

**vets beyond borders**

A world of better health for animals & people

# ANNUAL REPORT

2016-2017



Photograph © Emily Shepherdson

# vets beyond borders

**VETS BEYOND BORDERS®** ABN 69 152 900 519

Vets Beyond Borders is an Australia-based, registered not-for-profit organisation. It was founded in 2003 by vets committed to improving animal and public health in developing communities and fostering the spirit of volunteering amongst their profession.

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**FRONT PHOTOGRAPH** courtesy of Emily Shepherdson:  
*Cambodian child hands a puppy to a volunteer vet for care.*

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## OUR MISSION

Vets Beyond Borders (VBB) exists to improve animal welfare and public health in developing communities. VBB aims to provide sustainable veterinary services to improve animal and community health in Asia, Australia and the Pacific.

## OUR CORE VALUES

Vets Beyond Borders respects religious beliefs and is non-political; members respect the cultures within which they offer their veterinary skills.

## OUR GOALS

We aim to work in areas of greatest need to:

- Establish, develop and support programs dedicated to improving the welfare of stray and domesticated animals and wildlife, including Animal Birth Control and Anti-Rabies Vaccination (ABC-AR) programs, and programs targeting the control of zoonotic diseases
- Provide veterinary support to local animal welfare organisations in developing countries
- Co-ordinate the sourcing, placement and support of veterinary volunteers seeking to assist the work of animal welfare organisations nationally and internationally
- Develop and promote best-practice protocols for animal welfare work
- Develop and promote education programs designed to encourage respect, care and take responsibility for animals in the global community
- Develop strategic alliances with similar organisations in Australia and worldwide
- Develop and promote training programs to increase the skills of local veterinary and animal handling staff
- Assist in the provision of volunteers and veterinary support services for disaster relief, where and when possible, and promote veterinary input to wildlife conservation programs
- Secure ongoing funding for the governance of Vets Beyond Borders and programs with which it is involved
- Promote the concept of One World, One Health as appropriate.



## CHAIR'S REPORT

Ian Douglas

SINCE ITS FORMATION little over a decade ago, Vets Beyond Borders has earned a strong reputation for conceiving and delivering innovative and successful field programs.

In addition to the tireless work of VBB volunteers, our achievements have been many and varied; ranging from establishment of India's first state-wide anti-rabies and animal welfare program, to creation and delivery of the first national clinical training program for veterinarians and allied personnel working with animal welfare projects across India.

As forecast last year, VBB also recently produced a comprehensive video and manual package, at the request of the Animal Welfare Board of India, for use in training and standardising the practical skills of humane animal handlers.

The philosophy behind these initiatives has taken seed and flourished, with the principles being increasingly adopted and implemented throughout India and other countries in the region.

Despite, or more likely because of, these achievements, over the last couple of years much thought has been given as to how to broaden the scope and increase the impact of the invaluable work performed by VBB's ever-growing and dedicated volunteer community.

The upshot of this review has been the development of three new programs: VetMatch, VetTrain 3 and AVERT. Although individually significant, together, and supported by our existing Community Awareness program, they provide a comprehensive mechanism to address the suffering of animals arising as a result of their existential plight in so many countries and also following natural disaster or outbreak of exotic

disease here in Australia. Details on these initiatives appear elsewhere in this Report.

As it was clear that this fundamental restructuring of our operations would have an impact on our funding base, intensive efforts have been and continue to be made to attract more sponsors, donors and partners; our new association with the Pet Foundation being one significant development in that regard. However, as always, our ability to attain our objectives is entirely dependent on ongoing donations and sponsorship.

Integral to the new operational model is the creation of a register of VBB-affiliated animal welfare organisations: groups able to apply for assistance under VetMatch, VetTrain and our Community Awareness program. As the majority of this process is undertaken online, the decision was made to revise and upgrade our website. This project was very generously undertaken on a pro-bono basis by Melbourne agency iFormat.

