



National guidance document on the engagement of private veterinarians during an emergency animal disease (EAD) response

National Framework for the Engagement of Private Veterinary Practitioners Task Group

Animal Health Committee

1 Purpose

This document provides guidance and essential information for private veterinarians, veterinary practices, and government agencies to assist with engaging veterinarians during emergency animal disease (EAD) responses.

2 Background

Significant EAD responses are expected to require large numbers of personnel. During the 2007-08 equine influenza response, large numbers of veterinarians from the private sector were employed to perform field operations and a smaller number were employed to assist in control centres. There were a number of challenges relating to the consistent recruitment and engagement of private practitioners and other veterinarians during this outbreak. This could jeopardise veterinary engagement in future responses.

Consequently, the Australian Government Department of Agriculture, Fisheries and Forestry (the Commonwealth) and the Animal Health Committee (AHC) established the Private Practitioner Engagement Working Group to resolve issues such as the need for national standardised processes on remuneration, contractual arrangements, recruitment processes, and employment conditions. In 2023, AHC established a working group to review the document and develop this updated version.

This guidance document will be reviewed every three (3) years by AHC. Remuneration rates will be adjusted in accordance with the Commonwealth Department of Agriculture, Fisheries and Forestry enterprise agreement.

3 Engagement methods

There are two methods private veterinarians may be engaged by a jurisdiction, during a response:

- 1) Government employee: The veterinarian is engaged directly by the responding jurisdiction (relevant state or territory government’s Department of Agriculture/Primary Industries) as a government employee on either a temporary or casual basis.
- 2) Contractor: The veterinarian or practice is directly contracted by the responding jurisdiction to perform specified services to support the response. The contract may be entered into with an individual or practice.

3.1 Commonwealth’s role

The Commonwealth will provide support to the responding jurisdiction(s) for cross-jurisdictional resource deployment, secondments, and managing international emergency veterinary reserves.

3.2 Contractor versus employee

The following table outlines the key differences between being engaged as a contractor and a government employee. This comparison is provided to assist jurisdictions and private veterinarians or practices to determine the conditions of engagement that best suit their needs.

The aim is to maintain flexibility in the engagement options for different situations. However, it is important to note that there are some roles in an EAD response where private veterinarians will usually be engaged as government employees, rather than as contractors (irrespective of their preference). For example, positions within a control centre are better suited to an employer-employee arrangement, as people will be performing defined roles under a command-and-control structure. As an employee, the employer has the right to direct how, when, where, and who is to perform the work and the employee is paid for the time they work.

By contrast, a contractor is paid for delivery of a service under a contractual arrangement. Contract arrangements are better suited for the services performed in the field, such as sample collection, field surveillance, or vaccination.

This is an important distinction to avoid potential complications at a later date. Under Common Law, a court may determine that a person is in fact an employee (and entitled to all employee benefits such as leave and superannuation) even if they were engaged as a contractor. A key factor in deciding if a worker is an employee is the degree of control that can be exercised over the worker. If the payer has the right to direct how, when, where, and who is to perform the work, the worker is likely to be determined to be an employee.

Further information on contractor and employees can be found on the Australian Taxation Office (ATO) website here - [Difference between employees and contractors](#).

Table 1 Comparison of direct employee versus contractor

	Employee	Contractor
Types of roles suitable	May be utilised for most roles within an EAD response (refer to Appendix A).	Suitable for roles where the veterinarian works relatively independently in providing services (normally in the field). For example, conducting vaccination or surveillance within a defined area.

