



Guideline on Staff

(1) Employees

Employed veterinarians should be aware of their competencies and encouraged to seek assistance within the practice whenever they find themselves at the limit of their own experience and knowledge.

(2) Employers

Employers have a key role in ensuring the competency of their employees. This is particularly important in relation to newly registered or inexperienced veterinarians.

Employers have an obligation to ensure that their employees have sufficient surgical, medical and communication skills to meet contemporary professional standards.

The practice culture should facilitate and encourage:

- formal and informal discussion and feedback on cases and the expectations of clients;
- guidance on adherence to established practice protocols and procedures; and
- general compliance with all governing legislation (including the scope of practice permitted by non-veterinary staff).

Performance management systems may need to be put in place in situations where a veterinary employee continues to make errors or demonstrates poor practice such as a lack of skill or knowledge or poor judgement.

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| Version Control | V 1 |
| Approved By | Veterinary Board |
| Last Reviewed | July 2020 |
| Next Review Date | July 2023 |