The new website, which we expect to be 'live' around the time this Report is published, provides details of our new programs and has the necessary functionality to manage applications from volunteers and partner organisations efficiently, taking pressure from our secretariat team.

As a result of the commitment of our staff, members, partners and supporters, I am confident that 2018 will see a marked increase in the opportunities open to our wonderful volunteers, enabling the organisation to make sustained improvements to the lives of ever-larger numbers of unfortunate animals and the communities of which they are part.

On behalf of the board, I express sincere thanks to you all.



## CHIEF EXECUTIVE OFFICER'S REPORT

**Maryann Dalton**

THE PAST YEAR has been a challenging one for VBB as we strive to get the word out to the community at large, spreading the word about the wonderful work VBB undertakes, its programs and the fantastic contribution made by our dedicated and loyal volunteer vets and vet nurses.

VBB has found the sourcing of sustainable funding has had a huge effect on the work we do and has limited our operations. There is an ever-increasing number of animal-related charities competing for the fundraising dollar, which puts a strain on the funding sources available. We have been fortunate to have received ongoing funding from some of our supporters and which has provided a lifeline, along with some bequests that have come to fruition.

Our programs have continued to thrive and the new VetMatch model has attracted a great deal of interest. We continue to receive applications from prospective Partner Organisations seeking our help in a variety of countries. Work continues on the SARAH Program in Sikkim. Our thanks go to Dr Thinlay and Dr Diki and their team for managing the project and de-sexing and vaccinating street dogs for rabies. This is having a huge impact on working towards eliminating this dreadful disease. We are hopeful that we can finalise negotiations with local authorities in Ladakh to enable us to continue our work in that region.

Volunteers are regularly travelling to Sardinia to assist with the project there and we have just established a new partner organisation in Cambodia with the Phnom Penn Animal Welfare Society (PPAWS). Volunteers will begin travelling to Cambodia in the latter part of 2017 where they will work with the local vets to manage the growing issues with dog and cat populations.

We continue to work with the Commonwealth Veterinary Association and the Samoan Police Department, in planning to assist them with dog management in Samoa.

VBB attended both the Australian Veterinary Association (AVA) Conference in Melbourne and Federation of Asian Veterinary Associations Conference on the Gold Coast where the AVA generously allowed us to have the Community Stand to promote our work. There was great

enthusiasm for all VBB programs and many delegates have registered their interest to volunteer on our programs.

The AVERT Program continues to attract a large number of volunteers, which is encouraging as we are heading for a very high-risk bushfire and cyclone season this year. Earlier in the year we were able to assist the Department of Primary Industries (DPI) in NSW by seeking volunteers to be placed on a standby list of vets who could assist following the fires in the Central West of NSW. Fortunately, the DPI resources were able to manage and did not need to call on our volunteers. Sadly over 10,000 animals were lost in those fires.

We continue to work closely with government and industry in an attempt to gain support funding for our programs. We are delighted to report a new major sponsor, The Pet Foundation, has committed to support our programs this year and into the future. Greencross Vets will be sending some of their vets, vet nurses and ancillary staff to work on our projects with the first groups commencing deployment in 2018.

VBB has been very fortunate to have the support of Iformat Digital Agency in Melbourne who has generously donated their time and team to build a new website for VBB. The new site will allow us to reach a wider audience which will give us much-needed awareness throughout the community.

I would like to personally thank all those volunteers who have worked with us this year, in particular those who we work with on a day-to-day-basis. Linda Hart manages our Alumni program and communicates with all the volunteers who are on deployment and those who have returned from projects. She has taken on this tireless job with great enthusiasm and has contributed hugely to the success of this program. Nicki Kapa, who has her accountancy business in Brisbane, has volunteered her services to look after the financial functions of VBB. She works closely with our Treasurer David Gray and has done a remarkable job during the year. Without the help of people such as Linda and Nicki, VBB would not be in a position to operate as we do.