	Employee	Contractor
Remuneration rates	<p>Private practitioners will be employed under existing jurisdictional industrial awards, which will vary from state to state. However, indicative salary levels have been agreed to by jurisdictions based on the veterinarian’s relevant experience and in line with Commonwealth science and veterinary salary levels (current as at November 2022):</p> <ol style="list-style-type: none"> 1) \$98,072 per annum (APS6.04). Applies to private practitioners that may have less than five years relevant experience. 2) \$105,073 per annum (APS6.06). Applies to private practitioners with greater than five years relevant experience or appropriate area/s of expertise. 3) \$124,609 per annum (APS6.08). Applies to private practitioners with more than five years of relevant experience, plus completion of additional training for roles in a control centre. <p>The actual salary levels used by jurisdictions will depend on their industrial award but will be as close as possible to the relevant Commonwealth salary levels.</p>	<p>Contracted private practitioners will be paid a rate of \$223.65 per hour excluding GST. This is based on the hourly rate for a level three employee, with a multiplier of 3.5 applied.</p> <p>The billable activities for the hourly rate will be detailed within the contract for the service to be provided. This is likely to cover the time from when veterinarians leave their base, perform the work and return including the required paperwork to deliver that service e.g., surveillance or sample collection forms. Induction training to the response is considered a billable activity.</p> <p>Activities that are likely to be considered non-billable are those that are considered the responsibility of the contractor to provide to support delivering the service such as invoicing, sourcing supplies, booking field visits, managing staff (such as work health and safety requirements) and training to provide a level of technical competence (such as blood collection).</p> <p>Depending on the response there may be some flexibility in whether activities are considered billable, and this will be detailed in the contract.</p> <p>Alternative rates may be negotiated for highly specialised roles, or more temporary work.</p> <p>To retain flexibility in certain circumstances, alternate methods may be utilised such as rates set for work performed, rather than an hourly rate. The appropriate rate would be determined at the time by Consultative Committee on Emergency Animal Disease (CCEAD) on the jurisdiction’s recommendation.</p>
Overtime entitlements	<p>Overtime will be paid for work over and above standard work hours (7-8 hours per day depending on the jurisdiction). An example of normal working hours may be from 8am to 4pm.</p> <p>Actual rates may vary slightly between jurisdictions, according to the applicable award, but generally include:</p> <ul style="list-style-type: none"> • Monday-Saturday at time and a half for the first 2-3 hours, then double time • Sunday at double time, and • public holidays at double and a half time. 	<p>No overtime rates apply. However, contractors will be paid at the standard hourly rate for all time worked.</p>

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	Employee	Contractor
	Note that overtime in most jurisdictions is paid irrespective of the grade at which the person is employed. That is, the entitlement is calculated using a salary level that caps the maximum value of the overtime entitlement.	
Insurance requirements	Employer covers any insurance requirements.	It is the responsibility of the contractor to carry Professional Indemnity (\$10 million), Public Liability (\$10 million) and workers compensation (if employing staff). Personal accident cover and motor vehicle insurance (if using own vehicle) is also recommended. <i>Note: It is the responsibility of the contracted veterinarian or practice to determine their most suitable insurance option. Some commercial insurance companies offer an emergency response insurance package.</i>
Other employment conditions	Superannuation, workers compensation and leave entitlements apply and are in addition to the indicative salary levels.	The contractor rate is all inclusive and no additional employee entitlements are payable. It is the responsibility of any veterinary practices who employ veterinarians to pay this as per industrial requirements.
Motor vehicle – for use within the response activities	A motor vehicle will generally be supplied if required, although mileage rates will be paid for private vehicles if necessary.	Contractors will use their own vehicle and be paid mileage at the standard ATO rate (refer to ATO rate). In some circumstances a government vehicle may be supplied.
Supply of equipment	All personal protective equipment and consumables etc will be supplied.	Supply of equipment such as personal protective equipment and basic consumables will be the responsibility of the contractor. However, equipment may be supplied by the control centre and paid for by the contractor to ensure efficiency, biosecurity and consistency. Response key consumables, for example vaccine, will be paid for and supplied by the control centre. These details will be specified within the contract.
Travel from home to response (control centre), accommodation and meal allowances	The jurisdiction will pay for standard accommodation rates when living away from home when deployed from or at a control centre. Bulk accommodation will often be arranged and paid for by the control centre. Standard meal allowances apply where meal purchase is necessary. No meal allowance when meals are supplied. Reasonable travel expenses from home to the place of employment (i.e.	Same as for employee.

