



RCVS

Royal College of Veterinary Surgeons



news

NOVEMBER 2002

PROMOTING AND SUSTAINING PUBLIC CONFIDENCE IN VETERINARY MEDICINE



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GENEROUS SPONSORSHIP SECURES LIBRARY FUTURE

Thanks to generous sponsorship from Norbrook Laboratories Ltd, the RCVS Library & Information Service (LIS) will be able to develop new services and acquire new products to meet veterinary surgeons' and nurses' information needs. Dr Edward Haughey, Chairman of the international veterinary and medical pharmaceutical manufacturer, has offered the LIS £250,000, spread over five years.

"This support, together with the profession's response to the Safeguard appeal, will be decisive in supporting the LIS in developing new services," said RCVS Trust Chairman Dr Lydia Brown. "We see the LIS's long-term future as being a world class provider in animal health information and Norbrook's support will help us develop that position."



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COUNCIL REACHES COMPROMISE ON FEES

Council has approved the registration and retention fees for 2003-4 and an appropriate amendment to the Regulations will now be submitted to the Privy Council to be made into a statutory instrument.

Retired members in particular will note that the initial proposal to increase their fee for 2003 has been revised - the proposed increase now being £19 (some 55%) less than it was. Furthermore it was agreed that retired members would receive a copy of the RCVS Register as part of their membership package in recognition of their desire to remain in contact with their professional colleagues.

Membership category	2002	2003
UK members	£208	£217
Overseas members	£83	£108
Retired members	£20	£35
Registration	£230	£240
Temporary registration	£220	£228
Restoration	£22	£108

F&GP Committee and Council gave extensive consideration to the representations made about the retired members fees at the AGM, in

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TB TESTING - ACTION NEEDED

Bovine tuberculosis is a major challenge for farmers and their veterinary surgeons in a growing number of areas of the UK. It is a nightmare for DEFRA Ministers, who are blamed by welfare groups for ordering the culling of badgers as part of the Krebs trial and by farmers for not taking effective steps to control the disease. It has also led to debate over the years between RCVS and MAFF, now DEFRA, over the use of lay technicians for TB testing.

In 1995 MAFF proposed to use technicians to inject tuberculin and take skin measurements, referring suspected or inconclusive reactors for assessment by veterinary surgeons. RCVS took the view that the proposal required the technician to exercise a clinical judgement which ought to be reserved to

veterinary surgeons. MAFF did not proceed.

DEFRA has now revived the proposal, but as a temporary measure. The object would be to train Animal Health Officers, and perhaps also lay staff employed by practices, to help deal with the backlog of TB tests which built up during the outbreak of foot and mouth disease. Later the Department would consult on a permanent exemption order for lay testers.

In discussion in External Affairs Committee the Department was urged to think again and take firm action to make the LVI system work. The size of the backlog was said to have been overstated, because of delays in dealing with test results. Changes to speed up the accreditation of new LVIs had not had

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THE IMPORTANCE OF BEING REGISTERED

The RCVS is becoming increasingly concerned about the number of veterinary surgeons who continue to practise after being removed from the Register for non-payment of the retention fee. We have recently re-registered a considerable number of members who were removed in early October 2001 for non-payment of the 2001 retention fee. They, and the practices they worked for, or were partners in, were unaware that they had been removed even though their removal had been published in *The Veterinary Record* and on the RCVS website.

Members and practices are reminded that it is a criminal offence under the Veterinary Surgeons Act 1966 to carry out acts of veterinary surgery when unregistered. In addition, all veterinary certificates they have signed are invalid, as may be their professional indemnity and public liability insurances. We would urge that practice principals or senior partners check that all veterinary surgeons in their employ have paid their retention fee. If in doubt, please check with the [Membership Department](#).

2 Additionally, when updating the lists of organisations and companies in the RCVS Register, we found a number of entries that listed individuals as members when they had been removed, either voluntarily or for non-payment, and several who had never been registered. Such organisations and companies may risk severe legal challenge or penalties because of invalid certification and insurance. Once again, we urge all such organisations to check that every veterinary surgeon in their employ is a fully registered member of the RCVS.

RCVS DAY 2003

RCVS Day will be held at Church House, Westminster, London, SW1 on Friday, 4 July 2003.

The provisional timetable is as follows:

10:00 am	Prayer of Thanksgiving/ Short Address
10:15 am	AGM and Presentation of Awards to be followed by a Lecture and Q&A Session
12:30 pm	Buffet Lunch

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time to take effect. For the longer term, serious concern was expressed over the viability of veterinary provision and the effectiveness of veterinary surveillance in the more remote rural areas if TB testing were no longer carried out by LVIs.

The Presidents of RCVS and BVA, Stephen Ware and Peter Jinman, have jointly written to *The Veterinary Record* to ask all LVI practices to review their outstanding TB test lists and let the Divisional Veterinary Manager know if they cannot deal with the outstanding tests by March, or alternatively say if they can take on tests on farms that are clients

of other practices. Practices employing veterinary surgeons who are not LVIs are urged to apply to the DVM for fast-track approval for TB testing.

In discussion in Council the Chief Veterinary Officer thanked the College for its response and indicated that he was minded not to pursue the proposed interim exemption order. DEFRA would, however, want to examine with the profession the arrangements for veterinary surveillance on farms, the delivery of veterinary services in marginal livestock areas, the role of LVIs and the scope for using paraprofessionals in the care of farm animals.

REGIONAL MEETINGS - NOVEMBER AND BEYOND

By the time this edition of *RCVS News* goes to press, the next round of RCVS Regional Meetings will be almost upon us. The RCVS team will be travelling to the Quality Hotel at Scotch Corner, (near Darlington) and the Marriott Hotel in Grantham on Tuesday 26 and Wednesday 27 November respectively. All members are welcome to attend; invitations have been sent specifically to those within reasonable travelling distance. A warm welcome is also extended to listed veterinary nurses. On both evenings, a buffet meal will be provided from 7pm with the meeting proper commencing at 8pm.

The meetings present an opportunity for members to meet RCVS Officers in an informal atmosphere and discuss College activities and any issues of concern facing the veterinary profession generally. The agenda is open to enable members to discuss what they wish, although any topic that would benefit from a more detailed answer should be sent to the RCVS in advance.

One of members' key concerns arising from the recent survey conducted as part of the College's Communications Audit was lack of communication from the RCVS to its members. It is hoped that an additional round of meetings planned for 2003 (see box) will go some way to address this. Regional Meetings present members with a prime opportunity both to express their views to the RCVS and to have their questions answered. We would urge you to attend.

Full details and November invitations are available on the RCVS website (www.rcvs.org.uk) or from the [External Affairs Department](#) (020 7202 0766).

FIRST TWO ROUNDS OF REGIONAL MEETINGS IN 2003

Date	Venue (tbc)
Tuesday 14 January 2003	Blackburn
Wednesday 15 January 2003	Ipswich
Tuesday 18 March 2003	Carmarthen
Wednesday 19 March 2003	Bath



With the RCVS website now being used over 1000 times per day, www.rcvs.org.uk

remains one of the College's most effective means of communicating with members, veterinary nurses and the general public. It is continually updated to provide the latest information and has also undergone recent design changes to make it more user-friendly.

