

# NZVNA 2025

ANNUAL REPORT



Through collaboration and advocacy, we support, inspire and advance Allied Veterinary Professionals in Aotearoa New Zealand



New Zealand  
**Veterinary  
Nursing**  
Association

## OUR VALUES:

- COMPASSIONATE • CONNECTED
- FUTURE-FOCUSED • PROFESSIONAL
- RESILIENT



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*Photo by Angie Ormsby*

## STRATEGIC PLAN 2025

### Introduction

The past year has been one of growth, collaboration, and meaningful progress for veterinary nurses and allied veterinary professionals across Aotearoa. As an association, we have strengthened industry partnerships, expanded member benefits, and achieved significant advocacy wins that advance our profession. From launching new awards to delivering professional development opportunities and championing diversity, NZVNA continues to lead with purpose and pride. This report highlights the key achievements and initiatives that shaped 2025.

### From the President

2025 was a year of growth for the NZVNA – not just with our membership numbers, but also with the number of engagements with our members, including our roadshow, and an increasing number of webinars. 2025 also saw the appointment of our first General Manager, marking a significant step forward in the governance and administration of the association. It has been an exciting year for allied veterinary professionals, and I am excited to continue to lead this exceptional organisation through 2026.

### From the General Manager

I was delighted to be appointed General Manager of the New Zealand Veterinary Nursing Association in November 2025. While my tenure during the 2025 reporting period has been brief, it has been a valuable time of listening, learning, and gaining a clear understanding of the Association's strengths, challenges, and opportunities.

The 2025 year reflects the ongoing commitment of the Executive Committee, members, and partners to advancing the veterinary nursing profession in Aotearoa and I would like to acknowledge and thank all those who have contributed their time, expertise, and passion to supporting the Association and its members throughout the year.

Looking ahead to 2026, the focus will be on strengthening organisational foundations, improving member engagement and value, enhancing governance and operational systems, and progressing initiatives that support professional recognition, wellbeing, and career development for veterinary nurses. I look forward to working closely with the Executive Committee, members, and stakeholders in the year ahead to build on this momentum and support a strong and vibrant future for veterinary nursing in New Zealand.

“As an association, we have strengthened industry partnerships, expanded member benefits, and achieved significant advocacy wins that advance our profession.”



Photo by Kritika Gopal

“ It has been such a fulfilling year for all of us ”

### Key Priorities of 2025

**Professional Advancement:** We strengthened professional advancement by investing in our members through awards, grants and membership benefits.