	Employee	Contractor
	response control centre) and return will be paid.	
Certainty of Employment	Employees will be appointed full-time or part-time for a fixed term during the EAD response or may be employed on a casual basis. The jurisdiction will attempt to provide the private veterinarian with an estimate of the engagement duration.	The allocation of work is at the discretion of the control centre. The jurisdiction will provide the private veterinarian with an estimate of the engagement duration, as this helps to determine whether they are able to assist. The contract may also stipulate the duration length.

Note: Where it has been indicated that a particular entitlement may vary between jurisdictions, it is recommended that the veterinarian seeks clarification at the time of employment or contract development during the response.

4 Review process

The remuneration rates for veterinarians in EAD responses will be reviewed in accordance with the Commonwealth Department of Agriculture, Fisheries and Forestry enterprise agreement. The above salary and contract rates will be indexed according to changes in the Commonwealth salary levels for APS6.04, APS6.06 and APS6.08. This policy will be reviewed by AHC every three years.

It should be noted that if a jurisdiction for some reason pays employees or contractors at a rate higher than agreed nationally, then the difference may not be reimbursed back to the jurisdiction under national cost-sharing arrangements.

5 Potential roles for private veterinarians in an EAD response

With the appropriate training and skills, private veterinarians can undertake a range of roles in an EAD response. However, traditional roles for private veterinarians coming into an EAD response include performing field surveillance or vaccination.

A list of likely roles that private veterinarians may perform in a control centre or in the field is provided in [Appendix A](#). However, as indicated above, it is most likely that for work in a control centre, private veterinarians will be engaged as government employees.

6 Initial engagement

Engaging private veterinarians will most likely occur through the responding state or territory government's logistics unit. However, initial contact may occur through a variety of means, for example, through the jurisdictional veterinary registration boards, Australian Veterinary Association, local jurisdictional contacts, the Commonwealth or an employment agency.

Prior to formal engagement, the state or territory government will provide private veterinarians with appropriate information regarding the specifics of the response, the role(s) they will be expected to perform, approximate duration of employment or contract, and as much detail as possible concerning the proposed contractual or direct employment arrangement.

7 Veterinary Liaison Officer

A Veterinary Liaison Officer function will be undertaken by an officer employed by the responding jurisdiction to keep all private veterinarians in the region up-to-date with current developments and service the information needs of individual private veterinarians working on contract. Employed veterinarians would engage through their supervisor.

8 Induction and training

The induction unit within the State Coordination Centre (SCC) or Local Control Centre (LCC) will provide briefings on several things, including the nature of the disease, the operational plan, the current situation, the centre structure, workplace health and safety arrangements, local topography and demography, and conditions of employment. At induction into the SCC or LCC, new arrivals must also be processed to record their personal details and to inform them of personnel matters such as finance, transport, and accommodation arrangements.

The induction unit works closely with the Training Section. New employees or contractors may be required to undertake training in the specifics of the roles that they will be performing.

Providing this training is the responsibility of each section manager within the Control Centre. In large outbreaks, a dedicated training officer may be in place for each section.

9 Contractor obligations and performance criteria

For private veterinarians or practices engaged as contractors, the contract will specify the services to be performed such as:

- Carry out veterinary duties in accordance with the Emergency Animal Disease Response Plan as directed by the Response Controller/Chief Veterinary Officer/Director or Section Manager.
- Details of the specific role the contractor will fulfill, for example, sample collection, field surveillance, vaccination, or other services, as directed.
- Any specific performance criteria and/or performance management arrangements may also be detailed in the contract.

Note that the contract specification may be quite general, especially early in a response.

