



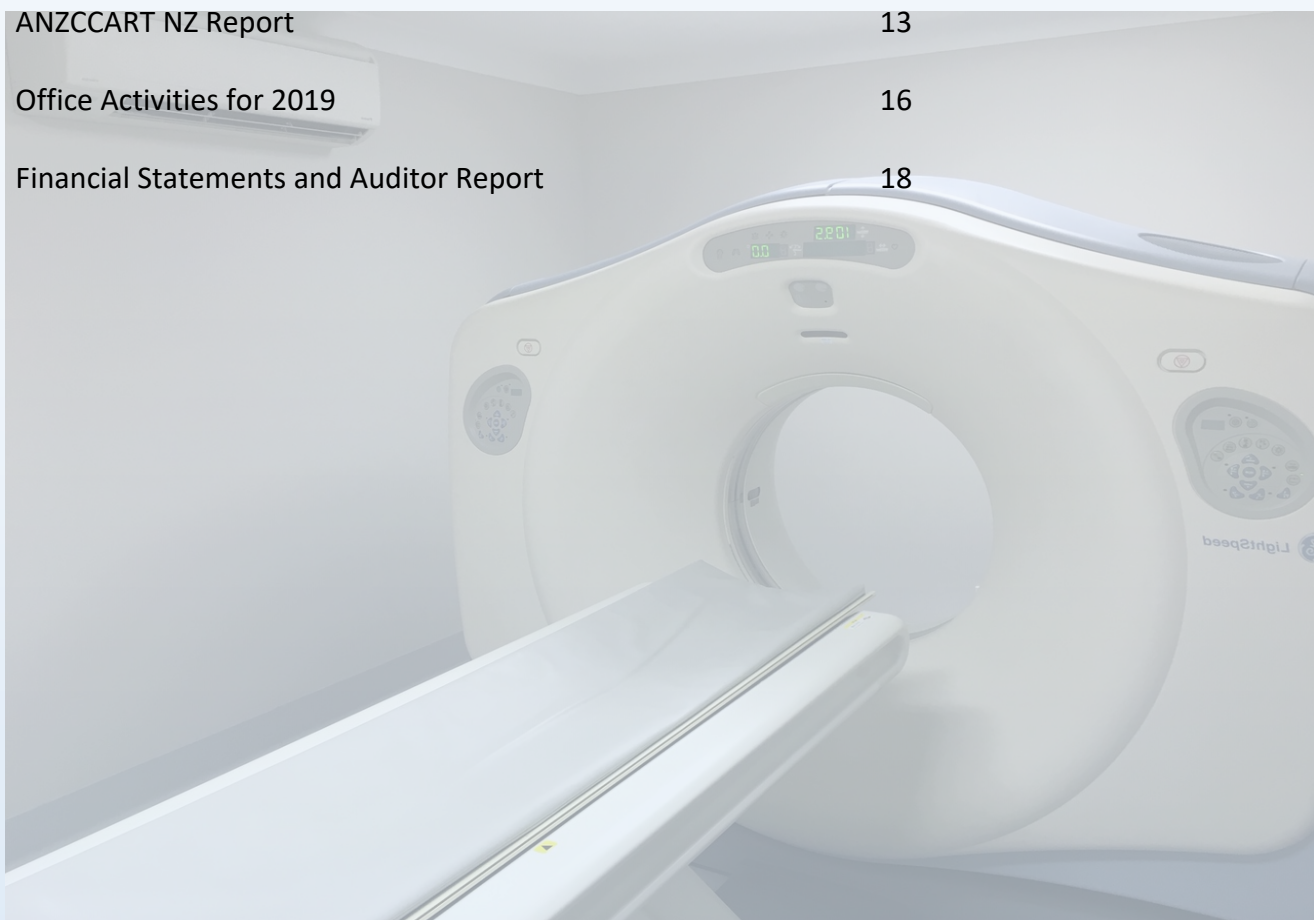
THE AUSTRALIAN AND NEW ZEALAND COUNCIL FOR THE CARE OF ANIMALS IN RESEARCH AND TEACHING

TWENTY SEVENTH ANNUAL REPORT Year Ending 31st December 2019



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Board Chair REPORT

David Mason

It's my pleasure to be able to present the 2019 annual report.

I joined the ANZCCART Board in May 2019. As a veterinarian, business owner and previous AEC member, I was honoured to become part of the organisation. 2019, in my mind, was a year of change for ANZCCART. We've had a number of long standing board members step away and we've also gained some valuable experience and skills. Part of the catalyst for this change was that we lost our ongoing funding from The Australian Research Council (ARC); who were one of our founding sponsors. As such we have had to rethink and plan our future for ensured financial security.

The loss of the ongoing ARC funding was due to the changing regulations that surrounded the ARC grant initiative that has been supporting ANZCCART for many years. This created a funding shortfall for our organisation which had already been running a budget deficit for the prior years. We were notified of the ARC funding loss for the 2020 financial year in late June 2019. Fortunately, the ARC provided us with an opportunity to obtain a 12 month final grant to help us transition our business model. We applied for this grant and successfully received this in late December 2019, though this is only a portion of what we have received previously from the ARC. The ARC has been a major supporter of ANZCCART over many years and we truly value their support and ongoing understanding of the valuable contribution that ANZCCART has made to support ethical and scientific role of animals in research and teaching.

Unfortunately, the directors were in a position, whereby until we had obtained this final grant,

we had a lack of financial security for 2020 and were unable to provide our CEO with an ongoing contract. The CEO position was made redundant in early December 2019 with Geoff Dandie leaving office shortly afterwards. Geoff has been the face of ANZCCART for many years and has helped and assisted many researchers, students, organisations and animal ethics committees navigate a large variety of issues providing them with independent advice and support.

Throughout 2019 the CEO's activities were primarily focussed around the reviews of two AECs, the production of a newsletter early in the year and the coordination of our highly successful ANZCCART conference in Hobart.

Annual Conference

The annual conference was a great success for the organisation. Themed 'Breaking down laboratory walls' we had 153 delegates attend across the three day program who heard a wide variety of lectures. The Hobart venue proved popular and the local conference organisation committee are to be commended for offering such a fantastic scientific program.

Board of Directors

The board members have changed significantly throughout 2019. Assoc Prof Alison Coates was chair of the board from January to May 2019. Alison continued as a committee member and representative of Universities Australia through until the end of the year. Alison provided me with a huge amount of support and mentorship as I joined the organisation and looked to see how I could help to lead ANZCCART. Alison was a strong contributor to ANZCCART and we thank her for all her efforts.