My thanks go to Mandy Lamkin, who gives me constant support in managing the daily operations, and to the directors for their ongoing support during the challenging times we have experienced this year. 2018 promises to be a positive year for VBB as we work towards securing ongoing sustainable funding for the future.

## VBB PROGRAMS in 2016-2017

Australian Veterinary Emergency Response Team

# AVERT

OUR AVERT DATABASE of volunteer vets and vet nurses continues to grow, with registrations being received on a regular basis.

VBB had the opportunity to talk to delegates at the AVA Conferences during the year and we have been encouraged by the number of those wishing to assist.

The level of knowledge and experience of these volunteers is very high with many having experienced natural disasters and disease incursions in Australia and overseas.



We continue to work with state and territory governments and emergency services coordinators to keep them aware of AVERT and the volunteers we have available to assist in times of need.

The forecast for the forthcoming summer season indicates that Australia, having experienced one of the driest winters on record this year, is likely to have a severe bushfire season across the country. We are also expected to get a high number of cyclones during the summer.

# VetMatch

SINCE THE VETMATCH program was launched in early 2016, the program has proved to be a successful remodelling of VBB's fundamental strategies and created a revitalised mission for all stakeholders, not least our excellent volunteers.

As we remained committed to our affiliated projects in India, the focus for recruiting and placing the best veterinary volunteers was broadened to global locations needing the expertise in clinical interventions and competencies, and confidence-building qualities such practitioners bring with them.

Nothing has essentially changed about what VBB offers and does - it has just become even better! We still have a highly respected reputation for recruiting and placing exceptional veterinarians, veterinary nurses and other skilled volunteers who bring capability, ethical practice and dedication to the projects to which they are assigned.

Through VetMatch, VBB has this year recruited and helped to place veterinary volunteers in Cambodia (for Phnom Penh Animal Welfare Society), Sardinia (for LIDA Olbia) and Botswana (for the MAWS) organisation).



You will find reports in this document on the Sikkim (SARAH) project, which will come under the banner of the VetMatch program in 2018.

Over the past year VBB received many applications from the operators of animal welfare projects to become a VBB Partner Organisation, which means they are approved to host VBB-recruited volunteers for their work. Some of these are still in the process of evaluation and review.

VetMatch could not have the success it has without the input of some extraordinary volunteers who run its administration by processing volunteer applications and provide endless support in various ways. Hence, we would like to especially recognise and thank: Ariane Jonneret (Europe co-ordination); Bronwyn Sharman (SARAH project), Janet Perry (volunteer screening & approval) and Linda Hart (alumni & project evaluation).

For more details on how to volunteer for the VetMatch program or to apply to become a VBB Partner Organisation please see the website: [www.vetsbeyondborders.org/programs](http://www.vetsbeyondborders.org/programs)

# VetTrain

THE VETTRAIN PROGRAM was devised by VBB in 2008 with the original aim of standardising clinical protocols and refining the skills of veterinarians, paravets/veterinary nurses and other staff working with animal birth control and anti-rabies projects in India. Since that time, hundreds of trainees have successfully completed VetTrain courses delivered by VBB and its volunteer clinical instructors.

VBB is delighted that the success of VetTrain has led to its format being adopted by other organisations active in India. This has allowed us to review and redesign the program to offer targeted training on a range of clinical topics in any part of the world where the animal welfare benefit would be greatest.

This latest phase of VetTrain has been developed with the support of the Australian and New Zealand College of Veterinary Scientists. We are creating a pool of volunteer instructors: veterinarians and veterinary nurses with relevant post-graduate qualifications or teaching experience. These highly experienced veterinary volunteers are willing to provide their time and skills to travel overseas and deliver short-course, intensive training on a range of topics of relevance to veterinarians and veterinary support staff struggling to provide appropriate care for homeless animals and those living in emerging communities.

To ensure that local conditions and arrangements are appropriate, VetTrain courses will only be delivered on the premises of VBB-registered Partner Organisations: animal welfare projects that have been assessed by VBB as having adequate facilities and support staff in place for such an undertaking.