An additional guidance document will outline the key elements that jurisdictions have agreed to include in all contracts to be used when engaging private veterinarians or practices as contractors.

In performing the contracted services, private veterinarian or practice contractors have a number of obligations, namely to:

- 1) Perform the services with professional skill and care.
- 2) Comply with applicable government policies, guidelines, requirements, and directions (as provided during induction and training). In particular, observe appropriate personal protective equipment and biosecurity procedures/controls.
- 3) Maintain proper records and provide timely and accurate reports as required.

- 4) Comply with applicable workplace health and safety legislation, procedures, and guidelines.
- 5) Observe appropriate 'stand down' times following contact with infected animals (see [section 15](#)).
- 6) Do not make public statements (including via social media) unless approval is provided. Preferably direct all media enquiries to the appropriate communications/media area.
- 7) Ensure that critical comments on the response are not made public but rather addressed to the appropriate section in the control centre or through the Veterinary Liaison Officer.
- 8) Disclose any actual or potential conflicts of interest. Examples could include conducting surveillance on properties owned by family members or where the contractor has a financial interest; provide preferential service (e.g., vaccination) to existing clients. Private veterinarian and practice contractors must not carry out business considered a conflict of interest or might appear to be a conflict of interest unless permitted by the contracting party (the jurisdiction).
- 9) Maintain confidentiality with respect to parties affected by the response and documents or information pertaining to the response, unless specifically given permission to do otherwise, or required by legislation.
- 10) Not release laboratory results (including to animal owners) without approval.

Note: Item 3, reporting is perhaps the most common area where problems have occurred in the past. Providing timely and accurate reports is essential for an EAD response to be managed effectively. Continued poor performance in this area may result in the contract being terminated.

All jurisdictions also have a Code of Conduct for employees which would also be expected to be observed by private veterinarian and practice contractors. The Code of Conduct generally covers principles of integrity, responsiveness, impartiality, accountability, respect, and human rights.

10 Engagement of auxiliary staff

Opportunity may exist to engage private veterinary practice auxiliary staff (for example veterinary nurses) in non-veterinary roles during an EAD response.

11 Professional registration

Private veterinarians who are contractors or employees must comply with veterinary registration requirements for the relevant jurisdiction. Under most situations, the National Recognition of Veterinary Registration should apply: [Working across jurisdictions – AVBC](#).

For those private veterinarians requiring registration, the jurisdiction will work with the appropriate Veterinarian Surgeons Board to expedite registrations.

If fees are required to be paid under legislation, the jurisdiction may reimburse these back to the veterinarians who are government employees.

Note that registration may not be required for some roles, particularly in control centres.

12 Indicative duration of engagement

It is understandable that private veterinarians will want some indication of how long their services will be required as either employees or contractors. However, it may not be possible to estimate the duration of the response. The control centre will attempt to provide an indicative duration based on the EAD situation. This will become clearer as the response progresses but may be very uncertain in the early stages.

To cater for this uncertainty, contracts may be open ended, with clear termination clauses (in the case of the response being terminated); or alternatively, a series of short-term contracts may be offered.

Note that an employment period will be stated for those engaged as temporary employees.

13 Work times and duty periods

For employees, duty periods will be specified by the supervisor. As EAD responses generally exert intense pressure on staff and long work days are experienced, mandatory rest periods are enforced (generally after five or seven days' duty).

Private veterinary contractors will be responsible to set their own work times. However, individual contractors are required to comply with applicable workplace health and safety legislation, procedures, and guidelines. Excessive long workdays/periods, including long distance driving, must be managed to ensure that work health and safety requirements are met.

14 Variations to contract

The ability will exist to vary contracts to cater for the changing circumstances of the EAD response. The terms for such variations will be set out in the contract. There will also be the flexibility to change from a contract to an employee arrangement if this suits both parties.