Dr Jeff Schwartz also retired from the board in September 2019. Jeff had been a member of ANZCCART for many years and was a great asset to the organisation. In particular as we sought our ARC transition grant.

The board is very fortunate to have two new members who bring years of experience and animal welfare and ethical knowledge to our organisational leadership team. Dr Alan Tilbrook and Dr Malcolm France have already proven to be a great asset to our organisation and I am looking forward to continue to work with them and the rest of the board as we continue to support ANZCCART's vision and mission.

Looking Forward

2019 has been a year of change and reflection for ANZCCART. 2020 promises to be a year of rejuvenation and excitement.

The directors are a team built around individuals' skills, connections and experience to help provide us with a path towards our vision. ANZCCART will look to achieve a focussed number of goals this year.

- ⇒ Financial governance improvements to the organisation including a new financial plan and budget that is in surplus for 2020 and beyond.
- ⇒ Leadership in a number of key areas as directed by membership communications
 - Openness agreement.
 - Compass Project.

Openness:

We are looking to develop a formal framework for encouraging openness in animal research. Institutions will be assisted to implement processes that openly acknowledge work done with animals and the importance of the outcomes from such work. It should provide a mechanism to highlight what in many cases is already being done and helping those who have not taken any steps to acknowledge the work they do with animals, to do so by following examples that are established.

Compass Project:

COMPASS project aims to provide an Australian and New Zealand framework to ensure that those involved in the care and use of animals are aware of their responsibilities under the Code and its allied legislation; acquire the requisite knowledge, skills, and attitudes to the care and use of animals, and are trained and competency assessed in line with current best practice. Additionally, the standardisation of training and competency assessment across research institutions, organisations, and education providers will provide a documented, and transferable skills program for individuals within Australia and New Zealand. The key part of the COMPASS project will be to establish a national framework for training new investigators working with animals, as well as AEC members and animal care staff.

I would like to acknowledge the hard work of our staff throughout the year. Chris and Geoff have both worked hard to help our organisation achieve its aims and I am very grateful for their energy and passion for our organisation and the industry.

Who we are and what we stand for.

Vision:

To be the leading source of information and advice concerning the ethical and scientific use of animals in research and teaching.

Mission:

To achieve its Vision, ANZCCART will promote: Excellence in the care of animals supplied for or used in research and teaching:

- Responsible scientific use of animals.
- The 3Rs policy of Replacement, Reduction and Refinement as they apply to the use of animals for scientific purposes.
- Informed discussion and debate within the community regarding these matters.
- Strategic partnerships to contribute to the education and training of scientists, students and the broader community

ANZCCART seeks to achieve these objectives, first by providing an ongoing focus to the social, ethical and scientific issues involved, second by providing a forum for discussion of these issues and third by facilitating access to relevant specialist advice and resources. Further, through its publications and activities ANZCCART is a source of information for the general public about how animals are used in research and teaching in Australia.



Values:

- Openness
- Honesty
- Respect
- Progressive
- Excellence

ANZCCART Strategic Pillars

Leadership

Leading and advising all those involved in research in teaching that utilizes animals

- Advice
- Direct feedback / support
- AEC reviews
- 3Rs
- Openness / Transparency agreements and understanding.

Training

- ⇒ Conferences
- ⇒ Establishment of a dedicated training program for all AECs and research organisations.
 - Project COMPASS

Publications

- Proceedings
- Newsletters
- Website platform

Financial

ANZCCART needs a solid financial positioning to ensure that we are able to continue supporting ANZCCART.

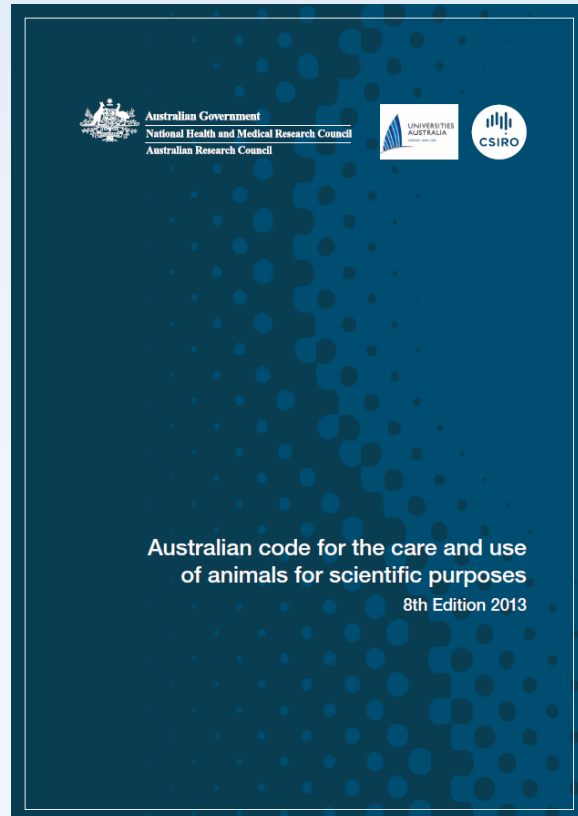
We have developed a financial model and business plan for 2020 and beyond.

PREPARE

ARRIVE

Some of the key documents that ANZCCART refers to and endorses.

These documents provide a strong framework around which our organisation is able to achieve its vision and mission.