When registering under the VetTrain program, Partner Organisations select which clinical topic or topics would be of greatest value to their staff

in their efforts to improve the care provided to animals in great need. When funds allow, or appropriate items are donated, VBB endeavours to provide veterinary supplies and equipment to assist the work of our Partner Organisations.

Therefore, VBB's volunteer instructors can have confidence that their time will be used efficiently, and their volunteering experience will be a rewarding one.

We anticipate that the first of these courses will be delivered in the first half of 2018.

For more details on this new phase of VetTrain and how to contribute, please send an email [vetrain@vetsbeyondborders.org](mailto:vetrain@vetsbeyondborders.org)



## REPORT: VBB affiliated project in Sikkim, India

THE SIKKIM ANTI-RABIES and Animal Health (SARAH) program is a state-wide animal birth control (ABC) and anti-rabies (AR) program initiated in 2005 that is a collaborative project between local stakeholders, Vets Beyond Borders supported by France-based NGO Fondation Brigitte Bardot (FBB). The achievements and benefits of this state-wide ABC/AR and animal welfare program are now widely accepted in Sikkim.

### Key achievements in 2016/17

▫ State-wide Animal Birth Control (ABC) surgeries and Anti-Rabies vaccinations continued throughout the state.

▫ Vigorous efforts have been made in terms of ABC-AR program throughout the state where it surpassed the set target by more than 30% more from previous year.

▫ SARAH achieved 7,083 animal birth control surgeries and administered 35,948 doses of rabies vaccine, and 290 doses of distemper vaccine.

▫ Over 21,476 animals were vaccinated during the seventh State-Wide Annual Rabies Vaccination Campaign in 2016 over a period of 45 days.

▫ SARAH performed over 100 major surgeries including orthopaedic and soft-tissue surgeries, tumour resection, hernioplasty, and caesarean section of cow, in addition to the ABC surgeries.

▫ Training to veterinarian interns was provided on best-practice in surgery, clinical medicine and rabies control. Hands-on practical training was given to 13 Sikkimese new veterinarians on ABC surgery.

▫ Public education on rabies was undertaken through schools, meetings and public media.

▫ SARAH continues to provide medical, surgical and hospital care to hundreds of sick and injured domestic animals and wildlife.

▫ Hosted 14 VBB volunteers from around the world worked in the program for a total of 44 weeks and also provided training to local staff.

▫ SARAH continues to act as animal advocate and the need to continue to protect and improve

▫ A paper was published in the peer-reviewed open-access electronic *Journal Frontiers in Veterinary Science* on Eliminating Dog-Mediated Rabies in Sikkim, India: A Ten-Year Pathway to Success for the SARAH Program [see more at <https://doi.org/10.3389/fvets.2017.00028>].

### Animal Birth Control

The animal birth control program enjoys wide community support. The SARAH team continued to work very hard, undertaking over 7,000 ABC surgeries in 2016/2017 which was a 28 per cent increase year on year in the last two years in the number of surgeries over the previous year. This



has been possible because of the appointment of additional SARAH staff, the support of the Department of AHLF&VS and the dedication of the SARAH team. Most dogs in East Sikkim are now desexed, and only 11% of total ABC activity was undertaken in Gangtok (capital of Sikkim).

### Annual Rabies Vaccination Campaign

The seventh State-Wide Mass Anti-Rabies Vaccination Campaign was undertaken by SARAH in the pursuit of keeping Sikkim always a rabies free state. More than 21,400 animals were vaccinated in the campaign and numerous awareness programs on rabies prevention, dog-bite prevention, and animal welfare were carried out simultaneously. The team made an effort to visit every household throughout Sikkim.

*Continued over...*

The ARV campaign provides an opportunity to assess the priority areas for ABC activity. In the data collected from the ARV campaign it was found that in East Sikkim almost 60 per cent of the dogs have been surgically sterilised, and less than 30 per cent have been done in the other three regions, with South Sikkim having the lowest number. Accordingly, there has been intensive ABC work and efforts in south, west and north Sikkim.

