



NZVNA Position Statement on the formation of an Allied Veterinary Professionals union

Updated November 2024.

We have received feedback indicating some uncertainty regarding NZVNA's involvement with current efforts to establish a union for veterinary nursing. To provide clarity, we have updated our position statement accordingly.

The NZVNA advocates for fair pay and recognition of allied veterinary professionals, as well as safe and supportive work environments.

We are mindful of the current workforce challenges and recognise that appropriate remuneration is key to retaining skilled professionals. We are also aware that First Union is currently working with a group of veterinary nurses to establish a pathway for collective bargaining, empowering these nurses to engage in discussions with their employers regarding wages, benefits, workplace safety, and other employment matters.

The NZVNA is independent of First Union and is not providing support or guidance to the union or those involved with it. We will continue to advocate for and support all members, in line with our vision and values, regardless of whether or not they are a union member.

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

Our Values: compassionate, connected, future-focused, professional, and resilient.