Board Members:

Board Members at the end of 2019

Name	Member type	Tenure	Role
Dr David Mason BVSc MANZCVSc GAICD MBA	Lay Member	From May 2019	Chair
Ms Cathy Pitkin BA(Hum), BBus(Comm), MIntComDev, Certificate in Executive Management, Leadership and Development	CSIRO Representative	Continuing	Deputy Chair
Dr Mandy Paterson BVSc (Hons), MEd, PhD	RSPCA Representative	Continuing	Welfare organisational representative
Dr Peter Hodgson BVSc MPP	ANZCCART NZ Representative	Continuing	
Dr Malcolm France BVSc PhD MANZCVS (Pathology)	Private Member	From November 2019	Scientific communicator
Professor Alan Tilbrook BSc (Hons), PhD	Universities Australia Representative	From November 2019	
Ms Chris Wadey	ANZCCART Staff		Company Secretary

Board Members who left throughout 2019

Name	Member type	Tenure	Role
A/Professor Alison Coates BSc (Hons), PhD	Universities Australia representative	Chair from December 2018 to May 2019. Resigned in November 2019	
Professor Jeffrey Schwartz BS (Hons), PhD	ARC Representative	Left the Board in September 2019	
Dr. Geoffrey Dandie BSc (Hons), PhD	ANZCCART Staff	Left the organisation in December 2019	CEO and Company Secretary

Honorary Life Members

Warwick Anderson AM, BSc (Hons), PhD
David Bayvel QSO, BVMS, DTVM, MACVSc, MPP (Dec)
Elizabeth Grant AM, PhC, MPS
David Mellor ONZM, Hon Assoc RCVS, BSc (Hons), PhD
Michael Rickard BVSc (Hons), PhD, DVSc, FTSE
Margaret Rose BVSc, PhD
John Strachan LLB

Board meeting attendance for 2019

	27 February	25 March	15 May	21 June	25 July	23 August	11 September	28 October	15 November	16 December
Alison Coates	✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A
Jeffrey Schwartz	✓	✓	✓	✓	-	✓	✓	-	N/A	N/A
Cathy Pitkin	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Pete Hodgson	✓	✓	✓	✓	✓	✓	✓	-	✓	✓
Mandy Paterson	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Geoff Dandie	✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A
Chris Wadey	✓	-	✓	✓	✓	✓	✓	✓	✓	✓
David Mason	N/A	N/A	✓	✓	✓	✓	✓	✓	✓	✓
Alan Tilbrook	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	✓	✓
Malcolm France	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	✓

Directors Benefits

Since 31 December 2018, no Director has received or become entitled to receive any benefit by reason of a contract made by the Economic Entity or a related corporation with the Director or with a firm of which he/she is a member, or with a Company in which he/she has a substantial financial interest.

Information on current Directors:

Dr David Mason BVSc MANZCVSc GAICD MBA

ANZCCART Chair since May 2019. David is a veterinarian with 20 years of clinical experience and has been a company director of a large Australian veterinary group of 19 clinics and also state president of the Australian Veterinary Association (AVA). He is also a current convenor of the AVA Hospitals of Excellence accreditation program. He obtained his membership of the Institute of company directors in 2015 and his Masters of Business Administration in 2019.

Ms Cathy Pitkin BA(Hum), BBus(Comm), MIntComDev, Certificate in Executive Management, Leadership and Development

Cathy has over 25 years of experience working in leadership roles across private, government, NGO and research organisations. She is currently Executive Manager Social Responsibility and Ethics at the CSIRO with responsibility for the organisation's research ethics and integrity function. This includes oversight of animal ethics and welfare within the organisation's research practice. Cathy is a member of the Australian Institute of Company Directors (AICD).

Dr Malcolm France BVSc PhD MANZCVS (Pathology)

Malcolm France is a consultant veterinarian working in the care and management of laboratory animals. He has a PhD in veterinary pathology and has served as the director of animal facilities at two of Australia's Group of Eight universities. Other appointments have included chair of two Animal Ethics Committees, reviewer for the international journal Laboratory Animals, ad hoc site visitor for AAALAC International, inaugural President, Registrar and Public Officer of ANZLAA, member of the ICLAS regional committee, and secretary of the ANZCVS laboratory animal chapter.

Dr Pete Hodgson BVSc MPP

Pete Hodgson is the New Zealand representative on the ANZCCART Board and has convened the ANZCCART - NZ committee for the past eight years. He retired from both positions in March. Originally a veterinarian who has practised in New Zealand and the UK, Pete was a New Zealand member of Parliament for 21 years and a senior Cabinet Minister for 9 of those, holding a total of 14 portfolios. He was instrumental in the development and passage of the Animal Welfare Act 1999, which is New Zealand's legislative instrument for all animal welfare.

Dr Mandy Paterson BVSc (Hons), MEd, PhD

Mandy has worked as the Principal Scientist for RSPCA Qld for 12 years. She worked as a clinical veterinarian for over 20 years and then moved into research. Her areas of interest include animal welfare policy and research, shelter management and practice, and wildlife policy and management. Mandy represents the RSPCA on several Government and industry committees and working groups.

Professor Alan Tilbrook BSc (Hons), PhD

Professor Alan Tilbrook has over 30 years of experience in leading scientific research on the welfare of animals. His predominant research discipline is neuroendocrinology. He has also established and leads The Animal Welfare Collaborative a national initiative to improve the welfare of animals that is led by The University of Queensland, The University of Western Australia, The University of Adelaide and The University of Newcastle. He is Chair and Research Champion of the National Animal Welfare Research, Development and Extension Strategy and was a founder and Deputy Director of the Animal Welfare Science Centre. For a number of years Professor Tilbrook chaired the Animal Welfare Advisory Committee of South Australia, which advises the South Australian Government on animal welfare, and from 2013 to 2017 he was the chair of the Primary Industries and Regions South Australia Animal Ethics Committee.

ANZCCART Board and Council¹ throughout 2019

Chair:

Dr David Mason BVSc, MANZCVSc, GAICD, MBA	Lay Member
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Members:

Dr Andrew Brennan BA, PhD	Lay Member
Dr Robert Cassidy BVSc (Hons), BSc (Hons), DipEd, Grad Cert Anim Welfare	Biosecurity Queensland Department of Agriculture, Fisheries and Forestry
A/Professor Alison Coates BSc (Hons), PhD	Universities Australia (to Nov 2019)
Dr Mary Lou Conway BVSc, PhD, MANZCVS (Animal Welfare)	Department of Primary Industries, Parks, Water and Environment –Tasmania
Dr Kevin Doyle AM, BVSc, DVSc hc, MANZCVSc, Grad Cert Man, MASM	Australian Veterinary Association
Dr Malcolm France BVSc, PhD, MANZCVS (Pathology)	Consultant
Dr Peter Hodgson BVSc, MPP	Royal Society Te Apārangi
Dr Deborah Kelly BSc (Vet. Biol), BVMS	SA Department for Environment and Water
Dr Tim Kuchel BVSc (Hons), MVS, DVA, MRCVS (Dec)	Australia & New Zealand Laboratory Animals Association
Dr Dani Maver BVSc (Hons), MANZCVS	Bureau of Animal Welfare, Victoria
Dr Mandy Paterson BVSc (Hons), MEd, PhD	RSPCA
Ms Cathy Pitkin BA(Hum), BBus(Comm), MIntComDev, Certificate in Executive Management, Leadership and Development	CSIRO
Professor Jeffrey Schwartz BS (Hons), PhD	ARC
Mr John Strachan LLB	Animal Welfare Member
Professor Alan Tilbrook BSc (Hons), PhD	Universities Australia (From Nov 2019)

¹ See Appendix for a list of acronyms and their meanings.

