting in 1947 Mr A Leslie resigned from the V.S.C. to become the Chief Veterinary Executive Officer and his place on the Council was taken by Mr A A Blakely BVSC B Agr Sc.

Mr A Linton was appointed Chairman and Mr R T Scott as Deputy Chairman.

Special mention should be made at this stage of several of the above Council members:-

ALLAN LESLIE is regarded by many as the father of the Veterinary Club movement in New Zealand. He emigrated to New Zealand during the depression and commenced veterinary practice in the North Island. He was responsible for the improvement of veterinary service in many areas and for encouraging the several young men to go overseas to study veterinary science. After being instrumental in the formation of the V.S.C. and appointed as an original member representing the Dominion Federation of Farmers Veterinary Services on the Council he resigned to become the Chief Veterinary Executive Officer from which full-time position he was largely responsible for the organisation and rapid development of the Vet Club movement. Allan Leslie resigned from the position in 1958 due to continued ill health, after 20 years service to the Veterinary profession in New Zealand. He left in his will a bequest to allow the presentation of the Allan Leslie Award alternatively to the farmer executive member and in the following year to the veterinarian who have contributed most to the Veterinary Club movement.

ANDREW (later to become Sir Andrew) LINTON was the first Chairman of the VSC and continued on in this position until becoming Chairman of the Dairy Board in 1958. As Chairman he was largely responsible for the influence the Council had on the rapid expansion of the Club movement, the establishment of regional diagnostic centres and finally the Veterinary Faculty at Massey University. Appropriately he opened the V.S.C. Conference held at the Faculty in 1965 and was the first co-recipient of the Allan Leslie memorial medal in that same year.

MR ROY SCOTT a farmer executive member and former Chairman of the Morrinsville District Vet Club was a member of the Committee on Veterinary Services in 1943 and 1944. Mr Scott rendered a long and valuable service to the V.S.C. being appointed to the original Council representing the Dominion Federation of Farmers Veterinary Services and becoming Deputy Chairman. In 1951 he became a Government representative and relinquished his post as deputy-Chairman. He served as a Government appointee until 1969 - a total of 22 years on the Council - and became deputy Chairman again for the last ten years of that time. Roy Scott was a well deserving recipient of the Allan Leslie memorial medal for the 1976 year.

Two other long serving members of the V.S.C. though not members of the original council should be also mentioned at this stage.

MR LAURIE FRIIS became a member of the V.S.C. as a representative of the Dairy Board in 1961. He took over as Chairman in 1963 and held this position most ably for 11 years until 1974 when he resigned from the V.S.C. on becoming Chairman of the Dairy Board. Mr Friis was appointed by the Minister of Agriculture as the Chairman of the Committee on Veterinary Development in 1970 which recommended changes in emphasis for future veterinary development. Mr Friis was awarded the Allan Leslie Memorial medal for 1967.

MR JIM STEWART BVSC, first joined the V.S.C. as representative of the Farmers Vet Clubs from 1948 - 1951 and then represented the New Zealand Veterinary Association on the V.S.C. from 1958 until 1980 - a total of 25 years service. At the Conference this year the Chairman of the V.S.C. in his Annual Report recorded with regret the passing on of Mr Stewart in December 1984 and paid tribute to his service to the V.S.C. over so many years.

It is of interest that the Chairman of the V.S.C. was always appointed from one of the Producer Board representatives right up until 1974 when Mr Ken Lee Martin (a farmer representative) became Chairman. In fact Mr Lee Martin and the present incumbent Mr B D Russell are the only non- Producer Board Chairmen in the V.S.C.'s history.

The composition of the V.S.C. has varied slightly over the years.

In 1948 on the winding up of the Dominion Federation of Farmers Veterinary Services the Act was amended to replace their two representatives on the Council with two members appointed by the Veterinary Clubs and other like bodies - one to be a farmer and the other a veterinarian in Club practice.

After a recommendation of the V.S.C. Annual Conference in 1961 the V.S.C. was enlarged to 13 members (from the original 10).

The three Government appointees, four Producer Board representatives (2 from the Dairy Board) and the representatives of the NZ Veterinary Association remained as before. The representation of the Veterinary Clubs was enlarged to include three farmer members (one from the Auckland Province, one from the rest of the North Island, and one representative from the South Island Clubs) and two veterinarians.

In 1981 after the Amendment to the Veterinary Services Act became effective the V.S.C. was reduced back to eight members. This is further dealt with later in the report.

The V.S.C. Conferences

The Veterinary Services Amendment Act 1948 provided for the holding of an annual conference of delegates of Farmers Veterinary Clubs and other like bodies to discuss matters relating to the provision of efficient veterinary services, and for appointing two members of the V.S.C. - one a farmer and one a veterinarian.

These conferences have been held annually since 1949 mainly in Hamilton, Palmerston North and Christchurch (with the obvious proximity of the two Agricultural University's and Ruakura) but also from time to time at other major centres throughout the country.

The Conferences have proved to be an excellent forum where the delegates from each club have been able to convey to members of the V.S.C. their dissatisfaction with, or aspirations for the many facets of the Veterinary Club affairs.

Looking through the Conference remits over the years one sees for example constant demands for the establishment of a New Zealand veterinary faculty and regional diagnostic stations, TB and Brucellosis eradication schemes, and increased research activities into major livestock diseases (such as pink eye, grass staggers, facial excema). All of these demands have been actioned over a period of time. Obviously the V.S.C. armed with the passing of these remits and the necessary background information was able to exert considerable influence by representation to the appropriate body on transforming these demands into action.

The Expansion of Club Services

As would be expected the creation of the V.S.C. and the huge increase in livestock numbers and value in New Zealand after the 2nd World War brought about a very rapid expansion in the number of Vet Clubs and other like bodies in New Zealand. The 'other like bodies' refers mainly to Dairy Companies employing veterinarians in their own right - some of whom are still in existence today, but these are regarded as veterinary clubs and come under the jurisdiction of the V.S.C.

The initial demand came from the dairying districts but this quickly spread to sheep farming areas and then into the "grazier districts" of the South Island. An indication of the rapid expansion of the Vet Club movement can be gained from the fact that in 1951 just four years after the V.S.C. was formed 56 Vet Clubs were in existence, and by 1955 there were 63 Vet Clubs employing 150 vets. Currently there are 63 Vet Clubs in New Zealand employing 234 veterinarians. Some of the Clubs listed in 1955 have disappeared and new clubs formed to make the number in 1985, but the 1955 figure proves that an acceptable coverage by veterinary services of all the main livestock producing areas was achieved in a very short time.

To steer the Vet Club movement through a period of such rapid expansion without creating disruptions to other sectors required careful management and coordination of resources and it is much to the credit of the V.S.C. that this was achieved.

The first function of the V.S.C. was to produce a policy statement to cover the formation of Vet Clubs. This gave advice on the formation of clubs, guidelines for contracts between farmers and clubs, and clubs and veterinarians, salary scales, and measures to protect the interests of existing veterinary practices. The V.S.C. also had a role in ensuring that the areas covered by the clubs did not overlap existing services or neighbouring clubs, and were in fact sufficient areas to ensure an economic practice. The Veterinary Executive Officer Mr Allan Leslie, played an important part in the encouraging of farmers to form clubs in areas which at that time had very scant or no veterinary services.

To assist clubs over their formative years the V.S.C. was able to give financial assistance by way of direct subsidy per vet employed, grants for pharmacy facilities and microscopes, and loans for veterinarians houses. They also paid a subsidy to private practice veterinarians who were in practice before the Veterinary Services Act in 1946 and in whose wider areas new clubs were formed.

Many of the farmers Vet Clubs were formed initially by the selling of debentures to likely users of the proposed service which provided the major part of the finance for the Club building and grounds.

The strictly enforced V.S.C. salary scale based closely on the appropriate Public Service scales was very necessary at this time to ensure that established clubs did not always take the best of the vets available by offering higher salaries than the new clubs could afford.

The V.S.C. established a superannuation scheme for veterinarians and veterinary staff using the National Provident Fund. This was arranged on similar lines to the schemes for Government employed vets and was thus able to be transferred from one service to the other should the vet change his employment.

The V.S.C. also instituted a Public Liability and Professional Indemnity Insurance Scheme; and the Veterinary Services Sickness and Disability Scheme set up under the Veterinary Services Amendment Act 1954 to reimburse clubs for payments to sick and disabled vets after the first 30 days and to allow further payments in cases of long-term illness when the Clubs sick pay allowance was exhausted.

Finally the V.S.C. produced a Standard Service Agreement as a contract between the veterinarian and the club outlining the obligation of both parties during the period of employment and afterwards. The two most important parts of this agreement in the early stages were firstly the acceptance of the V.S.C. salary scale which prevented vets profiting from the lack of replacements, and secondly the clause which prevents a vet from setting up a private practice in an area served by the vet club for a period of two years after leaving the employment of the club.

The Government played its part by enacting the Land and Income Tax Amendment Act which exempted from taxation the V.S.C. and Veterinary Clubs provided that they met certain "criteria" on disposal of assets should the club stop practicing, and if they provided a predominantly veterinary service. This has played a very important part in the improvement of veterinary services by allowing all of the profits to be re-invested in better facilities or higher standards of service to farmers. It is not surprising that the advantages conferred by this tax exemption are regarded as unfair by those in private practice who do not receive such an exemption.