### Rabies-Free Sikkim

The SARAH Division is working with the Departments of Health and Forestry and also with the Panchayat and police to ensure a rapid and effective response to reports of dog and jackal bites. An intensive effort of post bite vaccination of dogs and livestock together with extensive community education was directed to all reports of dog or jackal bites. These reports occurred mostly in South Sikkim near the West Bengal border where 6,000 doses of rabies vaccine were administered to dogs, cattle and goats following a dog or jackal bite.

Legislation to further support Rabies Free Sikkim was placed to the Government.

### Visit by sponsor

In October 2016 we were fortunate to be visited by Ms Brigitte Auloy from Fondation Brigitte Bardot, Paris, France. Ms Auloy has been a key supporter of the SARAH program since its inception and her visit was most welcome. We were pleased to show her the recent improvements in the SARAH clinic and hospital including kennels and dedicated area for cats. The continued FBB support is much appreciated.

### Awards and recognition

Dr Thinlay Bhutia received the World Rabies Day MSD Award in the category 'Individual - Asia' for contributions to rabies prevention in the region. The judging panel included individuals from the WHO, FAO, OIE, CDC, MSD and GARC, along with votes from MSD employees.

Dr Diki Palmu Sherpa was one of 11 women from Sikkim were formally recognised by the Indo Global Group of Colleges, Chandigarh as having excelled in their field.

Dr Thinlay Bhutia and Dr Diki Palmu Sherpa attended and presented a paper and poster on the SARAH Program at the One Health EcoHealth Conference held in Melbourne, Australia in December 2016 with funding for the conference attendance sourced from the MSD WRD award and the conference organisers.

Dr Helen Byrnes, VBB SARAH Program Manager, received the David Bayvel award for Excellence in Animal Welfare in 2016 by Australian College of Veterinary Scientists and World Animal Protection. Helen is pictured (below left) receiving the award from Dr Peter Thornber.

### Vets Beyond Borders volunteers

Volunteers from Vets Beyond Borders continued to contribute to SARAH by sharing their expertise with local staff. Volunteers came to SARAH from different countries such as Australia, New Zealand, Britain. In 2016/2017, 12 international volunteers and two Indian veterinarians contributed 44 weeks of professional expertise. The imputed value of volunteer professional time and travel is equal to around AU \$100,000.





## REPORT: VBB affiliated project in Ladakh, India

THE LADAKH ANIMAL Welfare Society (LAWS), a group of Government veterinarians employed by the Ladakh Department of Animal Husbandry (LDAH), was formed in this Indian Himalayan region 2014. In collaboration with the Ladakh Autonomous Hill Development Council, Leh (LAHDC), LDAH and the Young Drukpa Association (YDA) built a veterinary clinic on LDAH land close to Leh for the purpose of servicing the animal welfare needs of street dogs of Ladakh.

Negotiations began in 2015 with VBB to provide veterinary expertise for the project, with Fondation Brigitte Bardot to provide financial support for the project.

The dog population work began at the LDAH/LAWA clinic in February 2015 with LDAH volunteer vets performing surgery on street dogs as their work schedule permitted. The first VBB volunteers arrived on the project in July 2016 and the volunteer work continued from then.

In February 2017, at the instigation of the Ladakh Autonomous Hill Development Council, Leh there was a name change to the “Ladakh Feral Street Dog Initiative”.



### Animal birth control

The animal birth control (ABC) program is an important activity of the LAWVA program with increasing community support. The LAWVA team continued to work hard, with the project undertaking over 1879 sterilisation surgeries to June 30, 2017. For a time in 2017, for expediency, ABC-AR work was performed at the LDAH Animal Clinic where the regular veterinary offices are located but returned to the LAWVA facility. The work proceeds year-round, including over winter.

### Rabies vaccinations

More than 2,000 animals were vaccinated during the period and awareness programs on rabies prevention, dog bite prevention and animal welfare were simultaneously carried out.