ANZCCART New Zealand Board and Staff

ANZCCART in New Zealand operates as a Standing Committee of the Royal Society Te Apārangi appointed by the Council of the Society under Section 27(1) of the Society's 1997 Act. Members of the New Zealand Board of ANZCCART are appointed by the Council of the Society after consultation with the interests represented within the financial membership. The Royal Society Te Apārangi has a seat on the Board of ANZCCART Australia.

ANZCCART New Zealand Board

Chairman

Pete Hodgson BVSc MPP	Appointed by the Royal Society Te Apārangi
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Members

Laura Bennet BA, MA, PhD	University of Auckland (Appointed by Royal Society Te Apārangi)
Sally Birdsall BA, DipTchg, GDITE, MED (Hons), PhD	University of Auckland (Appointed Royal Society Te Apārangi)
Arnja Dale, BSc, GDHE, MSc (Hons), PhD	SPCA New Zealand (Associate member nominee)
Craig Johnson BVSc, PhD, DVA, DipECVA, MRCA, MRCVS,	Massey University (Universities New Zealand nominee)
Mike King BApplSc(Hons), PhD, PGDipArts	University of Otago (Appointed by Royal Society Te Apārangi)
Kate Littin BSc, MSc, PhD	Ministry for Primary Industries (Associate member nominee, from July 2018)
Jodi Salinsky BA, BS, DVM, MANZCVS (Avian Health)	University of Auckland (Co-opted member, from February 2018)
Jim Webster BAgSci, MAgSci, PhD	AgResearch (AgResearch nominee)
Siouxie Wiles BSc (Hons), PhD	University of Auckland (Appointed by Royal Society Te Apārangi)

Executive Officer (part-time)

Marc Rands BSc (Hons), DPhil, FRGS

Full members of ANZCCART New Zealand

AgResearch
Landcare Research
Royal Society Te Apārangi
Universities New Zealand

Associate members of ANZCCART New Zealand

Department of Conservation
Ministry for Primary Industries
National Institute of Water and Atmospheric Research Ltd (NIWA)
New Zealand Veterinary Association
Royal New Zealand Society for the Prevention of Cruelty to Animals
Unitec Veterinary Association

ANZCCART New Zealand Report 2019

ANZCCART New Zealand Board held four meetings during 2019. The Chair of the ANZCCART (NZ) Board, Pete Hodgson also represents New Zealand on the ANZCCART Board in Australia.

Priority 1: To promote continuous improvement in the care of animals supplied or used in research, testing and teaching including the deployment of the Three Rs of replacement, reduction and refinement

Support the provision of funding for 3Rs research

The Committee promoted applications to the National Animal Ethics Advisory Committee's (NAEAC) 3Rs Research Award, and members took part on the award's selection committee. The Chair subsequently met with the Minister of Agriculture, Food Safety and Rural Communities to discuss a proposal to establish a 3Rs research fund.

Animal Care Award

The 2019 ANZCCART New Zealand Animal Care Award to recognise the significant contribution made by individual New Zealand-based technicians and research assistants to

the welfare of the animals was made to Jaskirat Kaur from Malaghan Institute of Medical Research.

Animals in Science resource development

The Committee released a 3Rs booklet on cell-based disease models, produced in collaboration with Dr Peng Du from the University of Auckland, and made it available on the ANZCCART website.

Priority 2: To promote informed discussion and debate in the broader community and with scientists and students on the responsible use of animals in research, testing and teaching

Develop educational resources around Māori perspectives of animals in science

Following on from the production of the 'Using Animals in Science' Student Resource, the Committee looked to partner with Māori researchers to develop a student resource about Māori perspectives on animal welfare, including the context of their use in research and teaching. The Committee also met with Kahu Hotere (Director, Māori, Royal Society Te Apārangi) in connection with the project.

International memberships

Jim Webster was nominated, and elected, as a Board Member on ICLAS (International Council for Laboratory Animal Science) on behalf of ANZCCART (NZ). Jim also set up the Australia & New Zealand Regional Committee of ICLAS to bring suggestions for regional project funding to the ICLAS Board. Nominations were made, and accepted for:

- Purchase of a license for Articulate Rise 360, to develop modules for COMPASS (Competency Passport) training material
- Funding to provide travel grants to enable an international speaker at the 2020 ANZCCART Conference

Jim was also the Committee's representative on AAALAC International (Association for Assessment and Accreditation of Laboratory Animal Care international) and the Committee met with Katheryn Bayne (CEO AAALAC International) at one of its meetings to learn more about AAALAC.

Jim also attended the Federation of European Laboratory Animal Associations (FELASA) congress on behalf of the Committee.

Priority 3: To promote education and training in the responsible use of animals

Development of ANZCCART training resource accreditation

In collaboration with its Australian counterparts, Committee members took part in the COMPASS Strategic Working Group to provide a training and competency assessment framework for basic and intermediate animal ethics and animal use procedure knowledge, skills, and attitudes.

Support Schools and School Science Fairs

- The Committee responded to a request from the New Zealand Association of Primary Science Educators to draft some text for their website to outline when and how to seek animal ethics approval.
- The 'Using Animals in Science: Student Resource' was completed as a companion guide to the EIT Hawke's Bay Science and Technology Fair teaching resources,

produced in collaboration with Professor David Mellor, and made available on the ANZCCART website.

- Sponsorship of an ANZCCART School Science Fair prize for projects with the correct animal ethics approval application, and that demonstrated the importance of ethics approval, was also made to: Aurora Otago Science & Technology Fair; NIWA Wellington Science and Technology Fair; EIT Hawke's Bay Science and Technology Fair; and Canterbury-Westland Schools' Science and Technology Fair.

Support an ANZCCART Essay Competition

The 2018 ANZCCART Essay Competition to inspire students to think critically about the role animal research plays in today's society and to engage with the difficulties that surround animal use, was awarded to Caitlin Laura Morton-Burns, from the University of Canterbury, for her essay on Openness of animal research as a limitation to scientific endeavour.

