

Attn: Jobs and Skills Australia

coreskillslist@jobsandskills.gov.au

2025 Core Skills Occupations List (CSOL) Consultations - (CSOL) CRM:0295224

Please find below a submission on behalf of the Veterinary Practice Board Western Australia (VPBWA) with regard to 2025 Core Skills Occupations List (CSOL) Consultations

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Organisation: <https://www.vsbwa.org.au/>

Please find below a submission from VPBWA with regard to 2025 Core Skills Occupations List (CSOL) Consultations and Occupations 269532 - Veterinary Technologist and 171333 - Veterinary Practice Manager.

269532 - Veterinary Technologist

For this submission VPBWA includes the title of an Advanced Veterinary Nurse in this category in addition to Veterinary Technologist. This aligns with current Industry recognition and state-based legislation requirements.

- <https://www.vnca.asn.au/>
- <https://www.vpbwa.org.au/Public/VSBWA/Nurses/Approval-of-Veterinary-Nurses.aspx?hkey=9470a69d-b818-4264-ada9-788982de86dc>

Advanced Veterinary Nurses are required to hold a higher level of qualification to register and work in the state of Western Australia. This registration category acknowledges that modern veterinary practice requires veterinary nurses and technologists to possess and utilise higher level degrees of knowledge, skill development, and competence.

- <https://www.vpbwa.org.au/>
- <https://www.vpbwa.org.au/Public/VSBWA/Nurses/TVNa-app.aspx?hkey=2df14b98-39a0-454b-9b6e-136364676fd8>

Advanced Veterinary Nurse formally recognises veterinary nurses and technologists who have demonstrated a higher level of knowledge and skills determined by their level of education and practical experience. It sets a standardised benchmark when performing acts of veterinary medicine,

with specific supervision requirements. This includes but is not limited to Diploma and Bachelor-level Veterinary Nursing and Veterinary Technology qualifications.

- https://www.legislation.wa.gov.au/legislation/statutes.nsf/law_s53567.html

Veterinary Technologist (Advanced Veterinary Nurse) should remain as a core skill occupation. Currently, there are limited opportunities and resources available for training and professional development in this occupational skills category for residents of Western Australia, making it challenging to source suitably skilled and qualified individuals locally.

- https://www.kookaburravets.com/Australia/Oznurses_NT_WA.htm
- <https://www.seek.com.au/Veterinary-nurse-jobs/in-Western-Australia-WA>

We would recommend adding Advanced Veterinary Nurse to this category and would like to see this as a separate category in future reviews. Furthermore, the occupational requirements and job role descriptions are required to be reviewed and revised to ensure alignment with current legislative requirements, industry standards and the competencies required for practice.

- <https://www.abs.gov.au/statistics/classifications/osca-occupation-standard-classification-australia/2024-version-1-0/browse-classification/2/26/269/269532>
- <https://www.abs.gov.au/statistics/classifications/osca-occupation-standard-classification-australia/2024-version-1-0/browse-classification/3/34/341/3412>
- <https://www.abs.gov.au/statistics/classifications/osca-occupation-standard-classification-australia/2024-version-1-0/browse-classification/3/34/341/3412/341231>

Further to this, the current requirement for someone to be able to register, work and use the title of Veterinary Nurse (Registration category – General Veterinary Nurse) in the state of Western Australia requires recognition of minimum education standards and recognised qualifications. We would also like to see the skills level for the occupation of **341231 Veterinary Nurse** increased from level 3 to a level 4, to ensure alignment with current legislative requirements, industry standards and the competencies required for practice.

- <https://www.abs.gov.au/statistics/classifications/osca-occupation-standard-classification-australia/2024-version-1-0/browse-classification/3/34/341/3412>
- <https://www.abs.gov.au/statistics/classifications/osca-occupation-standard-classification-australia/2024-version-1-0/browse-classification/3/34/341/3412/341231>
- <https://www.vnca.asn.au/about-veterinary-nursing/what-is-a-veterinary-nurse/>
- <https://www.vnca.asn.au/news-item/17909/updates->
- <https://www.vnca.asn.au/vnca-day-one-competency-standards/>

171333 - Veterinary Practice Manager

A Veterinary practice manager is not required to be a veterinarian and veterinary nurse. Current occupation advertising for a practice manager often reflects the job role and skills of an advanced veterinary nurse (Senior Vet Nurse / Head Vet Nurse) and requires a skilled and experienced person to provide team leadership versus team management.

A Veterinary practice manager needs to have skills in Human Resourcing and Management. This highlights the importance of establishing clear and appropriate qualification requirements, as well as the need to prioritise the upskilling of current veterinary nurses to the Advanced Nurse category. However, in Western Australia, there is currently a lack of sufficient courses available to support registration in this category.

With regards to the occupation of a Veterinary Practice manager, we believe there are enough qualified persons with appropriate qualifications and skills to locally fill these roles.

- https://www.kookaburravets.com/Australia/Oznurses_PMs.htm
- <https://www.seek.com.au/Veterinary-Manager-jobs/in-Western-Australia-WA>

We would welcome any further discussion regarding this submission or other matters relating the veterinary industry.