15 Stand down times

Stand down times (that is the time that private veterinarians should stay away from non-infected, susceptible species after visiting an infected or at-risk property) may apply and will vary depending on the disease. For example, the agreed minimum stand down period following the last UK foot and mouth disease (FMD) outbreak was 28 hours. Private veterinarians may choose to self-impose longer periods to provide additional comfort to their clients.

In principle, a contractor bears this risk and the cost of the stand down time. However, it may be possible to minimise the impact, for example, alternative contractor duties may be offered. In some cases, the stand down time can be accommodated within normal rest periods.

16 Dispute resolution

Private veterinarian and government cultures are different and this needs to be recognised by both parties. The philosophy of EAD response management is underpinned by the Australasian Inter-service Incident Management System (AIIMS) with 'command, control and coordination' principles used in all emergency responses (for example natural disasters). The [AUSVETPLAN Control Centres](#)

[Management Manuals](#) outline the management arrangements for emergency animal diseases in Australia.

In contrast to the command, control and coordination approach, private veterinarians are used to acting independently and making their own decisions about necessary courses of action. Discipline to carry out functions as specified in the response plan and as directed by supervisors, is essential. To ensure that private veterinarians understand their obligations, a thorough induction process is required, as well as ongoing briefings and use of standard operating procedures (SOPs).

Despite the above, there may be times when a private veterinarian working in a response has concerns with particular aspects of the response or how it is being managed. It is important that these views are heard and, if necessary, addressed. However, this must occur in a respectful way. As outlined in [section 9](#), it is not appropriate to voice concerns or adverse opinions publicly, as this may lead to a loss of public confidence in the overall response.

Options available to veterinarians to voice any concerns include:

- Minor issues may be able to be discussed and addressed at briefing sessions.
- For more significant issues, the first point of contact should be either the employee's supervisor, or in the case of contractors, their primary contact in the section to which they are assigned.
- If there is no satisfactory resolution, then a meeting with a higher-level manager such as the section manager or the Controller/Director may be requested.
- The veterinary liaison officer may also be able to assist, particularly for overall issues facing employed and contracted private veterinarians and policy issues.
- A formal conflict resolution process will also be set out in the engagement contract.

Appendix A: Potential roles for private veterinarians during an EAD response

The positions or functions in the following table are those where a private veterinarian may fill the role.

State Coordination Centre (SCC)

The State Coordination Centre (SCC) has primary responsibility to coordinate activities across the state/territory, in accordance with the strategic direction provided by the Chief Veterinary Officer (CVO), Consultative Committee on Emergency Animal Disease (CCEAD) and National Emergency Animal Disease Management Group (NMG).

Table A1 State Coordination Centre (SCC) roles

Function	Brief description	Notes
SCC Coordinator	<p>Coordinate the response from a state/territory perspective and manage the SCC and the Coordination Management Team (CMT).</p> <p>Must have a balanced knowledge of the scientific, political, legal, management, and industry aspects of a major EAD response.</p>	Private veterinarians are unlikely to fill this role unless they have gained sufficient experience during a response or previous government employment.
SCC Planning Function	<p>Coordinate and developing strategic plans for control and eradication, as well as supporting actions. Planning functions may include:</p> <ul style="list-style-type: none"> • Technical analysis including Epidemiology • Response planning • Resource planning • Situation and assessment • Legal • Information systems • Mapping and Geographical Information System (GIS) • Animal welfare 	Private veterinarians are unlikely to lead this area unless they have gained sufficient experience during a response or previous government employment. Private veterinarians may be employed to fill a team member role.
SCC Technical Analysis – Epidemiology Function	<p>Provide wide-ranging specialist technical advice to the SCC and LCC functional areas to support eradication and control activities. Technical functions may include:</p> <ul style="list-style-type: none"> • Collect and analyse epidemiological data • Provide intelligence needed to determine the extent and pattern of infection in the outbreak, and the possible mechanisms by which the disease may spread • Provide information required to plan the disease control strategy, such as movement restrictions, 	Private veterinarians are unlikely to lead this area unless they have gained sufficient experience during a response or previous government employment. Private veterinarians may be employed to fill a team member role.