Monitor progress in the uptake of NZQA Teaching resource

Requests for the teaching materials prepared by the New Zealand Board to align with the New Zealand school curriculum (NCEA) were made by seven schools, bringing the total to 99 schools since the resources were released.

Support Animal Welfare Officer training

A third workshop for New Zealand Animal Welfare Officers was supported by the Committee at the Royal Society Te Apārangi on 20 November. The workshop was attended by 12 Animal Welfare Officers and veterinarians working in laboratory animal medicine from across New Zealand.

Priority 4: To assert a role as a monitor of the care of animals supplied for or used in research, testing and teaching, including the effectiveness of statutory agencies and their processes

Development of an Openness Initiative

A statement was placed on the ANZCCART (NZ) website in support of research openness. The Committee also worked with the Australian and New Zealand Laboratory Animal Association (ANZLAA) to develop a letter to approach institutions to invite them to participate in an Openness Agreement to be open about their involvement in animal research and explain details and reasons underlying it. Members of the Committee spoke in support of research openness at the New Zealand ANZLAA winter conference, the Joint International Society for Applied Ethology (ISAE)/NZ Animal Welfare Forum, the 2019 ANZCCART conference, and the ANZLAA International Conference in Perth. The Chair spoke to Universities New Zealand about the initiative.

Joint meeting with the National Animal Ethics Advisory Committee

The ANZCCART (NZ) and NAEAC boards met on the 20 August, to share information on each other's work plans, and to take part in a workshop on mātauranga Māori in an animal welfare context

Office Activities for 2019

2019 proved to be another busy and productive year for the ANZCCART office. The beginning of the year involved preparation and assistance for the annual training days for researchers and AEC members, held by the various Universities and Institutions in South Australia. There was also attendance at the regular Board Meetings, with our annual Face to Face Meeting organised for February in Brisbane. This meeting has proven to be a valuable and productive conduit as it provides an opportunity for the Board to discuss, at length, future objectives and strategies for the organisation. The next several months were busy with the preparations and organisation for the upcoming ANZCCART Conference in July to be held in Hobart, Tasmania. Workshops before and after the Conference were offered and as they proved to be very popular with delegates, we plan to make them a regular part of the Conference into the future. Throughout the Conference, delegates were surveyed and a competition was run to help gather ANZCCART membership and conference feedback. This proved to be a valuable source of information for future planning, and the competition resulted in the naming of the Compass Project. After the final Conference tasks were completed, much of the focus for the remainder of the year, shifted to the new website. The existing site was in the transition stage for the new site and additional training as well as much thought and planning were involved.

2020 is promising to be a year of change and excitement. The website will continue to evolve with new and relevant updates on the home page, the creation of a positions vacant page and planned changes to the URL. The Mailing List form will also be changed so that readers will be able to subscribe to the list which best suits their field or category. ANZCCART News will have a new format and updated content and social media marketing strategies will be implemented.

2019 ANZCCART Conference

The 2019 Conference was held in Hobart, Tasmania with the theme “Breaking Down laboratory Walls”. The programme was centred around the theme and included a range of invited speakers who each presented a specific part of the theme. These presentations offered delegates the opportunity to network and discuss issues each day during breaks as well as at the social functions with welcome drinks on the first night and the Conference dinner at Cascade Brewery the following night.

The programme offered an impressive range of speakers from around Australia and New Zealand. Topics covered the development of a state-wide animal welfare and ethics course, progress on the Openness Agreement and rehoming experimental animals in New Zealand. Local speakers presented a wide range of topics that included vaccinating fish, strategies and developments in combatting facial tumours in Tasmanian Devils, meeting challenges of monitoring remote sites and addressing the 3Rs in animal ethics in wildlife. There was also discussion of improving compliance, comprehension and research and the need to adopt a National approach to competency in Australian animal researchers.

Feedback from the Conference delegates strongly indicated that they were very impressed by the array and excellence of all speakers at the conference and the presentations were deemed to be thought-provoking, encouraging further discussion throughout the Conference. The local organising committee are to be commended and thanked for their invaluable contribution to the conference and for all their hard work sourcing and assembling the programme of speakers.

Australian and New Zealand Council for the Care of Animals in
Research and Teaching (ANZCCART) Limited.

A.C.N. 063 383 522

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FINANCIAL STATEMENT AND AUDITOR'S REPORT 2019

**AUSTRALIAN AND NEW ZEALAND COUNCIL
FOR THE CARE OF ANIMALS IN RESEARCH AND TEACHING LTD**

ACN: 063 383 522

**Financial and Statutory Information
For the Year Ended 31 December 2019**

**AUSTRALIAN AND NEW ZEALAND COUNCIL
FOR THE CARE OF ANIMALS IN RESEARCH AND TEACHING LTD**

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**AUSTRALIAN AND NEW ZEALAND COUNCIL
FOR THE CARE OF ANIMALS IN RESEARCH AND TEACHING LTD**

DIRECTORS IN OFFICE AT 31 DECEMBER 2019

- David Mason, Chairperson
- Mandy Paterson
- Peter Hodgson
- Catherine Pitkin
- Alan Tilbrook
- Malcolm France
- Andrew Cleland (alternate for Peter Hodgson)

COMPANY SECRETARY

- Christine Wadey

REGISTERED OFFICE IN AUSTRALIA

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South Australia

Ph: (08) 8313 7585

AUDITORS

UHY Sothertons Chartered Accountants
80 Flinders Street
Adelaide SA 5000

AUSTRALIAN AND NEW ZEALAND COUNCIL FOR THE CARE OF ANIMALS IN RESEARCH AND TEACHING LTD

DIRECTORS' REPORT

The Directors present their report together with the financial report of the ANZCCART ("the Council") for the year ended 31 December 2019 and the auditor's report thereon.

Directors

The directors of the Council at any time during or since the end of the financial year were:

Catherine Pitkin A(Hum),BBus(Comm), MIntComDev, Certificate in Executive Management,
Leadership and Development
Director since 2018

Jeffrey Schwartz, B.S. (Hons), Ph.D.
Director since 2007

Alison Coates B.Sc. (Hons), Ph.D.
Director since 2016

Andrew Cleland Ph.D.
Alternate Director since October 2014

Pete Hodgson BVSc. MPP
Director since 2014

Mandy Paterson B.V.Sc. (Hons), M.Ed., Ph.D.
Director since 2011

Malcolm France BVSc, PhD, MANZCVS (Pathology)
Director since 2019

Alan Tilbrook BSc (Hons), PhD
Director since 2019

David Mason BVSc, MANZCVSc, GAICD, MBA
Director since 2019

Principal Activities

The principal activities of the Council during the course of the financial year was to provide leadership in developing community consensus on ethical, social, and scientific issues relating to the use of animals in research and teaching.