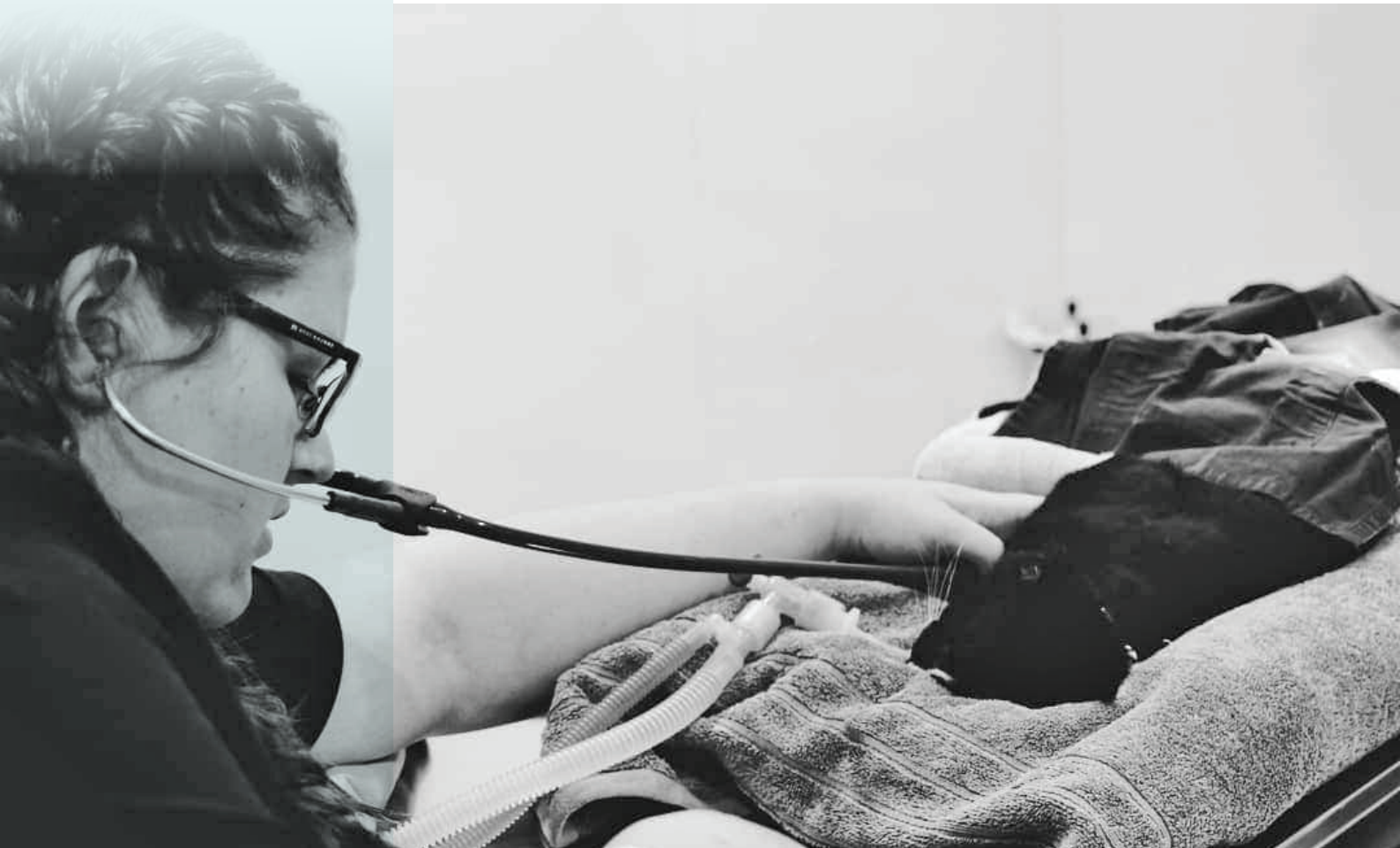
**Media and Marketing:** Media and Marketing were prioritised to strengthen visibility, engagement, and the Association’s public profile.

**Finance and Risk:** We prioritised finance and risk to ensure prudent stewardship, resilience, and long-term sustainability.

**Executive Committee:** The Executive Committee was prioritised to strengthen leadership and decision-making.

### NZVNA Executive Committee

On behalf of the NZVNA Executive Committee, we are proud to reflect on an incredibly rewarding 2025. Throughout the year, committee members volunteered countless hours to collaborate and deliver meaningful opportunities and benefits for our members. From webinars and conference events to scholarships, awards, and our very first national roadshow, we worked together with a shared commitment to supporting and uplifting the veterinary nursing community. It has been such a fulfilling year for all of us, and we feel truly privileged to be able to give back to the profession we care so deeply about.



## OUR PARTNERS

### Partners & Sponsors

The New Zealand Veterinary Nursing Association (NZVNA) thrives thanks to the strong support of our industry partners and sponsors. Their collaboration not only provides invaluable financial backing but also amplifies our reach and impact within the veterinary nursing community.

### Industry Partnerships

NZVNA offers tiered partnership levels—Bronze, Silver, Gold, and Platinum—based on contribution tiers of \$5,000 to \$20,000. These opportunities allow our partners to effectively engage with veterinary professionals and promote new products, services, or events through advertising in the NZVNA Journal and e-newsletter.

“The New Zealand Veterinary Nursing Association (NZVNA) thrives thanks to the strong support of our industry partners and sponsors.”