### Animal welfare

Road traffic injuries continue to be a major problem for street animals in Ladakh and YDA has set up a rescue service with a 24 hour contact number and rescue vehicle in service. Injured animals undergo veterinary assessment and, if long-term management is required, are transferred to the YDA associated rescue facility at Nang. Dog abandonment also continues to be a problem so responsible pet ownership needs to be encouraged through appropriate education activities.

A Ladakh-wide coordinated strategy was determined to address the issue of street dog numbers based on proven scientific methods of Animal Birth Control Anti-Rabies (ABC-AR) programs.

### Thank you

VBB is indebted to FBB for their continued support of this project, to Dr Stenzin Rabgais, director of animal birth control operations for LDAH, Dr Tsewang Dorjay, controller of clinic operations and the active support of the Chief Veterinary Officer in Ladakh, Dr Iqbal.

Our sincere thanks go to our partners on the project, FBB, LDAH, LAWS and YDA, and especially to the expert Vets Beyond Borders volunteers who travelled at their own expense to support the aims of the project and many animals in the process.

# TREASURER'S REPORT

## David Gray (Hon Treasurer)

The 2016-2017 financial year was a period of considerable financial difficulty for VBB, the latter half of the year presenting challenges to maintain the viability of the organisation. As a result, the VBB Board regrettably had to ask our part-time staff to make financial sacrifices in order for the organisation to continue, for this we are most grateful to Maryann Dalton and Mandy Lamkin for accepting this difficult situation. Board members were called on to seek assistance from philanthropic sources known to them; fortunately, as a result of these efforts, we were able to return staff to their former contracted positions.

Though the financial position has been alleviated in the short-term, it's imperative a focus continue on sustainable income for the organisation.

Fortunately for VBB, over the course of the financial year, CEO Maryann, Operations Manager, Mandy Lamkin and Honorary Finance Officer, Nicola Kapa have provided stability and continuity to our day-to-day administrative procedures.

The following measures have been implemented to enhance operations:

- A move to the Xero system of accounting at the beginning of FY17 provides greater transparency in our fiscal processes;
- A template for Risk Assessment of collaborative projects has been developed and such assessment is now routinely compiled for all partner projects with a Risk Register in place;
- A Strategic Review of all aspects of the organisation's activities was planned thanks to staff support at Boston Consulting Group.

Fondation Brigitte Bardot (FBB) remains a strong and consistent supporter of the animal-related aspects of VBB's work. We are indebted to The Pet Foundation for committing to major sponsorship for the beginning of FY18.

The audited financial statements show a surplus for the financial year which is due, in part, to the continued focus on reducing costs, the willingness of the staff to accept the reality of the situation and the efforts of Board members in addressing what have been difficult financial circumstances.

VBB's revenue flow remains of concern with a relatively low regular donor base, a focus on securing effective regular fundraising activities and higher-value corporate donors must continue, requiring a renewed focus by the Board and management of VBB.

Some acknowledgements:

- The continued sponsorship from the Australian Veterinary Association gives us a most valuable stage on which to promote our organisation to the profession;
- The ongoing support of Fondation Brigitte Bardot for affiliated projects;
- The commitment of The Pet Foundation to support our operational activities;
- The Boston Consulting Group for their work on a Strategic Review of VBB activities;
- The ongoing commitment of our staff, Maryann Dalton and Mandy Lamkin;
- The generosity of Nicola Kapa for providing the bookkeeping pro bono services to VBB.



# GOVERNANCE REPORT

VETS BEYOND BORDERS is a company limited by guarantee and the board of Vets Beyond Borders is accountable to the membership for the business of the company.