Result and Review of Operations

The operating surplus/(deficit) for the year ended 31 December 2019 was \$(34,416) compared with \$(18,976) in 2018.

State of Affairs

No significant change in the state of affairs of the Council occurred during the financial year under review that is not otherwise disclosed in this Report or accounts.

Likely Developments

The Council will continue its normal activities and the Directors are not aware of any likely developments which would significantly affect the results of the Council in subsequent financial years.

**AUSTRALIAN AND NEW ZEALAND COUNCIL
FOR THE CARE OF ANIMALS IN RESEARCH AND TEACHING LTD**

DIRECTORS' REPORT (Continued)

Significant Changes in the State of Affairs

In the opinion of the Directors, there were no significant changes in the state of affairs that occurred during 2019 that are not otherwise disclosed in this Report or Accounts. In saying this however, we remain conscious of the financial pressures on all of our major sponsors and note that the loss of any one of our major sponsors could jeopardise the long-term viability of ANZCCART.

Meetings of Directors

The number of directors' meetings and the number attended by each of the directors of the Council during the financial year are contained in the body of the annual report.

Insurance of Officers

The Council has a policy in relation to Directors' and Officers' Liability Legal Expenses Insurance. The Directors have not included details of the nature of the liabilities covered or the amount of the premium paid in respect of the directors' and officers' liability, as such disclosure is not permissible under the terms of the contract.

Events Subsequent to the End of Balance Date

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the directors, to affect significantly the operations of the Council, the results of those operations, or the state of affairs of the Council, in future financial years.

Auditor's Independence Declaration

The auditor's independence declaration is set out on page 20 and forms part of the directors' report for the financial year ended 31 December 2019.

This report is made in accordance with a resolution of the Board of Directors and is signed for on behalf of the Directors.

Signed at Adelaide 21 April 2020



David Mason
Board Chair

**AUSTRALIAN AND NEW ZEALAND COUNCIL
FOR THE CARE OF ANIMALS IN RESEARCH AND TEACHING LTD**

Auditors Independence Declaration Under Section 307C of the Corporations Act 2001

To the Directors of the Australia New Zealand Council for the Care of Animals in Research and Teaching Ltd:

I declare that, to the best of my knowledge and belief, in relation to the audit for the financial year ended 31 December 2019 there has been:

- no contravention of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and,
- no contravention of any applicable code of professional conduct in relation to the audit.

A handwritten signature in black ink that reads "UHY Sothertons".

UHY Sothertons
Adelaide Partnership
20 April, 2020

A handwritten signature in black ink that reads "Alex Reade".

Alex Reade
Partner

**AUSTRALIAN AND NEW ZEALAND COUNCIL
FOR THE CARE OF ANIMALS IN RESEARCH AND TEACHING LTD**

**INCOME STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2019**

	Note	2019 \$	2018 \$
Income			
Revenue	2	281,942	301,913
Less: Expenses			
Salaries and payroll expenses	3	201,330	213,327
Other expenses		52,144	42,802
Conferences expenses		62,884	64,760
Total Expenses		<u>316,358</u>	<u>320,889</u>
Surplus/(Deficit) before income tax		(34,416)	(18,976)
Income tax expense	1(c)	-	-
Surplus/(Deficit) for the year	11	<u><u>(34,416)</u></u>	<u><u>(18,976)</u></u>

The above income statement should be read in conjunction with the accompanying notes.

**AUSTRALIAN AND NEW ZEALAND COUNCIL
FOR THE CARE OF ANIMALS IN RESEARCH AND TEACHING LTD**

**STATEMENT OF RECOGNISED INCOME AND EXPENSE
FOR THE YEAR ENDED 31 DECEMBER 2019**

	Note	2019 \$	2018 \$
Surplus/(Deficit) for the period		(34,416)	(18,976)
Total recognised income and expense for the period		(34,416)	(18,976)
Attributable to:			
Equity holder		(34,416)	(18,976)
Total recognised income and expense for the period	11	(34,416)	(18,976)

The above statement should be read in conjunction with the accompanying notes.

**AUSTRALIAN AND NEW ZEALAND COUNCIL
FOR THE CARE OF ANIMALS IN RESEARCH AND TEACHING LTD**

**BALANCE SHEET
AS AT 31 DECEMBER 2019**

	Note	2019 \$	2018 \$
Current Assets			
Cash and cash equivalents	6	160,852	302,342
Receivables and prepayments	5	-	3,338
Total current assets		160,852	305,680
Non Current Assets			
Property, plant and equipment		5,887	5,887
Accumulated depreciation		(5,887)	(5,887)
Total non-current assets		-	-
Total assets		160,852	305,680
Current Liabilities			
Trade and other payables	8	5,620	11,222
Employee benefits	9	27,637	132,447
Total current liabilities		33,257	143,669
Total liabilities		33,257	143,669
Net assets		127,595	162,011
Equity			
Retained earnings	11	127,595	162,011
Total equity		127,595	162,011

The above balance sheet should be read in conjunction with the accompanying notes.

**AUSTRALIAN AND NEW ZEALAND COUNCIL
FOR THE CARE OF ANIMALS IN RESEARCH AND TEACHING LTD**

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2019**

	Note	2019 \$	2018 \$
Cash flows from operating activities			
Cash receipts in the course of operations		268,490	274,277
Cash paid to suppliers and employees		409,980	280,503
Net cash provided by (used in) operating activities	10	(141,490)	(6,226)
Cash flows used in investing activities			
Acquisition of property, plant and equipment		-	-
Net cash used in investing activities			
Net increase / (decrease) in cash and cash equivalents		(141,490)	(6,226)
Cash and cash equivalents at 1 January		302,342	308,568
Cash and cash equivalents at 31 December	6	160,852	302,342

The above statement of cash flows should be read in conjunction with the accompanying notes.

**AUSTRALIAN AND NEW ZEALAND COUNCIL
FOR THE CARE OF ANIMALS IN RESEARCH AND TEACHING LTD**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

1 Significant accounting policies

(a) Statement of compliance

The financial report is a special purpose financial report. The financial statements and notes collectively constitute a special purpose financial report prepared in accordance with Australian Accounting Standards applicable to a non-reporting entity for which there are no users dependent on general purpose financial statements.