Function	Brief description	Notes
	tracing, surveillance, and vaccination.	
SCC Animal Welfare Function	Ensure animal welfare standards are adhered to and applied consistently.	
SCC Operations Function	Coordinate and standardise all disease control measures within the jurisdiction including identify resources, potential problems, and develop solutions. Operations can include (but not limited to) investigations, surveillance, laboratory, movement controls, tracing, infected premises, and vaccinations.	Private veterinarians unlikely to lead this section unless they have gained sufficient experience during a response or previous government employment. Private veterinarians may be employed to fill a team member role.
SCC Veterinary Liaison	Provide the official conduit between the SCC Crisis Management Team (CMT) and the veterinary community so that private veterinary practitioners, contractors and associations are fully aware of the disease control measures being implemented and state-wide concerns are addressed.	
SCC Public Information Management	This section is responsible for establishing and maintaining all SCC public information functions.	Private vets unlikely to lead this section unless have gained sufficient experience during a response or previous government employment. Private veterinarians may fill a team member role.

Local Control Centre (LCC)

One or more LCCs may be established (or in some cases it may be combined with the SCC). A LCC has primary responsibility for planning, conducting and supporting all operational activities in its geographic area/s of responsibility consistent with the strategic direction provided by the SCC.

Table A2 Local Control Centre (LCC) roles

Function	Brief description	Notes
LCC Controller	Plan, implement and manage overall operational aspects of a response.	Private vets unlikely to fill this role unless have gained sufficient experience during a response or previous government employment.
LCC Planning	Collect, collate, analyse or interpret and disseminate information within the LCC. Provide information that contributes to the situational awareness of all personnel involved in the response. Develop the operational level plans necessary to implement the strategies/policies provided by the SCC. Specific areas include: <ul style="list-style-type: none"> • Technical Analysis – Epidemiology 	Private veterinarians unlikely to lead this area unless they have gained sufficient experience during a response or previous government employment. Private veterinarians may be employed to fill a team member role.

Function	Brief description	Notes
	<ul style="list-style-type: none"> • Technical Analysis – Other Specialties • Response planning • Resource planning • Situation and assessment • Legal • Information systems • Mapping and GIS • Animal welfare 	
LCC Technical Analysis – Epidemiology	<p>Provide epidemiological knowledge and experience that supports response activities.</p> <p>Collect technical data about the incident and undertake analysis to anticipate rates of spread, impact etc, and predict the escalation or de-escalation of an incident.</p> <p>Provide intelligence that assists with decision making and planning of activities, such as movement restrictions, tracing, surveillance, and vaccination.</p>	Private veterinarians unlikely to lead this area unless they have gained sufficient experience during a response or previous government employment. Private veterinarians may be employed to fill a team member role.
LCC Response Planning	Operational planning for areas allocated as the responsibility of the LCC. Works closely with the LCC Operations function and will have primary responsibility for compiling and maintaining the LCC Incident Action Plans.	Private veterinarians unlikely to lead this area unless they have gained sufficient experience during a response or previous government employment. Private veterinarians may be employed to fill a team member role.
LCC Animal Welfare	Ensure animal welfare standards are adhered to within the LCC’s assigned area of responsibility and any issues are addressed should they occur.	Private veterinarians may be employed to fill this role.
LCC Operations	Task and apply resources required for an incident response, in order to achieve the operational objectives set by the LCC Controller. Undertake all field disease control measures within the LCC assigned area of responsibility. LCC Operations may assume State Coordination Centre (SCC) Operations functions with the agreement of the SCC Coordinator.	Private veterinarians unlikely to lead this area unless they have gained sufficient experience during a response or previous government employment. Private veterinarians may be employed to fill a team member role.
LCC Operations Management	Establish and maintain all LCC operational functions.	Private veterinarians unlikely to lead this area unless they have gained sufficient experience during a response or previous government employment. Private veterinarians may be employed to fill a team member role.
LCC Investigation	Direct and manage field surveillance, tracing, and laboratory data collected within the assigned area of responsibility of the LCC.	Private veterinarians may be employed to fill this role.