In an effort to span the time interval between the three annual editions of *RCVS News* and improve communication, ongoing reports on the College's main activities are posted on a new section called Latest News - a scrolling ticker tape on the homepage - for two weeks before being stored in a searchable archive.

In addition, Find A Vet (www.findavet.org.uk) has just been extended again to enable users to search for individual veterinary surgeons, as well as veterinary practices and listed veterinary nurses. Although the information used online is based on that provided in the Register, only full name, registrable qualification, home town and membership number and status will be displayed.

ELECTION OF MEMBERS OF COUNCIL OF THE ROYAL COLLEGE OF VETERINARY SURGEONS

In accordance with the provisions of the Veterinary Surgeons Act 1966, and the Royal College of Veterinary Surgeons Council Election Scheme 1967, six persons who must be members of the Royal College resident outside the Republic of Ireland (unless being resident in the Republic of Ireland he/she has retained the right to vote in Council elections, pursuant to the provisions of the Veterinary Surgeons [Agreement with the Republic of Ireland] Order 1988) will be elected in 2003 to be members of the Council of the said Royal College, for a period of four years from the Annual General Meeting in July 2003.

The following current members of Council will retire at the Annual General Meeting in 2003 and are eligible for re-election, namely:

Dr L A Brown BA BVSc PhD MBA FRCVS
Alpharma Animal Health Ltd
Unit 15
Sandleheath Industrial Estate
Fordingbridge
Hampshire
SP6 1PA

Mrs L V Hill MVB MRCVS
62 Green End Road
Boxmoor
Hemel Hempstead
Hertfordshire
HP1 1QR

Mr R P Moore BVM&S MRCVS
Meadow Brow
Broadway
Ilminster
Somerset
TA19 9RG

Mr R G Eddy BVetMed FRCVS
Penmayne
North Wootton
Shepton Mallet
Somerset
BA4 4ES

Mr A P Kirwan BVSc MRCVS
Barn Lodge Veterinary Hospital
54a Southport Road
Ormskirk
Lancashire
L39 1LX

Mr R S Windsor MBE BVM&S BSc MA
MRCVS
Middlefield House
By Dumfries
Dumfriesshire
DG1 3SF

Nominations of persons for election to the Council must be submitted in writing on the prescribed form which may be obtained from, and which must be returned to, the Registrar, duly completed on or before **31 January 2003**.

The Nomination Form may be accompanied by a Statement from each of the candidate's proposers of **not more than 100 words** for publication to members with the voting papers.

Candidates may submit a Statement of **not more than 500 words (inclusive of contact details)**, together with a recent photograph (larger than passport-sized), for publication with the voting papers. These should be received by the Registrar **no later than 31 January 2003**. Wherever possible, the statements from the candidates and proposers should be sent in electronic form (on disc in Word, or by e-mail to registrar@rcvs.org.uk), as well as hard copy. Please note that no late submissions will be accepted and those exceeding the word count will not be included, unless adjustments can be made before the closing date.

Voting papers will subsequently be distributed to all members of the College, other than those who are resident in the Republic of Ireland who have not retained their right to vote in Council elections (see above) on or before 5 March 2003. Each nomination form must bear the signatures and registered addresses of two proposers. **NO** proposer may:

- Nominate more than one candidate; or
- Be a member of Council; or
- Reside in the Republic of Ireland, unless he/she has retained his/her right to vote in Council elections (see above).

It should be noted that the term "proposer" includes not only the person who would normally be so described but also the person who may often be described as the "seconded". The nomination form must also bear the signature of the candidate, including his/her willingness to accept nomination and to comply with codes of practice or guidance issued by Council governing the conduct of Council Members (currently set out in the Council Members' Handbook)."

Miss J C Hern
 Registrar

CHAIRMAN'S REPORT TO COUNCIL OCTOBER 2002

1. There have been four meetings of the Preliminary Investigation Committee since the last Council meeting, during which 35 new cases as well as ongoing cases were considered. Three of the new cases were referred to solicitors for investigation and formal statements. Two cases were referred to the Disciplinary Committee. There have been seven informal interviews and one practice visit since the last Council meeting.

2. Two cases are specifically reported to Council and the profession.

3. The first case concerned an allegation that a cat's thyroid had been removed without permission. Prior to a dental operation there was discussion with one veterinary surgeon in the practice that such a procedure might be necessary, but it was decided that the cat was too weak. When the cat was having the dental operation, another veterinary surgeon from the same practice decided to carry out the procedure. She said that while the cat was under anaesthetic she rang the client, but could not remember whether she had obtained consent to the procedure or not. There was no record of any consent and the cat died five days after the operation. The Committee considered that removal of the thyroid was a major procedure, which was elective rather than emergency, and that the client should have been informed of the risks and given informed consent. The Committee decided that advice should be issued emphasising the importance of obtaining and recording informed consent and closed the case.

4. The second case related to concerns raised by the South African Veterinary Council (SAVC) that (i) a veterinary surgeon working temporarily in South Africa (SA) had failed to register with the SAVC and (ii) he had signed vaccination certificates in respect of African Horse Sickness (AHS) without personal knowledge of the vaccination. The Committee considered that registration and certification in another country were, in the first instance, a matter for that country. However, because he was not registered, the SAVC disciplinary procedures were not applicable. The veterinary surgeon was invited to an informal interview.

5. The veterinary surgeon admitted his error in failing to register with the SAVC. He also accepted that he had had no personal knowledge of the AHS vaccinations and admitted his error in

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CHANGES TO CERTIFICATE AND DIPLOMA ARRANGEMENTS 2003/2004

Following a recommendation from the Specialisation and Further Education Committee, there are a few changes to be made to the administrative arrangements for the Certificate and Diploma examinations.

Deadlines

- With effect from November 2003, if candidates submit incomplete applications, and fail to provide the additional material required for the Board's consideration by the specified deadline, their application will be returned together with the enrolment fee, although a £50 handling charge will be retained to cover administration costs.
- In 2004 there will be a common closing date for submitted work for both Certificates and Diplomas. This will be Monday 1 March. The purpose is to avoid the previously experienced delays in submission and marking during the spring conference season.

Submitted work

- All candidates will be required to provide a Declaration signed by their Adviser to be sent to the RCVS with their submitted work.
- Candidates who exceed the maximum word limit in their submitted work will have their work returned unmarked and will be unable to proceed with the examination that year.
- All submitted work will be graded as follows:
 - **Good Pass** - proceed and suitable as a sample for future candidates;
 - **Pass** - adequate for a candidate to proceed to the remaining sections of the examination but not suitable as a sample; or,
 - **Fail** - the candidate cannot proceed to the remaining parts of the examination in the same year. Candidates who fail at this stage will be refunded 50% of the examination fee.