The following is a summary of the material accounting policies adopted by the entity in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

(b) Basis of preparation

The financial report is presented in Australian dollars. The Council is domiciled in Australia. The financial report has been prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, except where stated, current valuations of non-current assets. Cost is based on the fair values of the consideration given in exchange for assets.

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

(c) Taxation

ANZCCART is exempt from the payment of income tax under the provisions of sub-section 50-5 of the Income Tax Assessment Act 1997 as it qualifies as a public benevolent institution. The effect of income tax is therefore not included in the accounts.

(d) Property, plant and equipment

(i) Owned assets

Items of property, plant and equipment are stated at cost less accumulated depreciation (see below) and impairment losses (see accounting policy (h)).

Where parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items of property, plant and equipment.

(ii) Subsequent costs

The Council recognises in the carrying amount of an item of property, plant and equipment the cost of replacing part of such an item when that cost is incurred if it is probable that the future economic benefits embodied with the item will flow to the Council and the cost of the item can be measured reliably. All other costs are recognised in the income statement as an expense as incurred.

**AUSTRALIAN AND NEW ZEALAND COUNCIL
FOR THE CARE OF ANIMALS IN RESEARCH AND TEACHING LTD**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

(iii) Depreciation

Depreciation is charged to the income statement on a straight-line basis over the estimated useful lives of each part of an item of property, plant and equipment. The estimated useful lives in the current and comparative periods are as follows:

- Computer Equipment - 5 years

(e) Trade and other receivables

Trade and other receivables are stated at their cost less impairment losses (see accounting policy (g)).

(f) Cash and cash equivalents

Cash and cash equivalents comprise cash balances and call deposits.

(g) Impairment

The carrying amounts of the Council's assets are reviewed at each balance sheet date to determine whether there is any indication of impairment. If any such indication exists, the asset's recoverable amount is estimated.

An impairment loss is recognised whenever the carrying amount of an asset or its cash-generating unit exceeds its recoverable amount. Impairment losses are recognised in the income statement, unless an asset has previously been revalued, in which case the impairment loss is recognised as a reversal to the extent of that previous revaluation with any excess recognised through profit or loss.

(h) Calculation of recoverable amount

- (i) The recoverable amount of the Council's receivables carried at amortised cost is calculated as the present value of estimated future cash flows, discounted at the original effective interest rate (ie. the effective interest rate computed at initial recognition of these financial assets). Receivables with a short duration are not discounted.

The recoverable amount of other assets is the greater of their net selling price and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. For an asset that does not generate largely independent cash inflows, the recoverable amount is determined for the cash-generating unit to which the asset belongs.

(ii) Reversals of impairment

An impairment loss in respect of receivables carried at amortised cost is reversed if the subsequent increase in recoverable amount can be related objectively to an event occurring after the impairment loss was recognised.

In respect of other assets, an impairment loss is reversed if there has been a change in estimates used to determine the recoverable amount.

An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

**AUSTRALIAN AND NEW ZEALAND COUNCIL
FOR THE CARE OF ANIMALS IN RESEARCH AND TEACHING LTD**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

(j) Employee benefits

(i) Long-term service benefits

The Council's net obligation in respect of long-term service benefits, other than pension plans, is the amount of future benefit that employees have earned in return for their service in the current and prior periods. The obligation is calculated using the projected unit credit method and is discounted to its present value and the fair value of any related assets is deducted. The discount rate is the yield at the balance sheet date on government bonds that have maturity dates approximating to the terms of the Council's obligations.

(ii) Wages, salaries and annual leave

Liabilities for wages, salaries and annual leave that are expected to be settled within 12 months of reporting date, represent present obligations resulting from employee's services provided to reporting date, are measured as the undiscounted amounts based on remuneration wage and salary rates that the Council expects to pay as at reporting date including related on-costs.

(k) Provisions

A provision is recognised in the balance sheet when the Council has a present legal or constructive obligation as a result of a past event, and it is probable that an outflow of economic benefits will be required to settle the obligation. If the effect is material, provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and, where appropriate, the risks specific to the liability.

(l) Trade and other payables

Trade and other payables are stated at cost.

(m) Revenue

(i) Sales revenue

Sales revenue comprises revenue earned from the sale of publications and the provision of membership entitlements. Revenue is recognised when the member joins the Council.

(ii) Funding

Funding monies are received from supporters and are brought to account on a cash received basis.

(n) Goods and services tax

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense.

Receivables and payables are stated with the amount of GST included. The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the statement of financial position.

Cash flows are included in the statement of cash flows on a gross basis. The GST component of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flow.

**AUSTRALIAN AND NEW ZEALAND COUNCIL
FOR THE CARE OF ANIMALS IN RESEARCH AND TEACHING LTD**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

	2019 \$	2018 \$
2 Revenue		
Funding	156,177	197,755
In kind contribution	30,000	30,000
Publications sales & other income	3,081	-
Conference revenue	92,684	74,158
Total revenue	281,942	301,913
 3 Salaries, wages and related on costs		
CEO	141,957	164,117
Administrative assistant	59,373	61,763
	201,330	225,880
 4 Auditors' remuneration		
<u>Audit services</u>		
Auditing the financial report	3,000	3,000
	3,000	3,000
 5 Receivables and prepayments		
Conference deposit	-	3,338
	-	3,338
 6 Cash and cash equivalents		
Cash at Bank	160,852	302,342
Balance as per statement of cash flows	160,852	302,342

**AUSTRALIAN AND NEW ZEALAND COUNCIL
FOR THE CARE OF ANIMALS IN RESEARCH AND TEACHING LTD**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

7	Property, plant and equipment	2019	2018
		\$	\$
	Cost		
	Balance at beginning of year	5,887	5,887
	Acquisitions	-	-
	Disposals	-	-
	Balance at end of year	5,887	5,887
	Depreciation and impairment losses		
	Balance at beginning of year	5,887	5,887
	Depreciation for the year	-	-
	Balance at end of year	5,887	5,887
	Carrying amounts		
	At end of year	-	-
		2019	2018
		\$	\$
8	Trade and other payables		
	Trade creditors & accruals	2,682	5,361
	GST payable	(362)	198
	Conference income in advance	-	2,363
	Audit fee accrual	3,300	3,300
		5,620	11,222
9	Employee benefits		
	Current		
	Liability for annual leave	3,604	58,525
	Liability for long service leave	24,033	73,922
		27,637	132,447

