



VETERINARY PRACTITIONERS BOARD
AUSTRALIAN CAPITAL TERRITORY

Veterinary practitioner health program policy

	ACT Veterinary Practitioners Board – Veterinary practitioner health program policy	
Policy	APPROVED BY ACT Veterinary Practitioners Board	May 2024

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1.0 Purpose

The Board appreciates the difficulties faced by a veterinarian suffering from an impairment and is committed to assisting these veterinarians through establishing its Veterinary Practitioners Health Program. The goal of this program is to enable veterinarians to work their way through their health issues with the support of suitably qualified professionals and the Board. The Board has adopted the procedures outlined in the [Doctors' Health Program](#) provided by advice of NSW to achieve this goal.

Importantly, it is the Board's preference that issues of impairment or possible impairment are addressed outside of the Board's complaints processes and disciplinary powers where possible.

2.0 Introduction/Context

Under the *Veterinary Practice Act 2018* (sections 30-31) the Board must be satisfied that a person is a suitable person to be registered and in doing so they must consider any impairment suffered by the person that would prevent the person from doing a restricted act of veterinary science.

An impairment is any physical or mental impairment, disability, condition or disorder which detrimentally affects or is likely to detrimentally affect the person's physical or mental capacity to practise veterinary science.

In addition to a range of physical conditions, the Board is aware of research that shows that veterinarians suffer more psychological distress, including higher levels of depression, anxiety, stress and burnout, than the general population and that the incidence of suicide among veterinarians in Australia is likely to be much greater than that of the general population.

The Board is also aware that with reasonable adjustments, as provided for by the Act Discrimination Act 1991, veterinarians with an impairment may be able to carry out restricted acts of veterinary science.

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Veterinary practitioners are exposed to the same risk factors found in the general population, including conflict and personal relationship problems, risks similar to other health professionals, and may be exposed to more specific risks including:

- Stressors associated with the performance of their professional duties
- Ready access to prescription drugs
- Temptation to self-medicate
- Poor remuneration and long hours of work

The Board also appreciates that stressors associated with the performance of the professional duties of a veterinarian may also be increased during a complaint investigation process.

2.1 Veterinary Practitioner Health Program

The Board may be notified of an impairment or possible impairment:

- during the registration process where practitioners are required to disclose any impairments
- at the time of submission of the Annual Return where practitioners are required to disclose any impairments
- when a veterinary practitioner self-discloses and informs the Board.
- as a result of a complaint investigation

Self-disclosure can be a difficult step for a veterinary practitioner to take but the processes adopted by the Board have been developed with the aim of enabling veterinarians to continue to practise safely and assist with either managing their impairment and/or their recovery. The Board will treat all such disclosures confidentially.

Self-notification will lead to adoption of the following process:

- The Board will invite that veterinary practitioner to attend an examination by a Board appointed health practitioner and to submit a response to this notification.
- The Board will meet the costs of this examination (but not costs applied for a cancelled appointment).
- The purpose of this examination is to determine, based on a report from a Board appointed health practitioner, whether the veterinarian is in need of the support provided by the Board's Health Program for Veterinarians or any reasonable adjustments the veterinarian may need to support them to practice.
- The Board will consider the report from the health practitioner and if it is satisfied that the veterinarian is suffering from an impairment that impacts their suitability to practice, the Board may need to impose conditions on the veterinarian's registration.
- The Board will notify the veterinarian involved in writing of reasons for the imposition of any conditions at least 14 days before imposing the condition and invite the veterinarian to discuss these conditions at an interview with members of the Board. The veterinarian may bring a support person to this interview.
- The Board will consider any reasonable adjustments the veterinarian proposes that may assist them to continue with their practice unrestricted
- If satisfied imposing conditions is justified, conditions imposed by the Board may include:
 - A requirement to submit to regular reports by a Board appointed health practitioner (the Board will meet the costs of these examinations)
 - A requirement to regularly attend and to follow the advice of other relevant health practitioners for treatment
 - A requirement to implement reasonable adjustments to support the practitioner to carry out their role eg reduced or flexible work hours
 - A requirement to submit to regular drug testing (see Monitoring under the policies section of the Medical Council of NSW website)
- Conditions on registration are reviewed at least annually and full compliance with conditions is required for the veterinarian to exit the program. Time in the program will be dependent upon many factors and a likely timeframe will be discussed during interviews.

3.0 Existing legislative provisions

Discrimination Act 1991.

3.1 Veterinary Practice Act 2018

Reference	Description
Division 3.3	Veterinary Practice Act 2018

3.2 Code of Conduct for Veterinary Practitioners

Reference	Description
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3.1 Other

4.0 Resources/related policies

- ACT Veterinary Practitioners Board - Diversity and Inclusion Policy.
- Veterinarians with health problems or veterinarians and staff who are concerned about a veterinary colleague can call the **Doctors' Health Advisory Service on (02) 9437 6552 (24 hours)**.

If you believe a colleague is behaving in a way that is of concern the Board has the following advice, again based on that provided by the advice of NSW:

- If you believe you can deal with the matter try to arrange a private meeting, tell the veterinarian what you have noticed and why you are concerned, and ask them to consult with an appropriate medical practitioner or call the Doctors' Health Advisory Service.
- If you are not sure you are able to deal with this matter discuss your concerns with a senior colleague in the practice.

Additional resources are available from:

[Doctors' Health Advisory Service](#)

[Australian Veterinary Association VetHealth services](#)

[Lifeline](#) – 13 11 14

[Access Mental Health](#) (24 hours, 7 days) – 1800 629 354

[Suicide Call Back Service](#) – 1300 659 467

[eheadspace](#) – 1800 650 890