EDUCATION AND TRAINING FRAMEWORK - ESSG UPDATE

Since the proposals for a future education and training framework were published in July, the RCVS has received 70 letters and emails from members commenting on the proposals, or seeking clarification on how the framework might be implemented. These have been very helpful to the Education Strategy Steering Group, which would encourage members to continue to write in with their views. The report containing the proposals is still available at www.rcvs.org.uk.

In the meantime, the first phase of a pilot study for the proposed Professional Training Programme has just started. 47 new graduates from the six UK veterinary schools are helping to test out the usefulness of the so-called "year one" competence statements, together with a draft checklist of clinical skills and procedures which they could expect to cover during their first year in practice. IT-based recording mechanisms are also being investigated, and it is hoped that the experience gained over the next six months will feed into the next phase of the PTP pilot which will run from 2003-2005. Any practices that expect to be recruiting new graduates from 2003, and that are interested in taking part in the second phase of the PTP pilot, are invited to get in touch with Freda Andrews, Head of Education, (f.andrews@rcvs.org.uk; direct line 0207 202 0702).

KEY DATES FOR RCVS CERTIFICATES AND DIPLOMAS

Please note that if you wish to enrol or enter for any of the RCVS examinations, information packs and relevant forms can now be downloaded from the RCVS website (www.rcvs.org.uk). Please make sure you download both the general information and subject specific information documents.

New and enrolled candidates for RCVS Certificates and Diplomas should note the following key dates which apply to all subject areas:

1 March 2003	Closing date for receipt of entries to the 2003 examinations for both Certificate and Diplomas. NB: Diploma candidates must also submit their dissertations/papers by this date. (As the normal deadline [1 March] for receipt of entries falls on a Saturday in 2003, candidates will be allowed up to midday on Monday 3 March to allow for the weekend.)
1 April 2003	Closing date for receipt of submitted work for Certificate candidates taking the 2003 examination.
Thursday 17 July or Friday 18 July 2003	Diploma written examinations to be held at the RCVS on one of these dates, depending on number of candidates entering.
Tuesday 29 July or Wednesday 30 July 2003	Certificate written examinations to be held at a centre in London on one of these dates, depending on number of candidates entering.
1 November 2003	Closing date for receipt of new enrolments, and for enrolled candidates to submit their applications for Final Approval of Experience. (NB: in 2003 applications will only be accepted between 1 September and 1 November, however, as the normal deadline [1 November] for receipt of entries falls on a Saturday in 2003, candidates will be allowed up to midday on Monday 3 November to allow for the weekend.)

APPROVAL OF VETERINARY DEGREES - HOME AND AWAY

Glasgow

Following the joint RCVS/EAEVE (European Association of Establishments for Veterinary Education) visit to Glasgow University in May this year, Education Committee received the visitors' report at its meeting in October. In presenting the report, Professor Leo Jeffcott, Chairman of the visitors panel, paid tribute to the work of the veterinary school's staff in preparing for and hosting the visit, and to the visitors and RCVS staff who had prepared the report. The report outlined a number of key strengths of the course, including the excellent exposure to pathological and post-mortem material, the breadth of exposure to farm animal work, the efforts being made in the field of veterinary public health and food safety teaching, the impressive new equine clinic, and the excellent research environment to which students are exposed. The report also contained

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EDUCATION

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recommendations concerning the need for continued improvements in facilities and staffing, and the need to keep the balance of the curriculum under review. The EAEVE Education Committee is now considering the report before RCVS Council passes a final recommendation to the Privy Council on the continued recognition of the degree.

Cambridge

As reported in *RCVS News* (March 2002), the report of the visit to Cambridge University's veterinary school was considered by the EAEVE Education Committee in July. EAEVE concurred with the visitors' recommendation that the university should be visited again in 2003 to check on progress in strengthening the teaching of veterinary public health. It is understood that a new full-time appointment in the area has now been made and that Cambridge should therefore be on track to meet the European requirements when the re-visit is undertaken. At its recent meeting, RCVS Council agreed that continued

recognition should be recommended to the Privy Council.

Liverpool

The number of representatives from overseas will outnumber UK-based visitors for the first time when the RCVS undertakes its next visit to Liverpool University in March 2003. Reflecting the importance attached to international perspectives in veterinary education, the visitor panel will be made up of representatives from America, Australasia, Finland, Germany and the Netherlands, as well as the UK.

Recognition of Australian schools

At its October meeting, the RCVS Education Committee also received updates on the veterinary schools in Sydney and Brisbane, following discussions in the summer with the Dean from Sydney, and Dr Barry Johnson's presence as an observer on the visit to Brisbane for the Australasian Veterinary Boards Council Inc. The RCVS will consider the full Brisbane report in 2003. RCVS Council agreed the continued recognition of Sydney's veterinary degree.

KEY DATES FOR RCVS DIPLOMA OF FELLOWSHIP AND RECOGNISED SPECIALISTS

Please note that information packs and relevant forms can now be downloaded in the Education Section on the RCVS website (www.rcvs.org.uk).

Provisional and Full Registered Diploma of Fellowship candidates and new applicants should note the following key date:

1 August 2003	For registered candidates applying for full registration or submitting progress reports AND New applicants wishing to register
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Existing RCVS Specialists and new applicants should note the following key dates:

30 August 2003	Specialist Re-Applications (for those first listed in 1994 or in 1999)
19 September 2003	New applicants

CPD BROUGHT CLOSER TO HOME

A frequently heard complaint, especially from members who work overseas or in the more remote areas of the country, is the shortage of good quality distance learning programmes and the difficulty that many people have in accessing courses in order to meet RCVS' CPD requirements. It is therefore encouraging to hear of developments at the Royal Veterinary College, where a new distance-learning course in Epidemiology and Animal Health Economics has been developed under the direction of Professor Dirk Pfeiffer. The course will combine an introduction to statistics and epidemiology with animal health economics, and will provide professionals working in animal health and production with an opportunity to learn about modern techniques for dealing with complex problems affecting animal populations.

RVC already offers the MSc and Postgraduate Diploma in Livestock Health and Production by distance learning, and the new Epidemiology course can be taken either as a component of the MSc/PG Diploma, or as a standalone short course. It will be available from January 2003 via the University of London's distance learning programme. The RVC's newly appointed Director of Distance Learning Programmes, Dr Silva-Fletcher is a veterinarian with a PhD in ruminant digestion and has considerable experience in distance education having worked at the Open University. She says, "I plan to expand the programme to include more postgraduate and short courses for CPD, using new teaching and assessment technologies."

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correspondence with the College and individual Council Members, the Privy Council, the veterinary press and in a meeting with retired members' representatives, before agreeing to this compromise.

Council maintained that all members should contribute proportionately to the costs involved in discharging the College's statutory duties. It was emphasised that membership was a package; for those active in the profession it represented a licence to practise and for others it allowed them to retain the status of an MRCVS and a contact with their profession. However, it was agreed that F&GP Committee would accelerate its current proposal to reassess membership categories so as to generate a firm fee strategy for all members as soon as possible.

It was also noted that Council had decided in June 2000 that those members who had qualified by RCVS Examination (uniportalists) and who did not have post-nominals other than MRCVS, could title themselves MRCVS (Ret) if they chose not to pay a fee or for other reasons decided not to stay on the Register.