The functions of the Board include:

## Policy development

- Setting the strategic direction
- Approval of the annual budget for VBB as a whole
- Consideration and approval of financial, operational and clinical policies
- Creation and dissolution of committees and working groups
- Approval of strategies and business plans
- Establishment of delegations, and
- Review and monitoring of a Board Code of Conduct

## Monitoring

- Ensuring solvency
- Adherence to the annual budget and related fiscal matters for VBB as a whole
- Achievement of strategic direction through the annual business plan
- Recommendation to the Annual General Meeting (AGM) for appointment of the external auditor
- Consideration of reports from both the internal and external auditors
- The employment and performance of the Chief Executive Officer
- The state of health of the Company
- Overseeing the management of business risks, insurance risks, environmental issues and occupational health and safety, and
- Ensuring that the company acts legally and responsibly on all matters and that the highest ethical standards are maintained.

## Composition and operations of the VBB Board

There are up to nine non-executive directors on the Board, each serving a three-year term. Board members are able to nominate for additional terms of office.

The Board elects the office holders from among their number at the first meeting following the AGM. Additionally, all Board members are asked to sign onto the Board Code of Conduct at that time which, along with the business plan and budget, provides a foundation for the Board to review itself. The Chair chairs meetings of the Board and general meetings of the membership.

Each VBB project has a nominated Board liaison person, to ensure two-way information flow. Currently the Board also has a Veterinary Committee and a number of working groups. The committees are chaired by a Board member and members of VBB are able to nominate for the committees on obtaining financial membership.

## Sub-committees

There are three VBB sub-committees: Project & Education; Finance; and Fundraising.

Chaired by Dr Ian Douglas, the Project & Education Committee develops and recommends operational and veterinary policies to the Board. The Finance committee was chaired by Dr David Gray and the Fundraising committee by Gavin Biggs.

## Board operations

VBB welcomed Maryann Dalton as our part-time Chief Executive Officer in 2014/15. The Board holds many of its face-to-face meetings in Sydney with those Board members living in other locations joining via Skype.

## Directors' fees and indemnification

VBB directors perform their roles voluntarily and VBB provides basic liability cover for its directors and officers.

## Board of Directors 2016-2017

### Chair: DR IAN DOUGLAS

VBB has been an important part of Ian's veterinary life since 2005, when he was elected its inaugural president and commenced work, together with Sikkimese veterinarian, Dr Thinlay Bhutia, to establish the now highly regarded SARAH Program, India's first state-wide ABC/AR project. Ian has devised and delivered several surgical training courses in the Asia-Pacific region, is the author of widely referenced publications on clinical aspects of ABC/AR programmes and has been a regular guest speaker at animal welfare meetings.

He is a strong proponent of the 'One Health' philosophy, promoting the collaboration of veterinarians, doctors and other health professionals in efforts to combat disease. Ian operates a veterinary neurological and neurosurgical referral practice in Adelaide, South Australia.

### Deputy Chair: DR HELEN BYRNES

Apart from her role on the board of VBB, Helen is the current VBB Program Co-ordinator for the Sikkim Anti-Rabies and Animal Health (SARAH) Program. For this she works closely with the local co-ordinator Dr Thinlay Bhutia in the management of the program.

Helen joined VBB in 2006 when she volunteered in the SARAH Program. She subsequently volunteered on VBB's Ladakh and Bylakuppe projects before taking on her current roles.

Helen graduated with first-class honours in veterinary science from University of Queensland in 1988 and subsequently completed a Bachelor of Medical Studies and Graduate Certificate in Trade Mark Law and Practice.

Helen is a member of the Australian College of Veterinary Scientists by examination in pharmacology. She also operates private veterinary practices in Brisbane, Australia.

### Treasurer: DR DAVID GRAY

After graduation from Sydney University in 1969, David embarked on a career in mixed rural practice, initially on the Central Coast of NSW but for most of his career on the South Coast of NSW. Always looking for a challenge, he completed an MBA through University of New England in 1996, participating in a People to People study tour of endangered species in China in 1993 and led an AVA team to assist in the Foot & Mouth disease outbreak in UK in 2001.