After encouraging the formation of farmers vet clubs and laying down guidelines and providing financial assistance to enable them to become successfully established the next important role for the V.S.C. was to provide sufficient qualified veterinarians to meet the very rapid increase in demand for their services.

The Recruitment and Training of Veterinary Staff

As stated earlier the main problem confronting the newly formed V.S.C. in 1947 was the shortage of suitably trained veterinarians. Immediately after the war those Returned Servicemen with the appropriate pre-entry qualifications and the desire to become veterinarians were assisted by the Rehabilitation Board to gain their qualifications at overseas universities - mainly in Australia but some in the United Kingdom.

The V.S.C. assumed some responsibility for the selection and training of these returned servicemen and began as soon as possible to select applications and award bursaries which covered the cost of travel, tuition and reasonable living expenses whilst training overseas.

The majority of these students went to Australia to attend Sydney and later Brisbane Veterinary Faculties, but a few went to Edinburgh and Dublin. From 1947 to 1966 when the last bursar was accepted at an Australian University the V.S.C. had assisted a total of 264 students through their training overseas.

The students were required to return to New Zealand on the completion of their training and commence practice with veterinary clubs or elsewhere with the agreement of the V.S.C. They signed a bond to the V.S.C. before going overseas and this bond and the bursary expenses were written off on the completion of 4 years satisfactory practice. One or two students did not honour the spirit of the bursary and remained in Australia on graduation and obviously under their bond agreement this amount had to be repaid to the Council,

To assist in attracting young New Zealanders to travel overseas to become qualified as veterinary surgeons the V.S.C. first of all produced a brochure for schools, and then commissioned the Pacific Film Unit to make a film entitled "Veterinary Surgeon" and donated six of these 16mm films to the National Film Library for distribution to schools. These proved very successful in terms of the increased number and quality of applicants for the V.S.C. bursaries.

Although the students were predominantly male, bursaries were offered to female students from 1955 and the first female student went to Australia in 1957.

The first 11 graduated from Massey University commenced practice in 1968, and the V.S.C. played a further role in making extra bursaries available to those who had exhausted existing bursaries, obtaining other degrees and who now wished to study Veterinary Science at Massey. With the refusal of the Australian Universities to accept New Zealand bursars from 1967 the intake of veterinary students was increased 50% above intended levels.

The other important role of the V.S.C. in Veterinary recruitment was the selection, provision of travel assistance and employment in New Zealand clubs of qualified vets from overseas. This was aided when the 1951 Amendment to the Veterinary Surgeons Act 1926 allowed a wider recognition of overseas veterinary qualifications. The majority of these overseas vets recruited by the V.S.C. came from the UK, but also some from Australia, Europe, USA and Africa.

Since the initial demand for veterinarians on the almost simultaneous creation of many new clubs in New Zealand was fulfilled (by 1955 there were 63 vet clubs employing 150 vets) there have from time to time been periods when there have been insufficient veterinarians to fill all the club vacancies. These shortfalls have been caused by, apart from natural attrition due to retirement, vets going overseas for travel or further qualification, overseas recruitment vets returning to their homeland on fulfillment of their contractual obligations to the V.S.C., movement of vets to new or existing private practices after completing their V.S.C. bonded period, and latterly the expansion of veterinary requirement by the meat industry and Ministry of Agriculture.

It has been V.S.C. policy to this date to meet any shortfall in availability of vets by bringing in suitably qualified vets from overseas and this has played an extremely valuable part in matching the number of veterinarians available with the vacancies occurring in New Zealand vet clubs.

The Funding of the V.S.C.

As mentioned earlier when the formation of the V.S.C. was outlined the Councils budget is met by grants from the Dairy, Meat and Wool Boards, and a subsidy from the Government to equal the total of the Producer Board grants. The Veterinary Services Act provided for a maximum total funding for the V.S.C. of \$200,000.

Over the first few years the Dairy Board paid 67% of the Producer Board grants, the Meat Board 28% and the Wool Board 5%. This varied slightly and the Meat Board gradually paid more of the Meat and Wool contribution until in 1955 the Veterinary Services Amendment Act fixed the contributions from the Statutory Boards to the V.S.C. budget in the proportion of 60% Dairy Board, 30% Meat Board and 10% Wool Board.

From the budget of \$140,000 in its first year the funding dropped slightly for two years before rising to the maximum \$200,000 in 1954 at which level it was maintained for 10 years.

Over this period the V.S.C. gave substantial financial assistance to fledgling clubs in forms of direct subsidy and grants, and was also expending large amounts on the training of New Zealanders at universities overseas and the bringing into New Zealand of suitably qualified foreign vets. However it was also able to accumulate quite large sums of money in its Reserve Fund and an Accumulated Fund into which any excess income from the years operations was paid.

From 1964, with nearly 200 vets employed in 63 Vet Clubs throughout the country a large number of V.S.C. assisted vets (who had fulfilled their bond obligations) in private practice, and only a handful of bursars to be financed through their Australian training the Producer Boards cut their total grant by 25% and the Government subsidy accordingly fell by the same amount. This coincided with the first intake of students into the Veterinary faculty at Massey, this releasing the V.S.C. from any further expense involved in training vets overseas. In fact the greatest majority of the Massey veterinary graduates were not bonded to the V.S.C. giving them the freedom to work where and when they chose and they did not come through into the Vet Club Movement in the numbers anticipated.

This was because of the opportunities which opened up in private practice, Government Departments and commercial firms about this time, and also because many travelled overseas soon after graduating.

This meant that even after the intakes at Massey were increased by 50% in 1967 the V.S.C. had to face the expense of employing suitably qualified veterinarians from overseas to fill vacant positions with the Vet Clubs.

The funding was reduced gradually from 1964 to average less than half the maximum \$200,000 grant and subsidy through the early 1970's.

To meet the commitments the V.S.C. was forced to draw heavily on its reserve accounts and the resulting decrease of interest earnings further reduced its income. By 1971 the Reserve Fund and Accumulated Fund when totalled together had fallen 30% below the 1955 levels.

The V.S.C. responded by reducing its subsidy to Clubs on a per vet employed basis from \$800 per year to \$500 per year after the position had been filled for 7 years. This came into force from 1954 and the subsidy was gradually phased out to end completely in 1962, as was the subsidy paid by the V.S.C. on a per consultation basis to private practitioners who had been in practice before the Veterinary Services Act 1946 became law.

The V.S.C. was still active however by way of direct grants or loan assistance to new clubs being started from time to time in remoter areas eg Wester Southland and Coromandel, and certainly if it were not for the part played by the V.S.C. then these remote areas would very likely still be without adequate veterinary service. The V.S.C. also continued to pay a subsidy towards the Vet Clubs contributions to the Veterinary Superannuation Scheme, and the Public Liability and Professional Indemnity Insurance Schemes, but contributions to the Veterinary Services Sickness and disability Scheme were discontinued with the advent of Accident Compensation.

Other Functions of the V.S.C.

Lobby Group

The V.S.C. being a unique body of Government appointees, practicing veterinarians and farmers became quite a forceful lobby group with successive Governments.

Under its functions as outlined in Section 12 of the Veterinary Services Act 1946 the V.S.C. made representations to the appropriate authority and without doubt played an important role in the initiation of many schemes and amenities which have directly or indirectly improved the veterinary service to farmers in New Zealand.

Prime examples of these are firstly the establishment of the Veterinary Faculty at Massey University. Sir Andrew Linton on behalf of the V.S.C. made submissions to the Committee of the University Senate and to the Caucus Committee of Parliament on this matter and a persuasive and energetic lobby was maintained until in 1962 the Government announced the beginning of a New Zealand Veterinary Faculty at Massey University in 1964 and appointed the first Dean.

As stock members increased and farm development allowed more intensive farming methods, the resulting greater incidence of disease in livestock meant that the existing diagnostic centres could not adequately cope with the demands for their services. After repeated demands from farmers and vets alike at the annual conferences the V.S.C. began to push to an expansion in this service. Although initially progress was slow the pressure was maintained and today we have five strategically placed centres able to perform an adequate diagnostic service to the livestock industry.

The V.S.C. also joined with the Dairy Board and Federated Farmers to push the Government to start National Schemes for the elimination of Bovine TB and Brucellosis.

Continuing Education

From its beginnings the V.S.C. has shown much interest and made substantial contributions towards continuing education for the veterinary staff employed by the clubs and also the profession as a whole.

These have taken the form of Special - post graduate scholarships for 2-3 years researching veterinary problems of national importance. These studies were normally written up as part of a Ph. D or masterate degree.

Also the V.S.C. Short Term overseas scholarship which allowed selected veterinarians to travel overseas for a period of not greater than 8 months to study specific animal health problems. To qualify a veterinarian had to have been in club practice for at least 5 years and agree to complete another 3 years on his return. The scholarship entailed payment of full salary and airfares and an extra living allowance for the term overseas.

A full list of the scholarships awarded by the V.S.C. has been appended with this History - Appendix B.

The V.S.C. has also been very active in organising refresher courses for veterinarians normally held for convenience at the conclusion of the Conferences of both the V.S.C. and the New Zealand Veterinary Association, and recently some of the resources of the Allan Leslie Memorial Fund have been used to hold a Memorial Seminar on topics relevant to the day for both farmers and veterinarians alike.

The V.S.C. have made funds available from time to time to bring from overseas countries experts in a particular field of interest to the profession in New Zealand.