GUIDE TO PROFESSIONAL CONDUCT - CHANGES

The following changes to the *Guide to Professional Conduct 2002* were approved at the RCVS Council meeting in October and are available for reference on the RCVS website (www.rcvs.org.uk). These changes constitute the 2003 Update and will be sent to all members in the January 2003 mailing. In the meantime, further details are available from the Professional Conduct Department (020 7202 0789 or profconteam@rcvs.org.uk).

Advertising

Loss leaders within promotions to be permitted without the need to include a range of standard practice fees.

Dart Guns

Approved guidance on Medicinal Compounds for Use in Dart Guns to form an Annex.

Informed Consent

Additional clarification that to give informed consent, clients must be aware of the risks.

Veterinary Nurses

Updated guidance on recent changes to Schedule 3, which include recognition of VN training.

MANPOWER SURVEY REVEALS INCREASE IN WOMANPOWER

Following the two Manpower Surveys commissioned by the RCVS in 1998 and 2000, a mini survey of veterinary employment has been conducted this year. The questionnaires were sent out with the retention fee notices in January and, by the end of April, 5917 forms were returned to the RCVS - a response rate of 29%. This was lower than the 49% response to the full survey in 2000, and lower again than the 61% achieved in 1998.

Main changes since 1998 and 2000

The proportion of women in the veterinary profession has continued to increase, to 36% this year compared with 33% in 2000. This shift is inevitably changing working patterns, especially in mid-career, when women are more likely to take career breaks or work part-time. These changes can be observed across the three studies.

There are other changes taking place - notably the continuing shift away from large animal/farm practice towards small animals. Working hours are also falling, although an increase in on-call time is observed.

New findings

The CPD questions were improved to try to draw out more information than the questions used in 2000. They distinguished between the availability and the quality of CPD.

SOME OF THE FINDINGS BASED ON ALL VETERINARY SURGEONS REGISTERED WITH THE RCVS

In the sample, 82.3% of vets were working in practice, compared with 79% in 2000 and 76% in 1998. The number with more than one occupation continued to increase, to 12.5% in 2002, up from 9% in 2000 and 4% in 1998.

Unemployment

Only just over 1% of the profession was unemployed in 2002 - a figure so small that accurate comparisons with previous surveys and between men and women would be unsafe. However, it indicates clearly that unemployment remains a minor issue for veterinary surgeons.

Part-time employment

There have been marked changes, since 2000, in the numbers of veterinary surgeons working part-time (*Table 1*). The number of men working part-time has almost doubled whereas there has been a sharp decrease in the number of women so employed.

Table 1

Part-time employment of veterinary surgeons by gender: 2002 compared to 2000 survey				
	Male		Female	
	2002	2000	2002	2000
All part-time	9.5%	5%	23.9%	30%
20-39 hours	5.7%	3%	14.1%	18%
Less than 20	3.8%	2%	9.8%	12%

Career breaks

The 2002 sample shows other differences from 2000. This year 4.3% of female veterinary surgeons potentially available for work were taking a career break, compared to 7% two years ago. Of these, women in their thirties remained most likely to take a career break although this number also fell from 8.4% in 2000 to 5.4% this year. Conversely, the number of men taking a break rose from 1.3% to 2.3%.

Retirement

As the proportion of women in the profession has only been increasing relatively recently, the disproportionate number of men in retirement this year relative to women might be expected, as shown in *Table 2*. However, only 74% of men over the age of 60 have taken either partial or full retirement, compared with 80% of women in this age range.

Table 2

Retired veterinary surgeons, in total and by gender, 2002			
	All	Male	Female
All retired	13.9%	19.1%	5.0%
Partially retired	2.0%	16.4%	4.3%
Fully retired	11.9%	2.7%	0.7%

FINDINGS RELATING TO VETERINARY SURGEONS BASED IN THE UK

The findings in this section relate only to the Home Members in the sample. These number 4504 out of the 5917 who replied (about 76%).

Age and gender

In the sample, 38% of the full-time working veterinary surgeons were women, compared to 32% in the 2000 survey. In full time practice, 38.6% of the veterinary surgeons were women, up from 34% in 2000.

Table 3 reveals the differences between men and women veterinary surgeons in their 30s and 40s. It supports the conclusion from the 2000 survey that men are more likely than women to become principals or partners in a practice. The apparent decline in the number of women between 2000 and 2002 may, however, be an artefact caused by a small sample.

Table 3

Numbers of veterinary surgeons in practice who are principals or partners, by gender; 2002 compared to 2000 survey				
	Male		Female	
	2002	2000	2002	2000
Age 30-39	63%	60%	23%	29%
Age 40-49	87%	87%	46%	63%

Hours worked

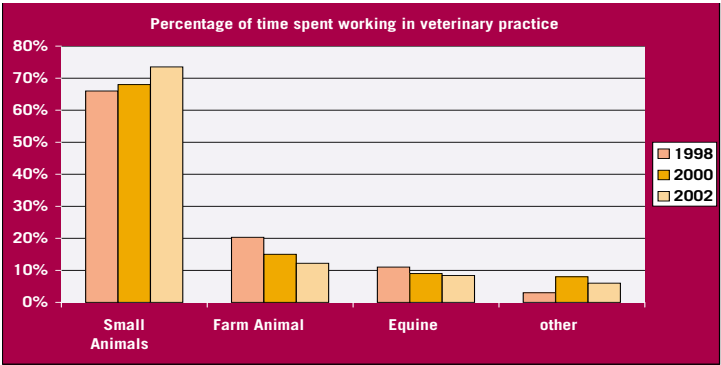
The length of the average working week across all categories of veterinary employment was 46 hours, compared to 47 hours in 2000 and 48 hours in 1998. Veterinary surgeons in practice worked on average 43.3 hours per week, however by removing the effect of part-timers, the average working week increased to 51.6 hours. Full-timers were on-call for an average of 27.3 hours per week, an increase of nearly 20% on two years ago.

SURVEY OF EMPLOYMENT IN THE UK VETERINARY PROFESSION IN 2002

Time spent in practice on different animals and various activities

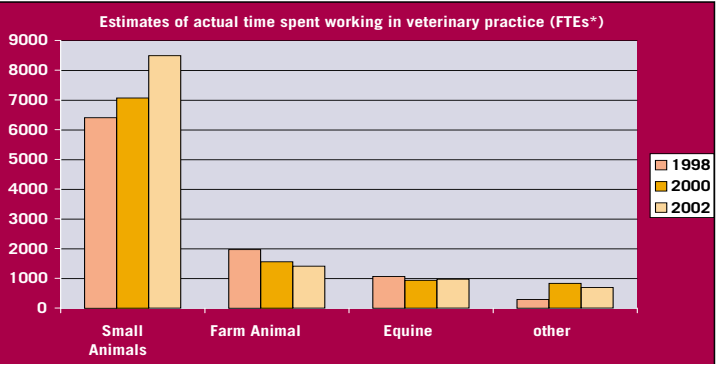
Figure 1 shows that the trends set between 1998 and 2000 continued. The proportion of total veterinary time spent on small animals climbed again, to 73.5%, whereas the figures for cattle, sheep and pigs fell even further at 7.5%, 1.3% and 0.4% respectively, more or less halving since 1998.