Function	Brief description	Notes
LCC Laboratory	Maintain records showing the flow of samples from field personnel to all laboratories, within the laboratory system, and ensuring all samples are transported within legislative requirements.	Private veterinarians may be employed to fill this role.
LCC Surveillance	Provide surveillance operations undertaken by the LCC, including develop response biosecurity surveillance measures, and ensure all Workplace Health and Safety requirements are followed by surveillance personnel.	Private veterinarians may be employed to fill this role.
LCC Infected Premises Operations	Provide overall response biosecurity measures including coordinate the valuation, destruction, disposal, and decontamination/disinfection on Infected Premises (IPs) and Dangerous Contact Premises (DCPs).	Private veterinarians unlikely to lead this area unless they have gained sufficient experience during a response or previous government employment. Private veterinarians may be employed to fill a team member role.
LCC Case Manager	Provide a primary contact point for producers with animals returning positive laboratory results. Provide wide-ranging specialist, technical, operational, or scientific advice to affected producers in planning on-farm response activities and in providing other support as required.	Private veterinarians unlikely to fill this role unless they have gained sufficient experience during a response or previous government employment.
LCC Other Field Operations	Coordinate and develop operations that are outside the programs being undertaken by other functions within the LCC, including: vaccination and medication, vector control, and wild animal control.	Private veterinarians unlikely to lead this area unless they have gained sufficient experience during a response or previous government employment. Private veterinarians may be employed to fill a team member role.
Forward Command Post (FCP)	One or more FCPs may be established to manage field activities within a finite geographic area. FCPs are usually established where it is impractical for field personnel to work out of a LCC due to the remoteness of the location.	Private veterinarians unlikely to lead this area unless they have gained sufficient experience during a response or previous government employment. Private veterinarians may be employed to fill a team member role.
Field surveillance teams	Discover unreported or undetected foci of infection within the Restricted Area (RA) and other areas as required. Determine the health status of at-risk stock on properties visited. Advise stock owners about precautions to take to minimise the risk of disease, etc. Quarantine and secure stock found with suspicious clinical signs, and immediately notify the LCC.	Private veterinarians may be employed or contracted to fill this role.

Function	Brief description	Notes
Field Destruction Team	Plan and implement a program for the humane and efficient destruction of infected and susceptible animals on the infected property.	Private veterinarians may be employed or contracted to fill this role.
Field Vaccination/Medication Teams.	Implement a vaccination or treatment program on designated livestock properties.	Private veterinarians may be employed or contracted to fill this role.
Laboratory Team	Perform diagnostic tests in a laboratory approved for the purpose.	Private veterinarians may be employed to fill this role.
LCC Veterinary Liaison	Provide the official conduit between the LCC Incident Management Team (IMT) and the veterinarian practitioners who are involved in, or affected by the response, to support LCC operations.	Private veterinarians may be employed to fill this role.
SCC Public Information Management	Manage public information generated from and received by the LCC.	Private veterinarians unlikely to lead this area unless they have gained sufficient experience during a response or previous government employment. Private veterinarians may be employed to fill a team member role.

Detailed job descriptions are provided in the AUSVETPLAN management manuals (particularly part 2: [Operational centres: functions and linkages](#)) which can be found on the [Animal Health Australia website](#).

Acknowledgement of Country

We acknowledge the Traditional Custodians of Australia and their continuing connection to land and sea, waters, environment and community. We pay our respects to the Traditional Custodians of the lands we live and work on, their culture, and their Elders past and present.

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