## THANK YOU TO ALL OUR INDUSTRY PARTNERS



PLATINUM



GOLD



Transforming Lives™



SILVER



BRONZE



## THANK YOU TO THE VET NURSES ANNUAL AWARDS DINNER SPONSORS



Proddly New Zealand Owned

“ Over \$15,000  
worth of CPD  
funding was paid  
to members ”

## MEMBER UPDATES AND HIGHLIGHTS

### Awards, Grants, and Scholarships

#### *New Awards Launched:*

- Workplace Wellbeing Champion Award (supported by Royal Canin)
- Clinical Excellence Award (supported by Boehringer Ingelheim)

#### *Vet Nurse of the Year:*

- We had a very successful year of nominations with over 40 excellent nominations received for the 2025 award.
- Congratulations to Alex Flowers, our deserving winner this year. Alex works at the Animal Referral Centre in Auckland in the Radiology department and was nominated by multiple people. Alex is highly thought of in her workplace and shares her immense knowledge with colleagues and extends this to other vet nurses by presenting talks frequently. Her nominations highlighted these enormous contributions to the veterinary industry.

#### *Conference Support:*

- Nine members supported attending this conference through competitions and awards.
- One member supported to attend VNCA Conference in Australia, alongside an NZVNA executive committee member.

#### *CPD Grants:*

- Over \$15,000 worth of CPD funding was paid to members.



Photo by Rebekah Heenan

**Roadshow:**

The NZVNA’s first national roadshow, delivered in collaboration with CAV and AVPRC, travelled to six key locations across Aotearoa: Auckland, Tauranga, Palmerston North, Nelson, Christchurch, and Invercargill. Two Executive Committee members attended each event.

The roadshow provided veterinary professionals with a valuable opportunity to connect, learn, and share knowledge. Attendees heard presentations from NZVNA and AVPRC, followed by a session from Dr. Sarah Heath on Providing Comprehensive Veterinary Care for Cats. The events also highlighted the importance of AVP registration and regulatory requirements, while giving attendees the chance to meet Executive Committee members, ask questions, and learn more about the benefits of NZVNA membership.

Overall, the roadshow helped foster a united, compassionate, and forward-looking community of veterinary professionals across New Zealand. While attendance from veterinary nurses was lower than anticipated at several locations, the initiative provided valuable engagement opportunities and insights to inform future events.

“ Overall, the roadshow successfully brought together a united, compassionate, and future-focused community of veterinary professionals across New Zealand... ”



“ This year’s NZVNA Remuneration and Wellbeing Survey provides a critical snapshot of the realities facing veterinary nurses and allied veterinary professionals across Aotearoa. ”

## Member Benefits

### Discounts & Perks:

- Perks Card, Kora Card, and Specsavers discounts widely used by members.

### Professional Development:

- 11 free webinars delivered, attracting 1,000 registrants globally.
- Over 100 members participated in the Emerging Leaders Programme (Royal Canin & The Lincoln Institute).
- Seven blog posts published on the relaunched NZVNA blog.
- The New Zealand Veterinary Nurse Journal continues as a key resource for case studies and articles.

### Wellbeing Support:

- Over 80 hours of free counselling was provided to our members via Telus Health.

### Membership Growth:

- Membership increased from 1400 in Dec 2024 to 1441 in Dec 2025

## Remuneration and Wellbeing Survey

This year’s NZVNA Remuneration and Wellbeing Survey provides a critical snapshot of the realities facing veterinary nurses and allied veterinary professionals across Aotearoa. With 459 respondents (a 32% response rate), the findings highlight both progress and persistent challenges in remuneration, wellbeing, and career sustainability.

## Key Insights

### Pay and Hours:

Most respondents (84%) earn an hourly wage, with full-time rates ranging from \$24 to \$46 per hour (mean \$31.19). However, many are working beyond contracted hours—41% of those contracted for 30–40 hours actually work more than 40 hours weekly, and 25% reported an increase in hours over the past year. Despite this, 61% do not believe they are paid fairly, and the profession Net Promoter Score (NPS) sits at –61, indicating low likelihood of recommending veterinary nursing as a career.