Figure 1



However, these data must be interpreted in light of the continuing increase in the total number of veterinary surgeons working in practice from 1998 to 2002 (see RCVS Annual Reports). Thus the actual time spent in different areas of veterinary practice, shown as Full Time Equivalents (FTEs) can be seen in Figure 2.

Figure 2



The proportion of time spent on "other" practice activities (Table 4) remained reasonably constant, although that spent on practice management notably halved - perhaps resulting from an increase in recruitment of practice managers.

Table 4

Proportion of time spent in general practice on "other" activities: 2002 compared to 2000 and 1998			
	2002	2000	1998
Exotics	1.0%	1%	-
Meat Hygiene	1.1%	1%	1%
Fish	0.1%	0%	-
LVI	2.7%	2%	-
Practice Mgmt	3.0%	6%	-
Other	0.4%	1%	1%

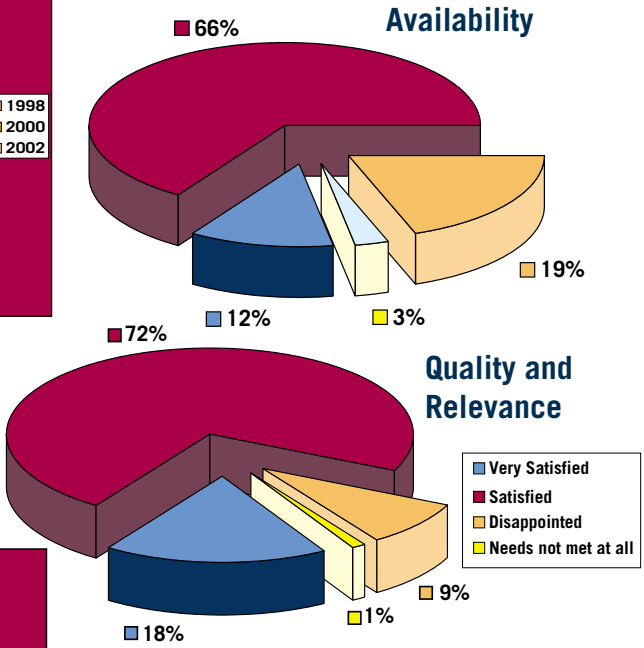
CPD QUESTIONS Satisfied with CPD?

The majority of respondents were satisfied with the quality, relevance and availability of CPD undertaken (Figure 3), although availability, or lack of it, caused greatest concern.

Why bother?

These surveys, which are to be commissioned biennially, provide the RCVS with a soundly based view of the composition of the veterinary profession.

Figure 3



The College uses this information when developing its provision of veterinary postgraduate education, in monitoring and maintaining standards of university education and in formulating policy on CPD provision and uptake. It has provided a useful reference tool to the ESSG, for example, in proposing its framework for the future of veterinary education and training (see page 4) and will be used when the College reviews membership categories to reflect the increasing variance in demographic and working practices of the profession. Accurate information is also vital when discussing veterinary issues with the Government and media, and it enables the College to target its communication with the profession itself more effectively.

The lower response to this year's survey may be indicative of survey fatigue amongst members, however we would urge the profession to continue to assist with these exercises as much as possible. The full report on the Employment Survey may be downloaded from the RCVS Website (www.rcvs.org.uk) and is available upon request. Please send any comments or questions to John Collins, Head of Corporate Services, (020 7202 0708 or j.collins@rcvs.org.uk).

DISCIPLINARY COMMITTEE HEARINGS

MR ALAN R TAIT

The inquiry into Mr Tait was listed for 2 May 2002, but adjourned at his request and re-listed on 27 and 28 June 2002. On 27 June Mr Tait was not present and sought a further adjournment. The Committee gave consideration as to whether the public interest would be served by postponing the hearing and balanced that against the question of whether it would be contrary to the rules of natural justice to hear the case in Mr Tait's absence. After discussion the Committee proceeded in his absence and heard three charges of disgraceful conduct and considered one drink-driving conviction.

On the first charge the Committee accepted that Mr Tait represented falsely that he had carried out surgery on Frances, an English bull terrier bitch. The Committee heard that Mr Turner, the owner, had taken Frances into Mr Tait's Holmfirth surgery during the morning of 22 August 2001. It was Mr Turner's understanding that x-rays would be taken and he said that Mr Tait told him to telephone later that day at 4pm. When Mr Turner telephoned he was told to telephone the next day. When he did, he was not put through to Mr Tait and went to see him in person at his Uppermill practice. Mr Tait told Mr Turner that he had operated on Frances and removed "bladder stones".

Later on 23 August, at 5.30pm, Mr Turner again went to the Uppermill surgery and spoke to Mr Tait. Mr Turner said that he was given further assurances as to Frances' well being, but became suspicious and at 6.30pm went to the Holmfirth practice. The back door was unlocked and he went in to find Frances dead; he could find no indication that she had been operated on. When confronted, Mr Tait said he had carried out "pinhole surgery" and that Frances had died as a result of an adverse reaction to the anaesthetic. Later Mr Tait produced urinary calculi and a radiograph of a male dog saying that it was a radiograph he had taken of Frances. Mr Turner asked Mr Jagger, who was independent of the case, to carry out a post mortem on Frances.

In correspondence with the RCVS Mr Tait said that he had removed the urinary calculi by catheterisation. The Committee stated, "We are satisfied...[that]...Mr Jagger...carried out a post mortem on the bitch and found no evidence of any recent surgery of any kind, including catheterisation..."

The second charge related to Suzie, a greyhound bitch. The Committee

accepted that following a spay operation on 19/20 December 2000, Mr Tait had failed to provide Suzie with adequate postoperative care. The Committee heard that Mr Tait had discharged Suzie from the Uppermill surgery when she was unconscious and later the same day he had failed to respond adequately to calls for help from her owner, who was a retired radiologist.

On charge three the Committee accepted that Mr Tait had failed to provide an owner with radiographs of her dog, which were taken for the purposes of the BVA/Kennel Club's hip dysplasia scheme, in a reasonable time and separately, that he had supplied an inappropriately labelled medicine.

With regard to the drink/drive conviction the Committee heard that on 27 August 1999 Mr Tait was two and a third times over the limit. When questioned, he told a police officer that he was on his way to attend a "bleeding animal". Half a bottle of whisky was found on the passenger seat. The conviction was upheld on appeal on 23 November 2000.

The Committee found proved the facts that supported the charges, but stopped short of deciding whether they amounted to disgraceful conduct and adjourned the inquiry until 31 July 2002, to give Mr Tait a further opportunity to appear.

On 31 July Mr Tait was present and represented by Counsel and sought a rehearing of the inquiry. This was refused and the Committee heard mitigation on his behalf. On each of charges one and two, the Committee found Mr Tait guilty of disgraceful conduct in a professional respect and directed that his name be removed from the Register. On the third charge the Committee found that the facts did not amount to misconduct. With regard to the conviction, despite concern that he might have been practising under the influence of alcohol, the Committee found that a single conviction for drink-driving did not render Mr Tait unfit to practise, particularly as his driving licence had recently been restored to him.