This has been done both for the specific use of the expert advice by the V.S.C. or Club Movement, and also sometimes in conjunction with the New Zealand Veterinary Association or the Veterinary Faculty at Massey University.

The Allan Leslie Memorial Fund resulting from a bequest from the will of the late Mr Leslie as well as providing for a memorial Seminar allows the presentation by the V.S.C. at the Annual Conference of the Allan Leslie Medallion, alternatively to the farmer executive member and the veterinarian who has made the greatest contribution to the Vet Club Movement in the preceeding year.

While not strictly in the role of continuing education this award has proved an admirable way of rewarding, highlighting and stimulating service to the Club Movement. The rather narrow terms of the will, however, require that any likely recipients are nominated immediately as past service, cannot be rewarded at a much later date.

III THE LATTER YEARS - A CHANGE IN DIRECTION

From the early 1970's a change of emphasis came over the Veterinary Club Movement.

The staffing position in the Vet Clubs was by this time quite satisfactory and some clubs were moving into Contract Practices whereby self-employed veterinarians contracted with the farmer executive to provide a service to the farmers previously served by the club.

Funding of the V.S.C. was continued at levels which required the Council to draw heavily on its reserves and each of the Producer Boards in turn expressed concern at the level of funding required, considering that the V.S.C. had achieved its primary aim - the establishment of an adequate veterinary service for the farmers of New Zealand.

The Report of the Committee on Veterinary Developments

This Committee was established in late 1969 by the then Minister of Agriculture Hon B E Talboys.

Mr A L Friis (Chairman of the V.S.C.) was appointed Chiarman with 2 representatives each from Federated Farmers (Meat & Wool and Dairy Section Chairmen), the New Zealand Veterinary Association, and the then Department of Agriculture.

The terms of reference of the Committee were -

- a) to determine ways of introducing the services of technicians in disease eradication programmes with the least possible disruption of existing veterinary services;
- b) to consider the development of the Veterinary Profession in New Zealand.

The main body of the report concerned itself with the development of the Veterinary Profession and in particular with the role of the V.S.C should play in the future maintenance and improvement of veterinary services.

The V.S.C. being an interested body made submissions to the Committee and the latter was satisfied that the V.S.C. had established a reasonably efficient clinical service to date. They agreed that having achieved their first goal that the Council should change its emphasis to preventive medicine ie preventing the losses which inevitably occur before the clinical symptoms become obvious and treatment can be effected.

Many of the submissions from other bodies agreed in principle with the need for a practitioner advisory service, as distinct from the clinical service already available.

The Committee made its recommendations based on this concept, also suggesting a change in the organisation of the five diagnostic stations, further provision of post-graduate and other further education facilities to equip veterinarians for the preventive medicine role, and some form of national or regional data bank system necessary to provide the information on which the practitioner advisory type of service is based.

The Committee also strongly advocated the V.S.C. as the appropriate body to "provide the administrative leadership to implement the recommendations contained in this report."

Finally the Committee suggested that as the V.S.C. in this matter would be acting for the whole of the veterinary profession that the Government should consider paying a 2:1 subsidy on the contributions made by the three Producer Boards (instead of 1:1 as at present), and that the Chairman of the V.S.C. should be appointed by the Government to recognise the larger contribution it would be making.

The Committee on Veterinary Development reported back to the Minister of Agriculture on 22nd October 1971 and the report was distributed in March 1972.

The resulting Veterinary Services Amendment Bill was introduced into the House in late 1974 and in 1975 referred to the Lands and Agricultural Select Committee to hear further submissions.

It was eventually passed through Parliament and became effective on 1st January 1981 but in a form much altered from the recommendations of the Committee which reported almost a decade earlier.

P.A.H.A.P.S. (Planned Animal Health and Production Service)

The V.S.C. immediately began investigations into this new concept of preventive veterinary medicine and in 1971 set up a Committee under the Chairmanship of Mr Ken Lee Martin, the deputy Chairman of the V.S.C. Also on the Committee were Messrs D W Caldwell and G F Sommerville from the V.S.C. and also representatives of the New Zealand Veterinary Association and the then Department of Agriculture.

A pilot scheme named "Scheme 22" was set up in the Waikato in late 1972 and continued until May 1976. Thirty three farmers were involved - eighteen were deemed experimental and received intensive advice and fifteen control farms who received no advice but gave production and financial information.

The Scheme was administered by Mr Knud Moller DRVAC, MACVSc, who acted as full time consulting veterinarian to the project. The farms were visited between 12 and 24 times each year when the farmer, Department of Agriculture advisor, club veterinarian and the project supervisor would walk the farm and discuss management. The main subjects covered were disease control, breeding efficiency, nutrition and pasture management and these involved each farmer in approximately 58 hrs extra work to comply with the needs of the scheme - weighing stock, recording observations, tagging etc. The farmer was also required to provide equipment costing about \$1500 in today's terms, if this was not already available.

The financial analysis showed that by the end of the third year using a milkfat value of 400¢ per kg the average gain was \$179/ha against which must be offset the extra time for the farmer, the one off cost of extra equipment and the extra veterinary fees at approximately \$15 per cow.

Thus on an 80 ha property milking 200 cows an extra \$14,320 of income could be obtained less the added costs - say a net increase in income of about \$10,000 or \$125/ha.

However there were noticeable differences between farms and it was observed that the high producing and large farms appeared to make gains much more quickly than the average or developing units. It was also noted that at first the effect was a much heavier culling for traits such as poor production, infertility, bad temperament, and difficult milking, but after the initial period this led to lowered cow deaths and a much lower culling rate in future years. The improvement to the farms and the way of life of the farmer and his family through the extra income and job satisfaction obtained were very real benefits which are hard to describe by figures alone.

The joint committee investigating the P.A.H.A.P.S. concept after the evaluation of "Scheme 22" by Mr Moller made the following recommendations in 1978:-

- a) Further training of selected vets for P.A.H.A.P.S. work,
- b) Further improvements of the Scheme by encouraging farmer involvement initially by subsidy from the Council funds,
- c) Further development of knowledge in sheep and beef areas.

Mr David Mossman began working on an evaluation of P.A.H.A.P.S. as applied to Beef Cattle from his base at the Wairoa Vet Club and in 1980 a pilot sheep and beef scheme was set up in conjunction with the M.A.F. at the Bush and Southern Districts Vet Club centred at Dannevirke. This work was carried out by veterinarian Mr Peter McNeill and M.A.F. Advisors Tony Rhodes and Brian Wills.

In spite of the fact that very real benefits in both the financial returns and job satisfaction have been demonstrated by each of the pilot schemes the adoption of the system has been very slow.

This is mainly because of the tedium involved in completing the records necessary for the success of such a scheme in the absence of the development of any national data bank scheme as had been envisaged.

The advent of the microcomputer with its relatively low cost and versatility for other functions within the club now means that the large amounts of paper work can be handled with ease, should sufficient farmers indicate their willingness to use the scheme to justify the computer purchase in the first place.

In 1982 Mr Ralph Slaughter was appointed as a part time veterinary consultant to the V.S.C. and his efforts have bought about the re-launching in March 1985 of the scheme under the new acronym of M.I.D.A.S. or Management Investigation, Diagnostic and Advisory Service (The PAHAPS had proven an unsatisfactory name for obvious reasons !).

With assistance from a commercial firm the V.S.C. produced a set of three video films based on the three pilot schemes described previously. These videos were distributed free of charge to Vet Clubs and M.A.F. Offices so that they may be shown to groups of farmers to familiarise themselves with M.I.D.A.S. and the likely advantages if the scheme is fully utilised.

The V.S.C. has also produced Handbooks and Resource Manuals which may be purchased by any group deciding to implement a M.I.D.A.S. Scheme.

As an aid to the proportion of M.I.D.A.S. the V.S.C. bought to New Zealand Dr John Glenn from the USA to visit several areas in which it was thought the service might be more easily promoted. Dr Glenn spoke to farmer groups of the success of such schemes with large animals in the USA and gave the V.S.C. valuable advice on implementing like schemes here.

The second phase of the M.I.D.A.S. programme which is at present underway is the development of computer software suitable for the recording of the immense amount of detail necessary for each farm involved in the scheme.

Service to the Veterinary Clubs

Since the change in emphasis by the V.S.C. to develop preventive veterinary medicine schemes and back-up services, the primary role of the Council - that of servicing the needs of the vet clubs - was not accorded any less importance.

Staffing of Club Practices

As previously mentioned from 1970 onwards the staffing of the vet clubs ceased to become a major problem. The V.S.C. provided a useful service by circulating a vacancy list each month on which clubs could advertise vacant positions, and by helping place veterinarians having difficulty finding work eg as locum tenens.

Contract Practices

The tendency for some clubs to develop into contract practices has also been referred to before. This meant that a vet or group of vets contracted with the farmer executive to provide a veterinary service to the areas formally served by the club. This often entailed the renting of the club premises and/or equipment from the executive. The role of the farmer executive in a contract situation is to set the fees in consultation with the veterinarians, define the areas covered by the contract, and to establish any other ground rules necessary.

Normally the contracts are for a period of 3 years with a three month termination clause available for both parties. Contract practices generally tend to occur where the club is relatively small and gives none of the advantages in work hours, time and weekends off, conditions of practice etc normally available to vets in larger club practices.