### Professional Advancement:

While 64% hold a Diploma as their highest qualification and 58% maintain an annual practicing certificate, only 30% are currently studying or planning further education. Less than half (46%) see a clear career path, and 30% expect to leave the profession within five years.

### Wellbeing and Workplace Culture:

Positives include strong team support—88% feel supported by colleagues and 66% by employers—and psychological safety, with 80% confident to speak up about mistakes. However, wellbeing concerns persist: 37% report feeling burnt out most of the time, 27% lack work-life balance, and 23% find stress unmanageable.



Photo by Sarah Ellesme

**Integration and Role:**

Veterinary nurses continue to perform a wide range of clinical tasks, spending most of their time on anesthesia monitoring (80%), catheter placement (63%), and diagnostic sampling (54%). Access to CPD remains highly valued, with an 85% rating as the most important NZVNA membership benefit.

**What This Means**

The survey underscores the urgent need for fair remuneration, structured career pathways, and enhanced wellbeing initiatives. While professional pride and commitment remain strong, the data signals a risk of attrition if these challenges are not addressed. NZVNA will continue to advocate for systemic change, support members through CPD and wellbeing resources, and champion recognition of veterinary nurses as integral members of the veterinary health care team.

**Advocacy****Legal Status & Policy Wins:**

- Supported AVPRC's work toward legal status change for veterinary nurses and AVPs.
- Major advocacy success: reversal of restrictions on sub-gingival scaling, allowing veterinary nurses to perform this procedure again.
- Consultation with VCNZ in Veterinary Nurse Delegations framework

**Campaigns & Partnerships:**

- Taking Animal Health Forward initiative with Boehringer Ingelheim gained national media coverage and sparked sector-wide conversations.
- Roadshow with AVPRC, to reach our members and wider AVP community in person,

**Representation:**

- Active on boards and associations: IVNTA, WSAVA, Companion Animals NZ, Healthy Pets NZ.
- Four executive committee members attended the Veterinary Business Group symposium to ensure AVP voices were heard.

**Diversity & Inclusion:**

- NZVNA took the Pride Pledge during Pride Month, affirming support for queer and rainbow whānau.

“The survey underscores the urgent need for fair remuneration, structured career pathways, and enhanced wellbeing initiatives.”

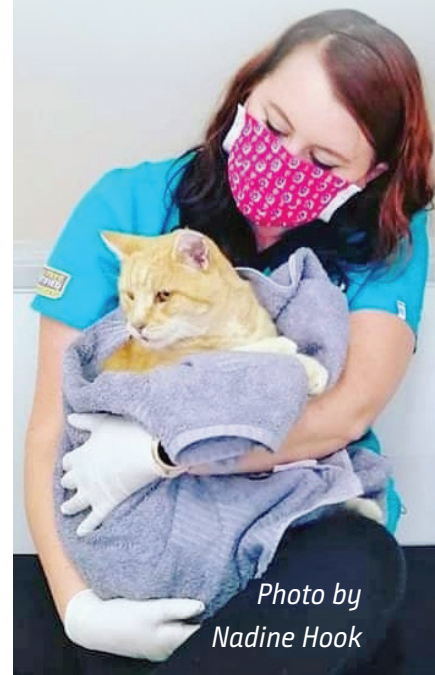


Photo by  
Nadine Hook



“ *Event-based activities also contributed positively* ”

“ *the Executive Committee remains committed to responsible financial stewardship, maintaining adequate reserves, and supporting the ongoing delivery of professional development...* ”

## FINANCE OVERVIEW

For the year ended 31 December 2025

The New Zealand Veterinary Nursing Association (NZVNA) recorded trading income of \$218,633.79 for the 2025 financial year, reflecting stable and diversified revenue streams aligned with the Association’s strategic objectives.