Mr Tait has appealed to the Privy Council against the directions and his name remains on the *Register* pending the appeal.

Order additional copies of the new
Register and Directory of Practices
from the RCVS online shop:

www.rcvs.org.uk

or telephone 020 7202 0762

MR MAURICE J KIRK

The disciplinary inquiry into Mr Kirk was heard over eight days earlier this year concluding on 29 May 2002, with full reasons issued by the Disciplinary Committee shortly afterwards.

The Disciplinary Committee was asked to consider 13 convictions Mr Kirk had received since 1993 as well as one charge of misconduct referred by the RCVS Preliminary Investigation Committee. In broad terms six convictions related to motoring offences (one of which for legal reasons the committee did not take into account), which included failing to give breath specimens and failing to stop when directed by a constable. Five convictions related to assaults (one was withdrawn by the College), which consisted of common assaults, threatening behaviour and resisting a constable. Two convictions were veterinary related, one under building regulations and the other under the Environmental Protection Act 1990.

The Committee directed that in relation to the convictions, taken singly or together, the Registrar should remove Mr Kirk's name from the Register and in relation to the misconduct charge his name should be suspended for a period of six months.

Mr Kirk conducted his own defence and was described by the Committee as no ordinary "litigant in person", but as a "most practised and accomplished advocate". The Committee commented that in almost every case of conviction considered by the Committee, Mr Kirk had "not only appealed but brought proceedings for judicial review".

Mr Kirk indicated to the Committee that in his view he had been the subject of a campaign of harassment from the South Wales Police. He also expressed concern at the regulation of the legal profession. Mr Kirk provided the Committee with details of occasions he had been stopped by the police and prosecutions commenced, only for the matter to be dropped. On a number of the convictions before the Committee, Mr Kirk said that while he accepted he had been convicted, he did not accept the facts that formed the basis of the conviction.

With regard to the motoring offences, the Committee commented that, "It might be thought rare that one or more...would form the basis of a charge...however Mr Kirk has brought the profession into disrepute in his repeated refusal to accept and keep to the law...he has refused breath tests, locked himself in his car and pretended to be asleep when approached by the police; the police have on occasion had to break into his car to

DISCIPLINARY COMMITTEE HEARINGS

arrest him. This is unacceptable behaviour for a member of the veterinary profession...". The Committee indicated that if one or more of these convictions was found to be flawed it would not affect the overall decision.

The Committee stated that each of the four assault-type convictions was sufficient to render Mr Kirk unfit to practise. On one occasion as the veterinary surgeon in attendance at an agricultural show, Mr Kirk had had to be subdued by the use of CS gas to enable his arrest. Mr Kirk told the Committee that he had been assaulted first by a retired police officer. On another occasion Mr Kirk's victim had been a 17-year-old girl. Mr Kirk told the Committee that she had broken into one of his letting houses.

The Committee described Mr Kirk's breach of building regulations as "petty" and "a further example of Mr Kirk's cavalier attitude towards authority." On the issue of waste disposal the Committee said that it took "a serious view" of acts or omissions that might "endanger the public" and that alone it rendered Mr Kirk unfit to practise. The Committee also noted that the jury at court had rejected Mr Kirk's attempt to blame a fellow veterinary surgeon for the disposal of the waste.

The misconduct charge related to Mr Kirk's behaviour and attitude during an emergency call to a sick/injured dog on Cold Knap Beach in South Wales on 7 January 2001. The dog had been on the beach for some two and a half hours and Mr Kirk attended and treated the dog 30 minutes after being asked to by the police. Mr Kirk told the Committee he had been angry about the delay but the Committee was concerned that his clinical approach and judgement had been impaired by his annoyance and agitation.

After finding the charges proved the Committee was informed that Mr Kirk had been warned as to his future conduct on two previous occasions. In the first inquiry, recorded in the 1984 RCVS *Annual Report*, a previous Committee had said:

"Accordingly, we are prepared to take the step, in faith, of making no other order than that you should be warned as to your future conduct. In that connection we urge you to appreciate that continued conflict with authority must inevitably affect not only yourself, but also your profession by bringing it into disrepute. We urge you strongly to bear this in mind."

The Committee indicated that Mr Kirk's previous history reinforced its decision to direct that his name be removed from the

Register and stated, "It seems quite obvious to this Committee that Mr Kirk has no intention, and is possibly not capable, of altering his behaviour." The Committee's full reasons are set out on the RCVS website (www.rcvs.org.uk).

Mr Kirk has appealed to the Privy Council against the direction and his name remains on the *Register* pending the appeal.

MR JOHN D BAILEY

On 10, 11 and 12 June and 9 July 2002 the RCVS Disciplinary Committee heard two charges of disgraceful conduct against Mr John David Bailey of Ambivest Veterinary Group. The first charge alleged that the fees for the supply and/or administration of Prescription Only Medicines (POMs) (inclusive of dispensing fee and/or injection fee and prices for medicines, syringes and needles) were so high that they brought the profession into disrepute. The second charge alleged that together (1) a failure to show the breakdown of outside laboratory fees and (2) the subsequent refusal to provide those details, ie. the actual cost to the practice and the practice's administration fee, amounted to disgraceful conduct.

The time period in question covered both the 1996 and 2000 *Guides to Professional Conduct*. For charge 1 the relevant guidance to the profession in 2000 was then and at the time of the Inquiry:

"The RCVS has no specific jurisdiction under the Veterinary Surgeons Act 1966 over the level of fees charged by veterinary practices unless they are so extreme as to constitute disgraceful conduct."

Avon Insurance, the complainant, had become concerned with Mr Bailey's average costs, which it said were much higher than those for other similar practices. The claims were analysed and indicated higher than average medicine costs. Mr Peter Gripper, expert witness for the RCVS, who had analysed the figures, told the Disciplinary Committee that Mr Bailey's mark up on POMs was 200% (eg. cost price £4, retail price £12) whereas the average mark up for the profession was 100%. Mr Bailey told the Committee that his business had needed to increase income and had done so by increasing the mark-up on most POMs to 200%. Mr Bailey said the practice had lost clients to neighbouring practices as a result and by the time of the inquiry the general mark up had been reduced to 50%.

For charge 2 the relevant part of the Guide states:

"All invoices should be itemised showing the amounts relating to goods and services provided by the practice, fees for outside services and any charge for additional administration or other costs to the practice in arranging such services shown separately."

On the second charge Mr Bailey accepted that his invoices had not been in accordance with the Guide - a single price included the cost of the outside laboratory service and the practice administration fee. Mr Bailey said that subsequently he had not provided the insurers with a breakdown of the fees, because of other disputes between the two parties. In particular he was considering a legal action for defamation against Avon Insurance over comments made to at least one of his clients by an Avon representative and the insurer owed him approximately £50,000.