The V.S.C. realising this trend was here to stay published in 1982 a guideline recommended for consideration by clubs and veterinarians entering into contract arrangements. The major purpose of this document is to point out the likely pitfalls and to avoid losing what the clubs had been established for - to provide an adequate veterinary service to farmers.

As examples unless specified in the contract the vets could concentrate on the more economic parts of the practice and neglect the outlying areas; and if the farmer executive did not retain the buildings should the contract practice cease through the death or the moving to another area of the veterinarian, the area would be left with no facilities or practice with which to attract another veterinarian and would have to start all over again.

Contract practices have nearly always remained as vet clubs under the umbrella of the V.S.C. They have become quite a popular form of vet club and numbered 16 out of 64 clubs at the end of March 1980 and 20 out of 63 clubs at the same time in 1985.

Coordination and Negotiation on behalf of Clubs

The V.S.C. has continued as previously to provide for Vet Clubs throughout the country services for which it acts collectively on behalf of all the clubs -

Salary scale, mileage rate and Standard Service Agreement

The V.S.C. on behalf of the clubs negotiates with the Club Practitioners Branch of the New Zealand Veterinary Association before fixing the salary scale for the year.

This has traditionally been set after receiving information of the appropriate public service pay rates and normally takes effect from 1st August so that the Club Executive can budget forward without having to face increased salaries due to backdating of the increase. However the V.S.C. agreed this year to allow salary increases to vets employed by clubs to take effect from 1st June and from next year the review will take place on 1st April.

The salary scale was an extremely important part of the V.S.C. strategy in the early years to prevent the established clubs from being able by financial inducement to attract all the most experienced veterinarians. The scale in its present form is divided into 4 main grades with an optional fifth grade for very experienced senior vets. Grades I - III are all of five years duration but the Senior veterinarian and executive can recommend one double increment in Grade I allowing vets showing extra ability to move through the grade in four years instead of five. Promotion from Grade I to Grade II is automatic and Grades II and III differ from the Grade I scaled annual salary increase in that a minimum and maximum salary for each grade is set by the V.S.C. and the Club executive can fix the vets salary within this range. Promotion from Grade II to III and Grade III to IV can only be made by the V.S.C. on a recommendation from the Club Executive and Head Veterinarian.

It can be seen from this that the V.S.C. retains quite a restrictive influence on the salary scale and rate of promotion of junior veterinarians especially. This salary scale is annexed to the Standard Service Agreement which the V.S.C. requires all veterinarians in Club Practice to sign on entering the employment. This document basically is a service contract between the veterinarian and the club and sets out the requirements of each, both during the period of employment and afterwards.

The V.S.C. also recommends a mileage rate to the Clubs based on appropriate Government Department rates for the purpose of fixing a charge out rate for clients and payment to veterinary staff if they provide their own work vehicle (which is normally the case). Clubs generally fix a rate for club members and a higher rate for non-members just as for the fees for professional services.

Public Liability and Professional Indemnity Insurance

This scheme is administered by the V.S.C. for both Club practitioners and those in private practice should they wish to join. The V.S.C. has just completed an update of this scheme to bring rates into line with current monetary values. The limits at present are \$400,000 per veterinarian and \$750,000 per veterinary practice per year.

Veterinary Services Sickness and Disability Fund

This was originally set up to cover vets suffering from sickness and disability and was funded jointly by contributions from the V.S.C. and the employing clubs to recognise the often quite severe occupational hazards faced by veterinarians. With the advent of Accident Compensation the demands on the scheme were more than halved and the V.S.C. sought to use Clause 22 of the Fund Rules to move the benefits back to veterinarians in the form of a retirement benefit. This proved to be a disaster and the Council bought its way out of its obligations under Clause 22 at a cost of \$80,000.

At the present time (March 1985) the balance of the fund stands at \$191,000. It is intended to use the fund to reimburse vets when no sickpay has been accrued or when accrued pay has been exhausted. It is also intended that A.C.C. equivalent be paid out on 80% of the higher salaries applicable instead of 80% of an arbitrarily set salary based on the top of Grade I of the V.S.C. salary scale.

It will require an order-in-Council to amend the scheme and the V.S.C. and clubs will have to resume making appropriate contributions to maintain the scheme. It is hoped that the new scheme will be working by the end of 1985.

Videotex - "Vetlink"

The V.S.C. have been involved in the development of a computer linked videotex scheme called "Vetlink" in association with the New Zealand Veterinary Association and a commercial firm involved in the manufacture and supply of animal remedies. This work has been carried out for the above parties by the Bureau of Primary Information (B.P.I.) and for a variety of reasons has proved most unsatisfactory to date with insufficient interest in the venture by vets to justify the expenditure.

Administration and Secretarial Services

When the years from 1946 to 1970 were discussed it was mentioned that the administration was conducted from the Dairy Board Building and that Mr G H Courtney, the then secretary of the Dairy Board, became secretary to the V.S.C., a position he held to his retirement in 1958. The role of Mr Allan Leslie as Chief Veterinary Administration officer has also been described in several of the preceding sections.

Both Mr Courtney and Mr Leslie retired in 1958 and the responsibility for both tasks was taken over by Mr B G Johnstone BVSc who remained in the post until 1964 when he was replaced by Mr M G Doyle, B Comm, ARANZ who became known as the Administrative Officer.

In 1979 as the finances of the V.S.C. came under some pressure the Dairy Board reassumed full responsibility for providing the secretarial service as a cost saving measure, and Mr H G Turnbull became the Administrative Officer. He was replaced the following year by another employee of the Dairy Board, Mr M G Boyer who is the present Administrative Officer to the V.S.C.

Changes in the makeup of the Veterinary Services Council

On the 1st January 1981 a new V.S.C. was constituted reducing the number of the Council from 13 to 8 members.

The 1980 Amendments to the 1946 Veterinary Services Act provided for representatives appointed by the New Zealand Government (2), Dairy Board (1), Meat and Wool Boards (1), Farmer representatives from North Island Vet Club (1), and South Island Vet Club (1), the Veterinary staff of the Vet Clubs of New Zealand (1), and the New Zealand Veterinary Association (1).

Mr G D McKenzie of the Dairy Board was appointed Chairman.

The above measure was considered appropriate as a cost saving measure and reflecting the likely lower future contributions to the V.S.C. budget from the Producer Boards and New Zealand Government.

Funding of the Veterinary Services Council 1970 - 1985

The contributions made by the Producer Boards and consequently the subsidy paid by the Government were reduced to an average of approximately \$100,000 total grant income to the V.S.C. until the 1982/83 and 1983/84 years when the grant was totally withdrawn. Government and Producer Board funding was resumed on a very limited scale in the 1983/84 year when the V.S.C. General Reserve Fund had been completely exhausted as required by the Boards and the Government.

The V.S.C. , as explained earlier, made every practical cost cutting move without reducing greatly their assistance to the Veterinary Club Movement and the Veterinary Profession generally. In 1982 repayments of the \$120,000 in outstanding house loans for Vet Clubs were requested and by 1984 almost \$100,000 of these had been repaid.

For the current year (1985/86) the V.S.C. has put forward a full budget requiring funding in total of almost \$160,000. As the V.S.C. is complying with the terms and conditions of the 1946 Veterinary and its consequent amendments, and has exhausted its General Reserve Fund as required by the Minister of Agriculture, it looks as if the Producer Boards and the Government have no choice but to fund the V.S.C. in accordance with their requirements as laid down under the Act.

However the Act can be further amended either reducing the funding commitment of completely removing the responsibility of the Producer Boards of the Government to advance funds to meet the V.S.C. budget.

The New Zealand Federation of Veterinary Clubs Inc.

Reasons Leading to its Formation

The N.Z.F.V.C. was formed on a recommendation from a steering committee of farmers representatives which met in May 1976.

The meeting took place largely on the initiative of Mr W G Neill, and the discussion showed various degrees of dissatisfaction with the manner in which the V.S.C. were handling the Vet Club affairs generally and the V.S.C.'s own affairs in particular.

It was over this period that the Veterinary Services Amendment Bill had been referred to the Lands and Agriculture Select Committee and then left to lie on the table for some four years before any action was taken. With the uncertainty over continued funding from the Producer Boards and the rapid rundown of its reserves the V.S.C. apart from continuing its investigations into P.A.H.A.P.'s by way of funding the three pilot schemes, did what was required to assist the clubs and no more. Under the circumstances this policy was completely justifiable.

A look over the Proceedings of the V.S.C. Conferences during this period shows that several of the names, later prominent in the New Zealand Federation of Vet Clubs affairs, were quite dissatisfied with the answers provided to them by the Chairman Mr Ken Lee Martin and the other members of the V.S.C. They were obviously of the opinion that to some degree the V.S.C. was becoming too autocratic and not truly reflecting the views of the farmer executive members throughout the country.

The V.S.C.'s attitudes towards the Veterinary Services Amendment Bill, the fixing of salary scales and the current Standard Service Agreement were all matters on which the farmers who later formed the Federation seemed to be consistently at odds with the V.S.C.

I think it would be fair to say that there was also an element of personality clash involved and this was to manifest itself later in the affairs of the Federation. Also Mr Lee Martin had just taken over as Chairman of the V.S.C. from Mr Laurie Friis who was by all accounts a very strong and knowledgeable Chairman. The reading of the proceedings would appear to indicate that Mr Lee Martin at times seemed to lose the initiative and his answers to some questions did nothing to lessen the dissatisfaction evident from the Conference floor.