**AUSTRALIAN AND NEW ZEALAND COUNCIL
FOR THE CARE OF ANIMALS IN RESEARCH AND TEACHING LTD**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

	2019 \$	2018 \$
10 Reconciliation of cash flows from operating activities		
Cash flows from operating activities		
Surplus/(Deficit) for the year	(34,416)	(18,976)
Depreciation	-	-
Adjusted Surplus/(Deficit) before changes in working capital and provisions	<u>(34,416)</u>	<u>(18,976)</u>
(Increase)/decrease in prepayments	3,338	7,962
Increase/(decrease) in trade and payables	(5,603)	3,552
Increase/(decrease) in employee benefits	(104,810)	1,236
Net cash provided by/(used in) operating activities	<u>(141,490)</u>	<u>(6,226)</u>

11 Retained Earnings		
Balance at beginning of year	162,011	180,987
Net Surplus/(Deficit) for the year	(34,416)	(18,976)
Balance at end of year	<u>127,595</u>	<u>162,011</u>

12 Key management personnel disclosures

Transactions with key management personnel

The key management personnel compensation included in “salary, wages and on-costs” (see note 3) is as follows:

Short term employment benefits	141,957	164,117
Post employment benefits	-	-
	<u>141,957</u>	<u>164,117</u>
Comprising:		
Chief Executive Officer	1	1
	<u>1</u>	<u>1</u>

The non-executive Directors have not received any remuneration during the year.

13 Non key management personnel disclosures

Identity of related parties

The Council has a related party relationship with its Directors. The Directors are employees of the organisations which are members of the Council and contribute funding. All transactions between those organisations and the Council are conducted on ordinary commercial terms.

14 Subsequent events

There have been no events subsequent to balance date.

**AUSTRALIAN AND NEW ZEALAND COUNCIL
FOR THE CARE OF ANIMALS IN RESEARCH AND TEACHING LTD**

**DIRECTORS' DECLARATION
FOR THE YEAR ENDED 31 DECEMBER 2019**

In the opinion of the directors of the Australia New Zealand Council for the Care of Animals in Research and Training Limited ("the Council"):

- (a) The financial statements and notes, as set out on pages 21 to 29:
 - (i) are prepared in accordance with the Corporations Act 2001 and comply with Australian Accounting Standards in accordance with the accounting policies described in Note 1 to the financial statements;
 - (ii) give a true and fair view of the financial position of the Council as at 31 December 2019 and of its performance for the year ended on that date; and,
- (b) there are reasonable grounds to believe that the Council will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Directors.



David Mason
Board Chair

Dated at Adelaide 21 April 2020

Independent Auditor's Report

To Australian And New Zealand Council For The Care Of Animals In Research And Teaching Limited

Report On The Audit Of The Financial Report

Opinion

We have audited the financial report of Australian And New Zealand Council For The Care Of Animals In Research And Teaching Limited which comprises the income statement, statement of recognised income and expense, balance sheet, statement of cash flows, accompanying notes to the financial statements, and the directors' declaration.

In our opinion, the accompanying financial report of Australian And New Zealand Council For The Care Of Animals In Research And Teaching Limited:

- a) gives a true and fair view of the company's financial position as at 31 December 2019 and of its financial performance for the year then ended; and,
- b) complies with Australian Accounting Standards to the extent described in Note 1.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the company in accordance with the auditor independence requirements and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report which describe the basis of accounting. The financial report has been prepared for the purpose of fulfilling the company's financial reporting responsibilities. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of the Directors for the Financial Report

The directors of Australian And New Zealand Council For The Care Of Animals In Research And Teaching Limited are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the company. The directors' responsibility also includes such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



UHY SOTHERTONS
Adelaide Partnership



ALEX READE
Partner

80 Flinders Street, ADELAIDE

Dated 28 April, 2020

Acronyms

AATSE	Australian Academy of Technological Sciences and Engineering
AAWS	Australian Animal Welfare Strategy
ACUC	Animal Care and Use Committee
AEC	Animal Ethics Committee
AEEC	Animal Experimentation Ethics Committee
AGCARM	Agricultural Chemical and Animal Remedies Manufacturers Association of New Zealand
AHA	Animal Health Australia (formerly AAHC)
AMRIC	Animals in Medicines Research: Information Centre
ANZFAS	Australian and New Zealand Federation of Animal Societies
ANZLAA	Australian and New Zealand Laboratory Animal Association
ARC	Australian Research Council
ARMCANZ	Agricultural and Resource Management Council of Australia and New Zealand
AVA	Australian Veterinary Association
AVAWE	Australian Veterinary Association Welfare and Ethics special interest group
AVASE	Australian Veterinarians Associated with Scientific Establishments
AVCARE	Agricultural and Veterinary Chemicals Association
AVCC	Australian Vice-Chancellors' Committee (Now Universities Australia)
AVERT	Australian Veterinarians in Ethics, Research and Teaching
AWAC	Animal Welfare Advisory Committee
AWC	Animal Welfare Committee
BVA	British Veterinary Association
CAAT	Centre for Alternatives to Animal Testing (USA)
CCAC	Canadian Council on Animal Care
CSIRO	Commonwealth Scientific and Industrial Research Organisation
ECVAM	European Centre for Validation of Alternative Methods
FRAME	Fund for the Replacement of Animals in Medical Experimentation
IACUC	Institutional Animal Care and Use Committee
ICLAS	International Council for Laboratory Animal Science
MAF	Ministry of Agriculture and Forestry (New Zealand)
NAEAC	National Animal Ethics Advisory Committee
NCCAW	National Consultative Committee on Animal Welfare
NHMRC	National Health and Medical Research Council
NZVA	New Zealand Veterinary Association
PISC	Primary Industries Sub-Committee
RDS	Research Defence Society (UK)
RNZSPCA	Royal New Zealand Society for the Prevention of Cruelty to Animals
RSNZ	Royal Society of New Zealand
RSPCA	Royal Society for the Prevention of Cruelty to Animals
SCAW	Scientists' Centre for Animal Welfare (USA)
SSCAW	Senate Select Committee on Animal Welfare
UA	Universities Australia (formerly known as the Australian Vice-Chancellors Committee (AVCC))
UFAW	Universities Federation for Animal Welfare