Membership subscriptions remain the Association’s primary income source, generating \$96,420.01 for the year, and this was supported by sponsorship income of \$52,320.00, demonstrating ongoing confidence and engagement from our industry partners. Event-based activities also contributed positively, including vet nurses’ dinner income of \$20,041.28 and conference income of \$17,983.91. Additionally, interest income of \$7,937.80 reflected good management of cash reserves in our investment fund.

After cost of sales of \$16,315.88, primarily relating to website operations, the Association achieved a gross profit of \$202,317.91, maintaining a strong gross margin for the year.

Our total operating expenses were \$221,429.64, reflecting deliberate investment in delivering member value and advancing the profession through costs associated with professional and continuing education, conferences and events, member engagement initiatives, awards and scholarships, and wellbeing programmes that support veterinary nurses across New Zealand.

The Association recorded a net deficit of \$19,111.73 for the year reflecting the strategic decision to spend funds in support of members and the profession, consistent with the Association’s not-for-profit purpose, rather than a focus on surplus generation alone.

While the Association does not operate with a primary objective of profit generation, the Executive Committee remains committed to responsible financial stewardship, maintaining adequate reserves, and supporting the ongoing delivery of professional development, wellbeing initiatives, advocacy, and sector leadership. Overall, the Association enters 2026 with a stable financial foundation and a clear focus on balancing financial responsibility with member impact.



Photo by Casi Renner

## PROFIT AND LOSS

### New Zealand Veterinary Nursing Association

For the year ended 31 December 2025

#### TRADING INCOME

Badges Sold .....	(39.13)
Conference Income .....	17,983.91
Interest Received .....	7,937.80
Journal Advertising .....	130.44
Membership Subscriptions .....	96,420.01
Other Revenue .....	6,966.79
Sales .....	865.19
Sponsorship .....	52,320.00
Vet Nurses Dinner .....	20,041.28
Website and Email Advertising .....	16,007.50
<b>Total Trading Income .....</b>	<b>218,633.79</b>

#### COST OF SALES

Website .....	16,315.88
<b>Total Cost of Sales .....</b>	<b>16,315.88</b>

**GROSS PROFIT .....** 202,317.91

#### OPERATING EXPENSES

Administration Fees .....	36,413.28
AS - CPD Grant .....	11,730.53
AVPRC .....	6,086.96
Bank Fees .....	1,003.99
Clinical Excellence Award .....	2,768.62
Committee Expenses .....	2,868.86
Conference Expenses .....	16,290.37
Consulting & Accounting .....	1,579.15
Continuing Education Expenses .....	0.51
EAP .....	13,122.00
Freight & Courier .....	95.74
Gifts .....	1,474.03
Insurance .....	2,010.00
Journal Expenses .....	11,670.30
Kiwisaver Employer Contributions .....	243.67
Legal Expenses .....	3,923.75
Marketing Support .....	5,222.46
Member Benefit Expenses .....	2,754.00
Member Survey .....	12,936.00
Post Office Box Rental .....	243.48

“ We celebrate  
a year defined  
by progress,  
connection, and  
pride in our  
profession ”



Printing & Stationery .....	675.74
Professional Development - Exec .....	980.96
Professional Development - Members .....	3,087.32
Professional Fees .....	18,129.83
Roadshow .....	6,021.17
Salaries & Wages .....	8,123.08
Scholarships .....	4,380.20
Subscriptions .....	7,581.79
Telephone & Internet .....	394.13
Travel - International .....	1,675.08
Travel - National .....	13,625.65
Vet Nurses Dinner expenses .....	16,710.71
VNOTY .....	5,253.42
Workplace Wellbeing Award .....	3,330.26
<b>Total Operating Expenses .....</b>	<b>222,407.04</b>
<b>NET PROFIT .....</b>	<b>(20,089.13)</b>



## BALANCE SHEET

### New Zealand Veterinary Nursing Association

As at 31 December 2025

#### ASSETS

##### Bank

NZ Veterinary Nursing Assn .....	136,120.74
Online Saver .....	21,091.25
<b>Total Bank .....</b>	<b>157,211.99</b>