Now retired, VBB has become a particular interest for David and he has volunteered in the ABC-AR programs in Gangtok, Sikkim (2010, 2012 & 2013); Bylakuppe, Karnataka (2012); Vanuatu (2014) and Ladakh (2016). He also participated in the 2012 VetTrain programs in Gangtok and in 2013 in Jaipur. David has served on the Board of VBB since July 2012 and has held the position of Hon Treasurer since October 2014.

### DR ANDREA BRITTON

Andrea is an independent veterinary consultant who is passionate about animal welfare and public health. Her upbringing on a sheep/beef cattle property in NSW and studying public health in India lead to her taking up a director role with Vets Beyond Borders in 2011. Over the past five years in this role she has applied her epidemiology and public health knowledge to program development, implementation and impact assessment especially relating to dog population management and rabies control and prevention. As a One Health advocate she understands the importance of working with both human and animal health sectors globally to deliver evidence-based programs especially in relation to zoonoses.

Dr Britton is currently the director of Ultimate Efficacy Consulting Pty Ltd. She has been actively involved in the veterinary profession as past President of the Australian Veterinary Association local branch and Australian NZ College of Veterinary Scientist Epidemiology Chapter, and member Board of Examiners Australasian Veterinary Board Council.

## Board of Directors 2016-2017

### DR CHARMAINE THAM

Charmaine has been involved with VBB since 2009, beginning as a field and head office volunteer. She has since served on the board since 2011, and was Chair from 2012 to 2015. She has spoken on behalf of VBB on TED@Sydney 2012, TEDxMacquarieUniversity 2012 and TEDxTheRocks 2014.

She is currently a Consultant at the Boston Consulting Group in Sydney, and has previously worked in animal health divisions of Blackmores, Zoetis and Pfizer. She began her career as a general practitioner emergency veterinarian for four years in Melbourne. She has degrees in Veterinary Science (Melb), Veterinary Pharmacology (ANZCVS), Business Studies (Monash) and a Global Executive MBA (INSEAD); she is also a current member of the Australian Institute of Company Directors.

### GAVIN BIGGS

Gavin is the Managing Director of Therian, a thriving Design business on the Gold Coast that services the Pet Industry in Australia and the Asia Pacific Region. He began his business in 2005 from the ground up and understands the difficulties in growing a business and what is needed to ensure success. A goal orientated individual Gavin thrives in positive outcomes for his clients, ensuring the goals of all stakeholders are met.

For over 25 years Gavin worked within the construction industry for multi-national companies acquiring an extensive knowledge of numerous financial accounting systems, corporate culture and its impact on outcomes and the need to work within the legislative guidelines. Gavin travels frequently around Australia and the USA to stay abreast of changes and movement within his industry.

### JULIA HARDAKER

Julia's career spans 44 years including a first career in public health working across many disciplines. A career change to the Non-Government sector led to her managing and expanding two women and youth services in rural NSW. Studies in Aboriginal Community Development and Peace Studies led her to volunteering in Kabul, Afghanistan where she established a Capacity Building Department for Sanayee Development Foundation and developed multiple training packages and resources. Her second role there was as a Management Advisor to an Afghan Women's Resource Centre. Upon returning to Australia she took up her next role as a program coordinator in the remote Southern Barkly communities in the NT before moving to Darwin to join Animal Management in Rural and Remote Indigenous Communities (AMRRIC) as their CEO. Until Dec 2014 she held that position for the previous 7.5 years.

Julia held seats on the NT Animal Welfare Advisory Board to the Minister for Local Government NT and on the Australian Animal Welfare Strategy (AAWS) on the Companion Animal Working Group during that time. She also played a key role in the roll out of the first federal government Remote Service delivery national project for animal management in remote Indigenous Communities. She spent the past 10 privileged years working with remote Indigenous communities to better the health and outcomes for peoples and their pets. She has had a range of professional connections with Vets Beyond Borders (VBB) and worked with the current VBB CEO on the AAWS Strategy.

Julia's interests include capacity building, sustainability and especially good governance! Julia is currently the Principal Consultant, at Forward*thinking*consulting, specialising in governance, policy and strategy.

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