Dismissing the charges, Chairman of the Disciplinary Committee Dr MacArthur Clark stated, "The level of fees charged by members is a sensitive issue...Mr Bailey's fees and prices were considered by the Committee to be at the top end of the range...but [it was] also noted...[he] had been forced to reduce them...[demonstrating] the effect of market forces. It seems to the Committee that it is neither possible nor desirable to seek to specify a level of mark-up on POMs which might bring the profession into disrepute and constitute disgraceful conduct, as every case must depend upon its own facts...it seems essential to comment that the higher the fee, the greater is the necessity for transparency in the giving of detailed information to the client."

In relation to charge 2 the Committee indicated that RCVS guidance had not been followed but that many in the profession would be unaware of this provision in the *Guide*. While the Committee found Mr Bailey's conduct "open to criticism", in the circumstances it was not such as to amount to disgraceful conduct in a professional respect.

Towards the end of the inquiry both Counsel discussed the standard of proof required for disciplinary cases, which Sir John Wood, Legal Assessor, said he understood, by accepted practice, to be the criminal standard "beyond all reasonable doubt". Counsel for the College suggested that the charges if proved, should be proved with "good cogent evidence", which was agreed by the parties present.

FIVE YEARS BEYOND 'SELBORNE' - WHAT NEWS?

It is five years since the Selborne Report, commissioned by the RCVS, produced both the most seminal analysis of problems besetting veterinary research and prescriptions for progress. Since then:

- Sir Brian Fender, then Head of the Higher Education Funding Council for England, championed the development of a collaborative research plan between the veterinary schools, integrating their individual strengths and serving as a model for other disciplines.
- In August 2000 the Medical Research Council agreed, subject to additional funding, to establish a Comparative Clinical Science Panel promoting collaborative clinical research. This will primarily but not solely promote work involving horses and companion animals. The Comparative Clinical Research Foundation (which includes Lord Selborne) has been set up to raise the funding for the initial five-year trial period.
- In the wake of FMD and the report of the Royal Society inquiry into Infectious Diseases in Livestock, the Government is to inject £15 million over the next three years to boost veterinary training and research in universities. In parallel, the Wellcome Trust is setting aside £25m over five years for research on animal diseases in the developing world.
- RCVS will advise the Government on its initiative, and for this purpose Education Committee has set up a Research Sub-Committee chaired by Dr Judy MacArthur Clark.

COMMISSION SHOWS ITS HAND

The Competition Commission is approaching the final stage of its inquiry into the market for veterinary POMs. In September the Commission published a statement of its provisional conclusions and hypothetical remedies (see www.competition-commission.org.uk).

RCVS sent the Commission an interim response on 2 October, and this can be seen on the RCVS website (www.rcvs.org.uk). The RCVS and BVA have since taken part in a joint hearing before the Commission on 24 October.

The Commission is due to report to the Secretary of State for Trade and Industry early next year.

REVIEW OF THE VETERINARY SURGEONS ACT

The law which lays down the framework for the veterinary profession and for the Royal College as its regulatory body may change within the near future. The RCVS will soon ask its members for their views on improvements to the Veterinary Surgeons Act 1966. The Act gives RCVS members their statutory privilege to practise veterinary surgery and entrusts the College with the maintenance of the Register and the oversight of veterinary education and conduct. The composition of Council and of the PI and Disciplinary Committees are set out in the Act. The RCVS also has powers under its Royal Charter and relies on them to award postgraduate veterinary qualifications and distinctions and award qualifications to veterinary nurses.

The Act and the Charter are both showing their age. Two years ago RCVS set up a Working Party to look at possible changes. Now the Department for Environment, Food and Rural Affairs has announced that it is working toward new legislation. This will not happen immediately, because DEFRA's first priority is an Animal Welfare Bill, but the Department is expected to begin consultations early next year. Meanwhile, the RCVS Working Party has resumed work and developed its earlier suggestions.

The changes could be far-reaching, particularly in the constitution of the RCVS Council, the disciplinary arrangements and education (where the Education Strategy Steering Group has canvassed significant changes). The views of the profession will be sought before RCVS Council is asked to decide which proposals the College should put forward.

continued from page 3

signing the certificates. However, he said he had checked records to be sure that the vaccinations had been administered. The Committee noted that the SAVC rules on veterinary certification for AHS vaccinations are stricter than RCVS guidance on certification (RCVS guidance allows veterinary surgeons to rely on certification by other veterinary surgeons) and that he was only three years qualified. The Committee also considered that his failure to register with the SAVC might have contributed to a lack of understanding of the relevant rules. In these circumstances the Committee decided that he should be advised of the importance of (i) proper registration with relevant authorities overseas (for work or educational purposes) and (ii) familiarity with local veterinary rules and closed the case.

CONSULTATION ON TEAM WORKING AND CORPORATE PRACTICE

The Advisory Committee has proposed guidance for all members "working in teams", which provides that a member working in a team/organisation must:

- ensure the team/organisation (which may be subject to particular systems, practices and protocols) allows him or her to practise in accordance with the RCVS *Guide to Professional Conduct*;
- communicate with colleagues to co-ordinate the care of patients;
- be accountable for medicines he or she obtains; and,
- ensure the immediate team understands his or her responsibilities on, for example, certification.

The guidance also suggests recourse to the RCVS if any professional conduct issues cannot be resolved internally.

There was recognition that aspects of the proposed advice can be found in parts of the current *Guide to Professional Conduct*, but the Committee considered that specific guidance for members "working in teams" was important, particularly with the increasing number of corporate bodies managing veterinary practices.

The Committee also endorsed a proposal for a voluntary code of practice for "organisations or individuals providing a veterinary service direct to the public, where the business (or charity) is predominantly managed by non-veterinary surgeons".

Organisations or individuals signing up to the code would agree to appoint a Chief Veterinary Surgeon to director or equivalent status, who would be responsible for veterinary issues within the business or charity, such as any clinical protocols issued, the control of medicines and complaints against veterinary surgeons.

Full details of the proposed guidance and voluntary code may be viewed on the RCVS website (www.rcvs.org.uk), and copies are available from the Professional Conduct Department (020 7222 2001 or profconteam@rcvs.org.uk). The Advisory Committee will review the proposals on 16 January 2003 and invites any comments or observations from members and interested parties by 9 January 2003.

**November 2002
Regional Meetings
Grantham and Scotch Corner
- see page 2**

VETERINARY NURSING

FUNDING FOR VETERINARY NURSE TRAINING

The RCVS has been aware for some time that a large number of practices may have had problems obtaining Learning and Skills Council (LSC) funding for veterinary nurse trainees. The RCVS has been working with its Sector Skills Council (Lantra) recently to develop Modern Apprenticeship frameworks for veterinary nursing. Once available in 2003, these will do much to improve the levels of funding available.

However, some employers appear to have encountered particular problems when applying for funding for students aged between 19 and 24. Some managing agents (contracted by local LSCs to distribute funds and monitor funded students in training) seem reluctant to deal with this age group because the work involved is less cost-effective than that for school leavers (16-19 year-olds). This is, of course, hindering access to funds where it occurs.