The Administration of the New Zealand Federation of Vet Clubs

After making a decision to form the Federation it was resolved that the Executive Committee include a representative from each of the following regions 1,2,3 and 4; and two representatives from region 5.

1. Northern areas.
2. South Auckland/Bay of Plenty.
3. Taranaki.
4. Central Districts (Wellington, Manawatu, East Coast NI)
5. South Island.

The Chairman was to be appointed by the executive committee and for convenience the secretary of the Vet Club with which he is associated was to be offered the position of secretary/treasurer to the Federation. All the members of the Federation Executive are to be re-elected before attending the A.G.M. held immediately prior to the Consultations with the V.S.C.

This administrative organisation has remained unchanged but there have been some changes in the personal of the executive and Chairman over the years.

The following are the names of the Chairman and Secretary/Treasurer since the incorporation of the Federation:

1976-80	Chairman	W G Neill	Sec/Treas.	B S Bryant
1980-81	Chairman	M B Roberts	Sec/Treas.	M B McDonald
1981-to date	Chairman	A G Ross	Sec/Treas.	D M Fisher

The Federation has a modest budget with no real reserves. Its income comes basically from a levy on the clubs on the basis of the number of vets employed and extra income is called for only if special circumstances deem it necessary. For the current year the levy has been set at a rate of \$35 per vet employed and the total budget is considerably less than \$10,000.

The general dissatisfaction with the V.S.C. felt by those who originally formed the Federation certainly received some sympathy from Vet Clubs throughout the country.

In 1979 only three years after incorporation 46 clubs had become paid up members and although by 1981 the number of clubs had dropped to 40, those clubs employed 92% of the club practitioners.

In general contract practices have not joined the Federation.

The Role of the New Zealand Federation of Veterinary Clubs

As mentioned previously the Federation was born out of dissatisfaction with the representation clubs were getting from the V.S.C. It was obvious then that the Federation saw its role as one of strongly representing the supporting clubs either directly to the V.S.C. or to higher authority.

Over the first few years they made representatives to the V.S.C. over the method of salary fixing where they demanded they be represented in future negotiations, and on the draft Standard Service Agreement which the V.S.C. agreed to amend on their suggestion.

However over this period the V.S.C. and the Federation were at cross-purposes with one another and the relations between the two bodies stifled any real progress. The Club Practitioners Branch of the NZ Veterinary Association (representing vets employed by Vet Clubs) would not meet with the Federation, preferring instead to deal with the V.S.C.

The Federation also made submissions to the Land and Agriculture Select Committee on the Veterinary Services Amendment Bill and obviously those submissions had some impact on the committee as the Veterinary Services Amendment Act resulting from the Committee's investigations contains in Section 12A (1) a requirement that the V.S.C. "hold not less than an annual consultation with representatives of the New Zealand Federation of Veterinary Clubs for the purpose of discussing matters relative to the provision of efficient veterinary services to owners of livestock in New Zealand".

It was resolved at the A.G.M. in May 1980 that in future the A.G.M. would be held in conjunction with the V.S.C. Conference to allow the farmer representative of the V.S.C. to report to the Federation A.G.M. and then to facilitate "consultations" between the Federation and the V.S.C. Since 1982 these consultations have taken place on an annual basis.

After the original dissatisfaction which sparked the beginning of the Federation and created an attitude of confrontation with the V.S.C., the Federation has established a place in the administration of veterinary clubs and its relations with the V.S.C. are much improved and allow good cooperation between the two bodies.

The Federation has the responsibility for negotiating the Veterinary Surgeons Clerical Award and appoints the two farmer members of the V.S.C. A relationship has been established with the Club Practitioners Branch of the New Zealand Veterinary Association to allow discussion on matters of mutual concern.

Although not directly involved in setting the Veterinarians salary scales the V.S.C. now holds at length discussions on the subject with the Federation before completing its negotiations with the Club Practitioners and setting the scale.

The Federation is at this time very mindful of the fact that should legislation be changed removing the Producer Board and the Government from the responsibility of funding the V.S.C., then the V.S.C. would probably cease to exist and the Federation would have to assume the role as the parent body for the Veterinary Clubs providing the services which up to now have been the responsibility of the V.S.C.

The Club Practitioners Branch of the NZ Veterinary Association

As its name implies this body is composed of members of the NZ Veterinary Association who are club employees. The Branch has a President and Secretary and charges an annual subscription of \$2 per member. It is largely autonomous of the Veterinary Association and meets annually in conjunction with the V.S.C. consultations to consider and further the specific interests of Club Practitioners.

These interests include obviously the salary scale and Standard Service Agreement and any of the other conditions of employment which from time to time cause concern to members.

The Branch has become the Veterinarians equivalent of the Federation of Veterinary Clubs representing the former executive members, and the two bodies meet to negotiate on any disputes or revisions of conditions of employment with the V.S.C. acting as a form of arbitrator when an agreement is not immediate, consulting both parties and making its decision.

Although this has not always been the case the Club Practitioners Branch and the New Zealand Federation of Veterinary Clubs now have a satisfactory relationship and conduct their negotiations with a degree of cooperation.

THE VETERINARY CLUB MOVEMENT AT THE CROSS ROADS

- Where to From Here?

The preceding history of the development of an adequate veterinary service for farmers shows very clearly the rapid post-war development of the clinical veterinary service, the consolidation of the initial development, and over later years a move towards the development of preventive veterinary medicine schemes. This background knowledge is important to put fully into context this analysis of the present day situation and my personal recommendations for the future.

The present chairman of the V.S.C. Mr B D Russell after his address to the meeting of the V.S.C. with the New Zealand Federation of Veterinary Clubs in Invercargill in May of this year spoke at some length on the workings of the V.S.C. and its likely future. He outlined this future role in the following three main areas:-

1. The maintenance of a viable veterinary club system.

- this is a continuation of the administrative role the V.S.C. has played in maintaining the clinical veterinary service through the Vet Club Movement, and the other functions it performs for the veterinary profession as a whole.

Mr Russell stressed the fact that the V.S.C. as an independent statutory body with some status was in an ideal position to act for the clubs and club veterinarians, arbitrating in dispute situations and taking representations to higher levels where necessary.

2. The development and implementation of preventive veterinary medicine schemes.

- primarily as a result of the recommendations of the Committee on Veterinary Development in 1972. The development of this concept through the P.A.H.A.P.S. pilot schemes and the recent launching of M.I.D.A.S. by the V.S.C. has been well documented in the preceding history.

3. Continuing Education for Veterinarians.

- this covers a wide range from the provision of post-graduate scholarships and courses for veterinarians to the development of a videotex network called "Vet Link" to allow the rapid dissemination of new information, and development of suitable computer software for data processing in veterinary practices. The V.S.C. also from time to time funds visits from overseas experts to improve the knowledge of the veterinary profession in these specialist fields.

It is my intention to examine each of the above three functions of the V.S.C. in turn to attempt to determine just how necessary each is to a continued adequate veterinary service for the farmers of New Zealand.

Also, in the light of the apparent reluctance of the Government and Producer Boards to continue funding at previous levels, I wish to consider whether the V.S.C. in its present form is in fact the appropriate body to administer these functions in the future.

1. THE MAINTENANCE OF A VIABLE VETERINARY CLUB MOVEMENT

As district veterinary clubs became fully established, and the initial very important function of the V.S.C. of providing suitably trained veterinarians diminished with the opening of the New Zealand Veterinary Faculty at Massey University, the dynamic role of the V.S.C. towards the Veterinary Club Movement changed to a largely administrative function.

This was fully covered in the History and now consists mainly of the following:-

1. The fixing of a salary scale based on the appropriate public service rates, and the approval of promotions of veterinary surgeons through the grades contained in this scale.
2. The provision of an updated Standard Service Agreement acceptable to both the employing clubs and veterinary staff.
3. The arbitration on any disputes between clubs and veterinary staff on the application of (1) and (2) and any other matters.
4. General assistance to Vet Clubs.
 - (a) Staffing - circulation of monthly newsletter and vacancy list and assisting recent graduates and others find employment with clubs.
 - (b) Mileage Rates - advice on appropriate rates for charging farmers and reimbursing veterinarians who provide a vehicle.
 - (c) Insurance - the administration of a public liability insurance for veterinarians.

Salary Scale for Veterinarians

My involvement with the Veterinary Club Movement as a former executive member of a large club has caused me to have serious reservations over the very restrictive salary scale still imposed on the Clubs by the V.S.C

The reason for the rigid enforcement of this salary scale during the early development of the Veterinary Club Movement was explained in previous chapters, and was obviously well justified at that time. However, with an adequate supply of veterinarians now available to provide competition for employment this justification no longer applies and I consider the rigid enforcement of the salary scale to be an anachronism.

In private practices (also contract practices) although the Public Service Scale and/or the V.S.C. Salary Scale based on it are used as a guideline for salary adjustments, the opportunity exists to make higher payments as a reward for professional excellence both to encourage further improvement and to keep such a vet in the practice. Conversely a much slower rate of salary increase can be applied to a veterinarian who does not demonstrate the same ability even though both veterinarians may have been in practice for the same time.