##### Current Assets

Accounts Receivable .....	8,715.26
Rutherford Reed Funds Under Management .....	1,050,000.00
<b>Total Current Assets .....</b>	<b>1,058,715.26</b>
<b>Total Assets .....</b>	<b>1,215,927.25</b>

#### LIABILITIES

##### Current Liabilities

Accounts Payable .....	5,303.66
GST .....	(1,959.22)
Mastercard Business Card .....	2,540.77
<b>Total Current Liabilities .....</b>	<b>5,885.21</b>
<b>Total Liabilities .....</b>	<b>5,885.21</b>
<b>Net Assets .....</b>	<b>1,210,042.04</b>

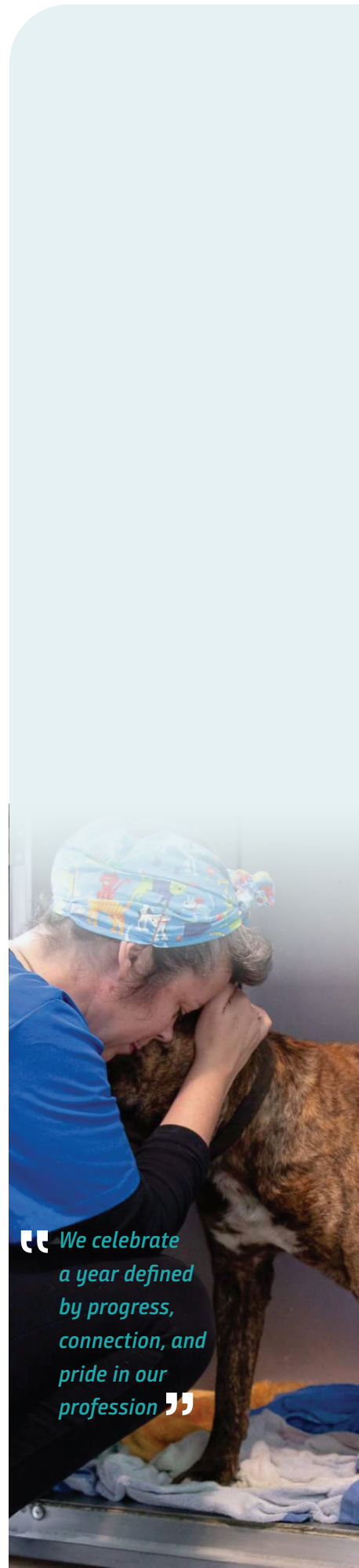
#### EQUITY

Current Year Earnings .....	(20,089.13)
Historical Retained earnings .....	797,296.28
Retained Earnings .....	432,834.89
<b>TOTAL EQUITY .....</b>	<b>1,210,042.04</b>

## WHAT WILL 2026 BRING?

As we close the chapter on 2025, we celebrate a year defined by progress, connection, and pride in our profession. From advocacy wins to expanded member benefits and new opportunities for recognition, NZVNA continues to champion veterinary nurses and allied veterinary professionals across Aotearoa. These achievements are only possible because of you—our members, partners, and supporters. Together, we are shaping for a stronger, more resilient future for our profession.

Thank you for being part of this journey.



“ We celebrate a year defined by progress, connection, and pride in our profession ”

## EXECUTIVE COMMITTEE

### Officers

President - *Laura Harvey*

Vice President - *Yani Sangroniz*

Secretary - *Lisa-Marie McConnell*

Treasurer - *Lisa Hamilton*

### Other Executive Committee Members:

*Michelle Cameron*

*Ellie Clark*

*Luanne Dore*

*Angela Fletcher*

*Wendy Jarnet*

*Meg Jordan*

*Steph Mann*

*Anna McConnell*

*Natalie Nicholson*

*Tenneal Prebble*

### Support

General Manager - *Ros Alford*

Administrator - *Samantha Chapman*