Due to the large number of managing agents contracted by the local LSCs it has been difficult to ascertain the levels of service provided and which areas have particular problems.

Following consultation with the RCVS to address this problem, Lantra is now proposing to set up its own managing agent service for veterinary nursing. Initially this will be a pilot scheme, available in the Midlands and Eastern Counties. Employers will be able to use either their existing managing agent or the new Lantra service and funding will be available for all aspects of student training, including in-practice assessment.

In order to ascertain the service required Lantra will shortly be contacting all practices in the proposed pilot area with a questionnaire. **Please take the trouble to complete this and return it!** The pilot scheme will only run if it is viable and this depends on uptake from training practices.

In the meantime, the College is aware that a significant number of practices do not apply for LSC funding and are thus bearing the whole cost of VN training. Whilst acknowledging that funding availability is patchy, funds are not released automatically and require application from the employer. If you experience difficulty, please inform Lantra or the College, (020 7202 0788 or vn@rcvs.org.uk).

FIRST MEETING OF VN COUNCIL

The first meeting of the new Veterinary Nurses Council took place in October. The VN Council replaces the VN Committee and is responsible for all matters relating to the training, practice and regulation of veterinary nurses. The new body will eventually comprise eight elected veterinary nurses, six veterinary surgeons (members of RCVS Council) and one or more lay member(s). The first four elected VN members (pictured) joined the VN Council this autumn and further elected members will replace the remaining RCVS and BVNA appointed nurses during 2003 and 2004.



Further details will be reported in the next edition of RCVS VN News, which is due to be published in late November 2002.

Elected VN Council Members (from left) Sally Bowden, Andrea Jeffery, Joanne Simm and Margaret Moore at the inaugural meeting.

Some of the key issues debated at the October meeting included:

- The veterinary nursing elements of the College Strategic Plan
- Review and re-drafting of the Veterinary Nursing Bye-Laws
- Future review of the Diploma in Advanced Veterinary Nursing qualification
- Inclusion of veterinary nurse regulation in the RCVS consultation on the Veterinary Surgeons Act
- Progress on new Training Practice and VNAC approvals
- Satisfaction survey of student veterinary nurses in order to address poor retention levels

RCVS VETERINARY NURSING NEWS

The College's dedicated nursing newsletter provides more detailed information about veterinary nursing and veterinary nurse training issues three times per year. It is sent automatically to all Listed VNs, VNACs, VN Colleges and Training Practices. It may also be downloaded from the RCVS website (www.rcvs.org.uk). If you cannot access the newsletter through these means, please contact the Veterinary Nursing Department to be placed on the circulation list (020 7202 0788 or vn@rcvs.org.uk).



ATACS STILL TRAINING STUDENT VETERINARY NURSES

The approval for all ATAC practices to train student VNs ceased in July 2002. The majority (1000+) of these practices have now successfully registered as Training Practices (TPs) or are in the process of doing so. The portfolios of level 3 (final year) students at ATACs that have opted not to seek TP approval were due for submission on 30 September.

If your ATAC practice has not applied for TP approval and you have any student veterinary nurses in your employ ie. those who have yet to pass their level 3 examinations or complete their portfolio, you must contact the Veterinary Nursing Department immediately.

HAVE YOUR VNs PAID THEIR RETENTION FEES?

VN annual retention fees were due on 1 November 2002. Nurses who have paid this year's fee will shortly be receiving their new registration card. This is proof of their listing and eligibility to undertake work under Schedule 3. Practice Principals are advised to remind their VNs of the requirement to remain listed; those whose retention fees fail to reach the RCVS by 31 December will be removed from the List and will be required to re-register.

RCVS TRUST

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RCVS Library
& Information
Service



www.rcvslibrary.org.uk
020 7222 2021

Benefiting all veterinary professionals and the animals under their care In July the RCVS Trust launched an all-out fundraising appeal for the RCVS Library & Information Service (LIS). The appeal has two objectives: first, to help cover the immediate costs of the LIS and second, to develop new LIS facilities. Every successful fundraising campaign starts 'at home' so all RCVS members have been invited to contribute. The next stage is to secure sponsorship (see page front page) but first it's important to show that RCVS members are supporting their Library.

Thank you to early donors. Some exceptionally generous donations have been received in the first wave of returns. 85% of the donations are £50 or above; two thirds of the donors are using Gift Aid (see below); 25% are contributing annually by Standing Order. Nearly £16,000 has been raised so far this year, with ongoing donations of £4000 pledged annually. We're gratified by this excellent start!

Gift Aid — the taxman's 28% contribution (boring but important). Tax-effective gifts to charity have never been easier. An individual's gift of £50 becomes £64 when linked to Gift Aid, simply by ticking a box on the form and leaving the Trust office to do the necessary paperwork. When veterinary practices Gift Aid their donation, the tax benefit goes to the practice. Please contact the Trust Manager for further details on how Gift Aid works.

Please join the Safeguard Campaign if you haven't yet done so. A donation form is available from the Trust office at the address below, or from our website shown left. Do take a moment to sign up to ongoing support and become part of the Library's future success.

OTHER NEWS FROM THE RCVS TRUST

Grants available from the RCVS Trust

Applications are now open for the next round of educational and travel grants from the Trust. The closing date is 15 January 2003, with selection at the end of February and the announcement of winners by mid-March. Full details are on our website or contact the Trust office at the address below.

A N Ormrod fund

The RCVS Trust has held funds raised in memory of A N Ormrod on behalf of the BSAVA since 1969. Proceeds of this fund have provided books for the RCVS Library & Information Service. It is intended to return the fund to the BSAVA and the following resolution has been passed to enable the transfer.

The Trustees of the A N Ormrod Memorial Fund, a subsidiary charity of the RCVS Trust, Belgravia House, 62-64 Horseferry Road, London SW1, hereby give notice that they have passed a Resolution under Section 75 of the Charities Act 1993 for the purpose of authorising the expenditure of the charity capital as income.

A copy of the resolution may be obtained by applying in writing to the above address. Any interested person wishing to make representations regarding this resolution may do so within a period of 6 weeks from the date of this notice, by writing to the Charity Commissioners for England and Wales at: Harmsworth House, 13-15 Bouverie Street, London EC4Y 8DP, quoting charity reference number 230886/4.

STOP PRESS - Small grants re-open

The Trust's Small Grants programme for projects seeking £500 to £5000 is being re-opened on 18 November 2002. New rules apply. Check it out on our website or contact the Trust office to see if your project qualifies for a grant.

Christmas gifts for veterinary colleagues

Look no further than the Trust's range of RCVS Gifts. You can now order online by clicking "RCVS Shop" on our website, and orders received by 13 December will be despatched in time for Christmas. There's a double benefit — proceeds from sales go towards the Trust's educational work, and purchases made with the RCVS credit card receive a 10% discount.



Order online now at:

www.rcvstrust.org.uk

Contacting the Trust

Belgravia House, 62-64 Horseferry Road, London SW1P 2AF. Telephone: 020 7202 0741. Email: trust@rcvs.org.uk
Web: www.rcvstrust.org.uk