It is my contention that the automatic time promotion inherent in the V.S.C. Salary Scale with the provision for holding back only those of very mediocre ability will in the long run result in most of the better performing veterinarians shunning Club Practice, perhaps after a period gaining experience, for more rapid salary promotion in the private sector (private practice or commercial firms) where the salary they receive will be commensurate with the ability they demonstrate rather than the number of years in practice. I have been informed of cases where long serving and therefore highly paid veterinarians have become of much less value to the club practice than younger, highly motivated and accomplished staff who soon leave for private employment justifiably frustrated by a feeling that they are doing most of the work and receiving much less in terms of remuneration.

If the Vet Clubs are to become merely training grounds for graduated veterinarians who only stay in the movement if they do not demonstrate sufficient ability to achieve employment with prospects of greater salary increase than can occur with the V.S.C. Salary Scale, then the Clubs will wither as private practices provide the services of practitioners with greater skills especially in the specialised fields eg ovum transplants. Whilst the situation just described contains many generalisations one has only to look for comparison at the attitudes and resulting performances of many public service organisations where this exact scenario is at present having a drastic effect on the proficiency and competence of the service offered resulting in decreased demand for that service even where it is offered available at a lower cost.

To be fair I have not had much success in gaining acceptance of my contentions on the undesirability of this restrictive "time promotion" from my fellow Club Executive members, and it is quite apparent from their July Newsletter that the New Zealand Federation of Veterinary Clubs do not agree either. I can appreciate that the adherence to a rigid salary scale makes the administration of the Club so much easier for the farmer executive members by removing the requirement to negotiate salaries and allowances, but I am adamant that the inability of an executive to retain the services of very competent vets by offering a faster promotion and salary increase will in the long term lead to the demise of many clubs. I consider that the rapid growth in the number of contract practices over recent years (to almost a third of all club practices) is an indication of this happening.

As a practical example the district in which I farm has seen a large increase in dairy farming over the past five years. Our club was not able to provide the specialist services required by these new dairy farmers in sufficient quantity as most of the veterinarians employed by the Club came to this district because of their special knowledge or preference for other forms of practice. Our efforts to employ suitably experienced veterinarians from predominantly dairying areas were thwarted by the restriction on offering a higher salary to quickly attract such a veterinarian. As a result many of these dairy farmers have now gone outside the club for their veterinary services and the club has lost the potential income and therefore some of the ability to improve its service in this field.

I believe very strongly in the benefits of retaining strong and viable farmer administered veterinary clubs especially in their role of keeping professional charges competitive and preventing the contraction of services to the less desirable outlying areas. I am equally certain that in the long run unless the Club Executives have a greater flexibility in the fixing of veterinarians remuneration that the move to contract practices and private practice competition will be accelerated and eventually farmers will lose control over the pricing of professional services and the profit margins on animal remedy and drug trading.

The loss of an effective farmer controlled competitive influence in the meat processing industry, and the resulting effect of killing charges being increased far beyond the ability of the industry to pay with the obvious (and now apparent) consequences, serves as a prime example of what could happen to the veterinary service in the absence of effective farmer administered competition.

I am of the opinion that the appropriate salary scale based on the Public Service Rates should be the basis for the rates paid to club veterinarians but that each Club Executive should have the discretion to vary the salaries they pay more on the influence of a particular veterinarian on the turnover of the club rather than the number of years he or she has practiced. This of course applies in most other commercial and industrial enterprises in the private sector. Freedom from the rigid salary scale will allow the flow of veterinary resources to the areas best able to make use of them which is consistent with sound business practice in any field - and to remain viable the Veterinary Club Movement must adopt sound business principles.

If the rigid enforcement of the salary scale was to be dispensed with, then all that would be required is that the appropriate Public Service rates for veterinarians be obtained, copied and circulated to Clubs who would use them as a guideline for determining the appropriate levels of remuneration for the veterinary staff in their employ.

Standard Service Agreement

The last two revisions of this document have been finalised by the V.S.C. after draft copies have been altered to accommodate in most cases the wishes of the Club Practitioners Branch and the New Zealand Federation of Veterinary Clubs.

It is of major significance that one of the important functions of this agreement (Section 26 in the 1982 Agreement) which prevents a veterinarian from entering into private practice, within the boundary of the club for a period of two years, after leaving the employment of the club, has been successfully challenged in court where a judgement was obtained in favour of the veterinarian to the effect that notwithstanding the Standard Service Agreement provisions the court could not prevent a person earning a living (presumably by legal means). Now that most clubs are well established one would assume that economic considerations now make this clause of lesser importance. If there is room for another economic practice then the Club was not completely fulfilling the needs of the area, if there is not then unless the new practice can provide a better service business failure is imminent. The taxation advantages of a properly administered Veterinary Club should allow it by competition to maintain its boundaries should it wish to do so.

Another major function of the Agreement is that on signing, a veterinarian agrees to abide by the V.S.C. salary scale and grading system. If my recommendation that Clubs be allowed to individually determine the Veterinarians salary levels then this section of the Standard Service Agreement would become unnecessary.

The balance of the V.S.C. Standard Service Agreement outlines the conditions of employment and what is expected from both parties. This follows a fairly standard form similar to service Agreements or contracts in other business activities, but in this case also containing specific provisions relating to veterinary practice.

I fail to see why a draft service Agreement cannot be forwarded to the Club by the V.S.C. and the Clubs then be allowed to amend the document to suit any particular conditions which may apply to the individual situation. In the case of disputes over one or any provisions of the service Agreement the legal system is well placed to arbitrate as is the case in any other business contract.

General Assistance to Veterinary Clubs

This now mainly involves the V.S.C. in circulating a monthly newsletter containing a vacancy list and otherwise assisting clubs and veterinarians having employment problems. It also includes advice to the Clubs on appropriate and upgraded mileage rates for charge out and the Administration of the Veterinary Public Liability and Professional Indemnity Scheme.

This general assistance could be administered by any co-ordinating body and does not require an organisation such as the V.S.C. As the insurance scheme covers all veterinarians both club and privately employed it would seem to me more appropriate if this was administered by the New Zealand Veterinary Association.

The V.S.C. act on behalf of the Vet Clubs in negotiations with the Club Practitioners Branch of the NZ Veterinary Association on any matters of contention, and in the case of disputes between clubs and veterinarians act as an arbitrator. They also negotiate with other parties where necessary and have been an effective lobby group at times.

As a statutory body with a wide representation including farmers and veterinarians appointed by the N.Z.V.A. and the Clubs, the V.S.C is obviously an ideal body to carry out such roles.

At the V.S.C. - Federation of Veterinary Clubs Consultations this year, the farmer appointed members of the V.S.C. attended the A.G.M. of the Federation for directions before undertaking negotiations with the veterinarians. It appears to me personally and to many of the others I discussed the procedure with that the Federation was quite capable of handling the negotiations directly with the Veterinarians (it does negotiate the Veterinary Clerical Award).

If, as I have suggested the salary fixing responsibility is handed backed to the clubs as employers then the major part of these negotiations which cover remuneration and conditions of employment would become unnecessary as the Clubs would carry out their own negotiations directly with the vets in their employ.

As far as the arbitration role is concerned, if the V.S.C. was no longer available to make a final decision after a breakdown of negotiations, then the Clubs could use the services offered by the regional Employers Federation staff and failing this resort to the Arbitration Court for a decision just as for other employers in dispute situations.

Although it is very desirable for the Veterinary Club Movement to have a body such as the V.S.C. to carry out the functions discussed above, it is very obviously well beyond the resources of the movement itself to fund such an organisation should the Government and/or Producer Board finance be withdrawn or substantially reduced.

It is my opinion as shown in the above discussion of the role of the V.S.C. in assistance to Vet Clubs that this is no longer absolutely necessary in its present form and in the case of the rigidly enforced salary scale certainly is no longer desirable.

I consider that the reduced forms of assistance covering such things as advice to Club Executives on guideline salary and wage scales, service contracts, mileage rates etc plus the publication of a monthly newsletter and vacancy list and the organising of the annual conference and Allan Leslie Memorial Seminar could be adequately handled by extending the responsibilities of the secretary of the New Zealand Federation of Veterinary Clubs should this be necessary. This would involve some minor extra expense spread over all the Vet Clubs in the country but would be well within their financial capabilities, whereas the funding of the V.S.C. in its present form would not.

The other functions of the V.S.C. such as the administration of the Veterinary Insurance Scheme could be handled by the New Zealand Veterinary Association acting for and behalf of all veterinarians, and the post-graduate extension role should be administered by the Veterinary Faculty at Massey University.

2. THE DEVELOPMENT AND IMPLEMENTATION OF PREVENTIVE VETERINARY MEDICINE PROGRAMMES

The work carried out by the V.S.C in the organisation and evaluation of the pilot planned animal health programmes which led to the recent launching of the M.I.D.A.S. concept occurred in response to the recommendations of the 1982 Report by the Committee on Veterinary Development and has been well covered in the preceding history.

Stage One of the M.I.D.A.S. programme is now complete with the video presentation distributed to all clubs and M.A.F. offices. Resource manuals and Handbooks have been compiled and are available for purchase by practices intending to implement the programme.

Stage Two is now underway developing the computer software specially to handle the vast amount of data collection necessary for the successful working of such schemes. The V.S.C. veterinary consultant Mr Ralph Slaughter also holds seminars from time to time to further acquaint interested veterinarians to the programme.

In spite of the excellent work done by the V.S.C. in fully evaluating the work of the M.I.D.A.S. scheme and developing the resources for demonstrating and administering such programmes the rate of acceptance by farmers has so far been very slow due mainly in my opinion to the lack of computer facilities at many clubs, and the reluctance of some veterinarians to move into a preventive medicine advisory role.

Although I am not completely familiar with the dairy industry, where I would expect the M.I.D.A.S. schemes to be most readily adopted, I am rather sceptical of the likely acceptance of the full concept in mixed farming areas and predominantly sheep farms. This is because of the widespread use of farm improvement clubs or private consultant advice, and M.A.F. controlled farm discussion groups where veterinary research and advice is co-ordinated into the whole farm management package and specialist advice called for when necessary. I would expect that the farm advisor discussion group input in the dairy industry works in a similar way and wonder if the implementation of M.I.D.A.S. programmes is not going to achieve a degree of duplication of service especially when nutrition, grazing management, trace element deficiencies, topdressing programmes etc are covered.

One can only commend the V.S.C. on the very thorough way they have prepared the M.I.D.A.S. concept through to its near completion and availability to farmers.

Having achieved this I believe the concept should now be made available to other advisory groups to include as part of their 'farm management package' rather than continue to be administered by a veterinary organisation as a total concept.

Apart from the likely duplication of services should the M.I.D.A.S. and present farm advisory services run in tandem, it seems to me that the M.I.D.A.S. concept is only one part (albeit an extremely important one) of the pastoral farm management advisory service which must co-ordinate advice on other factors such as financial control, grass and supplement production, selection of breeding sires, farm gate marketing of production etc.

I think that it is a case of putting the 'cart before the horse' to have the veterinary profession offering a service which calls in other advisors to supplement its programme in areas outside the vets expertise, when those other areas collectively are of greater importance than the veterinary advice itself.

I feel therefore that rather than being promoted in its own right the M.I.D.A.S. concept should be made available by the veterinary profession as a contact service for incorporation into farm advisory programmes whether private advisor or M.A.F. administered, just as for other forms of specialist advice eg financial, spils and fertiliser, economics and marketing.

Lastly on this topic I am of the opinion that any further development or 'fine tuning' of the M.I.D.A.S. programme to meet further developments in livestock farming should be the responsibility of the Veterinary Faculty at Massey University.

In its latest budget (1985/86) the V.S.C. allocated a large proportion of its income towards the further development and promotion to vets and farmers of the M.I.D.A.S. concept. This amounts to approximately \$60,000.

If preventive veterinary medicine schemes are a logical extension to the clinical service developed by the V.S.C. and others in New Zealand, then it would appear to me to be equally logical that the M.I.D.A.S. concept should comprise an appropriate part of the veterinary degree curriculum. This would eliminate the need for another body to advise and promote the scheme to veterinarians after their graduation at considerable cost to the farmer through the Producer Board Grants to the V.S.C.

It would appear that the V.S.C. has very nearly completed the second phase of its role in the development of a veterinary service for farmers - that of putting in place the availability of a preventive veterinary medicine service for use by farmers when they can see the economic justification for using the service as a farm management tool.

3. CONTINUING EDUCATION FOR VETERINARIANS

The V.S.C. by method of distribution of publications from various institutions free of charge to club veterinarians, arranging technical sessions at conferences, and assisting in bringing overseas veterinary specialists to update the New Zealand profession on matters of special interest or concern plays a valuable extension role for veterinarians. The Council is also involved with the New Zealand Veterinary Association and a commercial firm at present in the development of a videotex service to be called "Vet Link" to allow rapid update and dissemination of information to veterinarians practices and M.A.F. Animal Health Laboratories throughout the country.

Apart from the technical seminars at the annual conference which are largely funded by the Allan Leslie Memorial Fund, it no longer appears to me to be a necessary function of the V.S.C. to involve itself in these programmes. The NZ Veterinary Association in the case of "Vet Link", and the Veterinary Faculty at Massey University and the Animal Health Division of M.A.F. in the case of obtaining specialist advice from overseas would seem to be more appropriate bodies to carry out these services. If the V.S.C. through lack of funding was not available for this work I feel sure that the other organisations could continue the work.

CONCLUSIONS AND RECOMMENDATIONS FOR THE FUTURE

The Veterinary Club Movement has played an extremely important part in the provision of an adequate clinical veterinary service to New Zealand farmers. This having been achieved the Veterinary Clubs now provide a service in competition with private practices and contract practices both of which have gradually assumed a greater importance in large animal practices.

I see for the future the Vet Club movement playing an equally important part in a farmer co-operative role providing an effective competition to the other forms of practice. By providing sound business management and utilising their inherent advantages of exemption from taxation and generally larger scale of operation, the farmer executive members of veterinary clubs have a very real opportunity to greatly influence the form and efficiency of the veterinary service and the cost of that service - they must not underestimate or neglect this opportunity.

Obviously to administer this chain of autonomous veterinary clubs situated strategically throughout the country the movement requires some form of co-ordinating body. Up to this date the V.S.C. as fully covered in the preceding sections of this report, has fulfilled this role, but the V.S.C. is presently under considerable pressure from the three Producer Boards concerned and the Government to be released from their obligations under the Veterinary Services Act to fund the V.S.C. budget. After establishing that the Vet Club Movement does require a national co-ordinating body it is then necessary to decide whether to attempt to retain the V.S.C. for this purpose in its present form and funding levels, to reform the V.S.C. as an organisation solely to act as a parent body to the Vet Clubs without the additional responsibilities and on a very much reduced budget, or to move towards an extended New Zealand Federation of Veterinary Clubs to fulfil this role.

It would appear to me to be unrealistic to expect that the V.S.C. will continue to be funded at present levels. The fact that an adequate clinical veterinary service is available and an opportunity provided for farmers to move into preventive medicine schemes should they think them necessary would seem to suggest that the V.S.C. has fulfilled its primary objectives. The Producer Boards are all under considerable financial pressure and the Governemnt receive repeated demands from farming leaders and others to reduce its spending levels. There is a commonly held perception that the V.S.C. has achieved the purpose for which it was formed, and also that it is unfair to assist the Vet Clubs by subsidy to the V.S.C. and not the private practices. It this seems highly likely that the funding of the V.S.C. from its traditional sources will be withdrawn in the near future, and as mentioned earlier it is well beyond the resources of the pastoral farming industry to provide such funding, so the V.S.C. in its present form will cease to exist.

The choice then appears to be limited to reducing the V.S.C. to an organisation purely to act on behalf of the Veterinary Clubs and without its other functions, or to be handing the full responsibility to the New Zealand Federation of Veterinary Clubs.

Assuming that the Government will wish to withdraw completely from direct funding to me the decision depends mainly on whether the Producer Boards are prepared to provide some funding, justified by importance of the Vet Club movement in maintaining a cost effective veterinary service for the pastoral industry. Although the farmer will eventually pay one way or another, either through Producer Board levies or through veterinary club contributions, it would seem fairer to all if the Producer Boards collect from all producers as the competition provided by veterinary clubs should benefit all of the pastoral industry - not just the Vet Club members.

If the Boards did continue limited funding it might seem appropriate that they have some representation on the body but the amount required would probably make this unnecessary. I would expect that a budget of approximately \$20,000 (in today's values) would be required to adequately carry out the functions of a co-ordinating body for the Vet Club Movement.

Should the Producer Boards agree to funding of this extent then I would suggest a Veterinary Services Council consisting of three farmers nominated by Veterinary Clubs (two from the North Island and one from the South Island) and two veterinarians (one each appointed by the Club Practitioners Branch and the New Zealand Veterinary Association). If the Boards require representation then their appointee to replace one North Island farmer member.

This new V.S.C. would act in an administrative and advisory role to the Veterinary Clubs and because of its membership should also be able to act as an arbitrator. The Act would be amended to change the membership of the Council and the method of funding and to free the Council from all other responsibilities other than the maintenance of the veterinary clubs. The secretarial service at present provided by the Dairy Board on a paying basis could hopefully continue but be scaled down to reflect the reduced responsibilities of the Council.

I would prefer for the reasons given previously that the Clubs are autonomous to the extent that they make their own decisions on remuneration of staff and conditions of employment as laid down in their service contracts based on the guidelines and recommendations circulated by the V.S.C. The role of negotiator would be assumed by the New Zealand Federation of Veterinary Clubs meeting directly with the Club Practitioners Branch of the N.Z.V.A., and the advocates for the veterinary clerical staff.

If the Producer Boards did not agree to this form of limited funding and the Veterinary Clubs were forced to fund completely their own parent body then the reduced V.S.C. concept would have to be dispensed with, as the clubs could not consider funding both bodies. The New Zealand Federation of Veterinary Clubs would then have to assume the role of co-ordinating body for the movement.

I would expect that it would keep to its present form of six members (4 from North Island and 2 from South Island) and would have to extend its budget to approximately \$20,000 to cover additional meeting, travelling and accommodation expenses and a much larger secretarial input. 3 - 4 meetings per year, one in conjunction with the annual conference should be sufficient to maintain the service to clubs in all but exceptional circumstances.

This would require a levy of approximately \$125 per veterinarian employed by member clubs (generally excluding contract practices) which I don't consider beyond the clubs resources considering the benefits of having such an organisation. The Federation would offer a similar service to clubs as suggested above for a reduced V.S.C. including the negotiating role, except that arbitration would probably have to be carried out via regional employer organisations and at last recourse the courts.

In both of the above options I would recommend that the other functions of the existing V.S.C. be handed over (as discussed earlier in this section of the report) to the New Zealand Veterinary Association, the Veterinary Faculty at Massey University, or the Animal Health Division of M.A.F. - whichever is the most appropriate in each case.

It was indicated at the 1985 Consultations that the Vet Club delegates prefer to continue this meeting on an annual basis and it would be the responsibility of the organisation which assumes the role of administering the Vet Club Movement to organise the annual conference. Should the V.S.C. be completely wound up there could be some problems - with the terms of the Allan Leslie Memorial Fund. I would hope that if these occur they can be legally resolved to allow the Memorial Seminar to be held in conjunction with the annual conference and the presentation of the Medallion recognising outstanding service as these are to me an important part of the Vet Club Movement and should be continued if at all possible.

There may be some opportunity if the Government totally withdraw its funding of the V.S.C. to obtain as some form of a "trade-off" some funding for research scholarship/s to be administered by the Veterinary Faculty and open to all veterinarians to allow special studies on subjects of interest or concern to the profession.

SUMMARY OF RECOMMENDATIONS

1. That the V.S.C. has completed with outstanding success the purposes for which it was formed, and there is no real justification for its continuance in its present form and at present levels of funding.
2. That it is of great importance to the pastoral farming industry of New Zealand that the Veterinary Club Movement be maintained in a viable form as a means of allowing the end users of veterinary services to determine the type of service they require and to have a significant influence on its achievement.
3. That this (2) would be best achieved by reconstituting the V.S.C in a reduced form with some limited funding from the Producer Boards, as the administrative and advisory body to the Veterinary Clubs but without the other responsibilities it holds at present under the Veterinary Services Act:

OR

if the V.S.C. ceases to exist then the NZ Federation of Veterinary Clubs assume the role on behalf of the clubs with additional funding from the clubs to allow the efficient administration of the affairs of the Movement.

4. That the V.S.C. responsibilities for such things as further education, development of aids to veterinary practice like "vet-link", dissemination of information, administration and promotion of preventive veterinary medicine schemes (M.I.D.A.S.), and the administration of veterinary insurance schemes be handed over to the Veterianary Faculty at Massey University, or the New Zealand Veterinary Association; or to the M.A.F. whichever in each case is the most appropriate body.

5. That the Veterinary Club Executive Committees be given much greater autonomy and freedom from restrictions in deciding on remuneration levels and terms of employment to allow the retention of highly qualified and motivated staff in the Vet Club movement and to facilitate the movement of staff to areas of greatest need. The V.S.C. or New Zealand Federation of Veterinary Clubs to provide information and suggested guidelines on which the executives can base their decisions.

POSTSCRIPT

In a letter to all Veterinary Clubs and livestock veterinary practices in New Zealand dated 26 September 1985, the V.S.C. advised of receiving a letter from the Director General's Office of the Ministry of Agriculture and Fisheries.

This stated that it is the general wish of the Producer Boards to be released from the statutory obligation to contribute to the funding of the V.S.C, and that the Government is clear in its intention to terminate its contribution in line with its moves to reduce Government expenditure. The Veterinary Services Act would most likely be repeated with effect from 1st April 1987, and the letter indicated that interested parties should consider the options for continuing those functions presently undertaken by the V.S.C.

At the V.S.C. meeting on 18th September it was resolved that the Council should prepare a programme for consideration dealing with:-

- a) the termination of some V.S.C. activities;
- b) the reallocation of some of the V.S.C.'s existing functions across to appropriate alternative organisations;
- c) specifications for a structure to handle V.S.C. functions that the Council consider should not be terminated and that cannot be effectively taken over by existing organisations.

APPENDIX A

MEMBERS OF THE VETERINARY SERVICES COUNCIL

Representing New Zealand Government

W B Barry	MRCVS	1947-61	Dr J Filmer	D.V.Sc	1947-61
E L Greensmith	M. Comm	1947-51	R T Scott		1951-69
Dr C S M Hopkirk	D.V.Sc, MRCVS	1961-70	D W Caldwell	MRCVS	1961-80
T A Blackmore		1969-79	D O Cordes	BVSc MSc	1970-73
Dr S T Jamieson	MRCVS	1973-80	R M Salisbury		1981
D J McKenzie		1981-85	E H Shortridge	MRCVS	1982-85

Representing the New Zealand Dairy Board

Sir Andrew Linton		1947-58	W G Macarteny		1947-50
D A Findlayson		1950-61	J McKenzie		1958-62
A L Friis		1961-74	E R Bird		1962-71
L D Hickford		1971-78	G D McKenzie		1974-82
J B Mooney		1978-80	D Bay		1980
G A Long		1982-85			

Representing the New Zealand Meat Producers Board

G H Griff		1947-50	F B Johnstone		1950-59
L A P Sherriff		1959-63	C F Jones		1963-71
J L Daniell		1971-75	W Martin		1975-78
A R Marshall		1978-80	M R Barnett		1981-83
R G Rusk		1983-85			

Representing the New Zealand Wool Board

W Horrobin		1947-54	C H Bethel		1954-61
D W Powdrell		1961	L P Chapman		1961-62
A W Moore		1962-71	C H Drees		1971-80

Representing Veterinary Clubs (farmers)

R T Scott		1947-50	L Field		1950-60
A G Wood		1961-66	K D McCartney		1961-80
P S Bonifant		1961-76	K Lee Martin		1966-80
B D Russell		1976-85	R A Brown		1980-85

Representing Veterinary Clubs (Veterinarians)

A Leslie	FRCVS	1947	A A Blakely	BVSc BAGr Sc	1947-49
J M Stewart	BVSc Dip Ag	1949-50	J Macdonald	BVSc MRCVS	1950-59
D McFarlane	BSc MRCVS	1959-60	G L Yockney	MRCVS	1960-66
J C Mathieson	BVSc	1961-67	N M Wallace	BVSc	1966-80
G F Sommerville	BVSc	1967-73	P N Trim	B Vet. Med	1973-76
J E Brawford	MRCVS	1976-79	R A Duckworth	BSc MRCVS	1979-85

Administrative Officers:

Chief Veterinary Executive Officer

A Leslie	FRCVS	1947-58
B G Johnston	BVSc	1958-64

Secretary

G H Courtney	FRANZ	1947-58
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Administrative Officer

M J Doyle	B. Comm	ARANZ	1964-79
H G Turnbull			1979
M G Boyer			1980-85

Chairmen and Vice Chairmen of the V.S.C.

Sir Andrew Linton CBE	-	Chairman 1947-58
R T Scott	-	Deputy Chairman 1947-51, 59-69
W Horrobin	-	Deputy Chairman 1951-54
F G Johnstone	-	Deputy Chairman 1954-58, Chairman 1958-59
D A Findlayson	-	Deputy Chairman 1958-59
L A P Sherriff	-	Chairman 1959-63
A L Friis	-	Chairman 1963-74
K Lee Martin	-	Deputy Chairman 1969-74, Chairman 1974-80
J M Stewart BVSc	-	Deputy Chairman 1974-80
G D McKenzie	-	Chairman 1980-82
G H Drees	-	Deputy Chairman 1980
B D Russell	-	Deputy Chairman 1981-82, Chairman 1982-85
D J McKenzie	-	Deputy Chairman 1982-85

APPENDIX B

WINNERS OF SCHOLARSHIPS AWARDED BY THE V.S.C.

Special Post-Graduate Scholarships

- 1950 J W McLean Ph D, M. Agr Sc, B.V.Sc.
to Davis University of California U.S.A.
- to study Eversion of the Vagina in Ewes.
- 1951 R B Crawford B.Sc B.V.Sc
at Wallaceville Animal Research Station New Zealand
- to study reproductive inefficiency in sheep.

Special V.S.C. Award

- 1965 DR R P James PhD, B. Sc, MRCVS
Animal Breeding Director NZ Dairy Board
- for outstanding service to the Dairy Industry.

V.S.C. Short Term Travelling Scholarship

- 1952 H G MacDiarmid, G L Yockney
1953 A Thomson
1954 T G McLure
1955 G J Moor
1956 E H Shortridge
1973 A R Clarkson
1974 G F Joyce
1975 B W Schouten
1976 R W Berry
1978 H De Jong
1979 D H Mossman
1980 7 vets to Sydney
1981 6 vets to Sydney
1983 R W Brown
1984 P J Verhock, D Conway
1985 R J Mundie

APPENDIX C

WINNERS OF THE ALLAN LESLIE MEMORIAL MEDAL

1965 Sir Andrew Linton, F Parsons - farmers
1966 G H J Moor, G A Peterson - veterinarians
1967 A L Friis - farmer
1968 J L McGregor - veterinarian
1969 L Field - farmer
1970 G A Harris - veterinarian
1971 No award
1972 No award
1973 G F Sommerville - veterinarian
1974 W H Scott - farmer
1975 J Crawford - veterinarian
1976 R T Scott - farmer
1977 J B Mason - veterinarian
1978 D C Gibson - farmer
1979 B C Farquharson - veterinarian
1980 K Lee Martin - farmer
1981 No award
1982 No award
1983 P H McNeil - veterinarian
1984 D J Gray - farmer
1985 D H Mossman - veterinarian