



APC Meeting 07/02/24

Battersea Dogs & Cats Home

4 Battersea Park Road

London , SW8 4AA

Advancement of the Professions Committee (APC)

07 February 2024, 10:30-16:00 in-person at Battersea Dogs & Cats Home

Agenda

1. Tour of Battersea's facilities 10:15-10:45 & 10:30-11:00
2. Apologies for absence, declarations of interest and welcome
3. Matters arising and minutes of the meeting held on 14 November 2023
4. Impact Workshop led by Battersea's Impact team 11:15 – 12:30

Lunch 12-30-13:30

Matters for Discussion

5. Discussion: reporting into APC going forward
6. Discussion: Horizon scanning the potential issues for vets and nurses in the coming year, and how we can support through our workstreams
7. Presentation on the returner project
8. Workstream updates
9. AOB
10. Date of next meeting 08 May 2024 online

Summary	
Meeting	APC
Date	14 November 2023
Title	Advancement of the Professions Committee Report 14 November 2023.
Summary	To note the attached minutes of the meeting held on 14 November 2023.
Decisions required	None
Attachments	N/A
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Classifications		
Document	Classification¹	Rationales²
Paper	Unclassified	N/A

¹Classifications explained	
Unclassified	Papers will be published on the internet and recipients may share them and discuss them freely with anyone. This may include papers marked 'Draft'.
Confidential	Temporarily available only to Council Members, non-Council members of the relevant committee, sub-committee, working party or Board and not for dissemination outside that group unless and until the relevant

	committee or Council has given approval for public discussion, consultation, or publication.
Private	The paper includes personal data which should not be disclosed at any time or for any reason, unless the data subject has agreed otherwise. The Chair may, however, indicate after discussion that there are general issues which can be disclosed, for example in reports to committees and Council.

2Classification rationales

Confidential	<ol style="list-style-type: none"> 1. To allow the Committee or Council to come to a view itself, before presenting to and/or consulting with others 2. To maintain the confidence of another organisation 3. To protect commercially sensitive information 4. To maintain public confidence in and/or uphold the reputation of the veterinary professions and/or the RCVS
Private	<ol style="list-style-type: none"> 5. To protect information which may contain personal data, special category data, and/or criminal offence data, as listed under the General Data Protection Regulation

Minutes Of The Advancement Of The Professions Committee Meeting Held Virtually At 2:30

Members:	Dr L Allum	RCVS Council Member
	Mrs B Andrews-Jones	VN Council Chair, Chair of Innovation
	Ms A Boag *	Chair of Board of Trustees for RCVS Knowledge
	Mr J M Castle	RCVS Lay Council Member
	Dr M Donald	Senior Vice-President
	Dr T Gardiner	Diversity and Inclusion Working Group Chair, and Lead for Global Development
	Ms L Lockett	RCVS CEO and Vet Futures Project Board
	Dr S Paterson (Chair)	RCVS President, Council Lead for Environment and Sustainability, Lead for Leadership & Chair of the Advancement of the Professions Committee
	Mr M Rendle *	VN Futures Project Board
	Dr K Richards *	Chair of Mind Matters Initiative
	Dr C Tufnell	Chair of RCVS Fellowship Board
In attendance:	Mrs A Belcher	Director for Advancement of the Professions
	Mr L Bishop	Media and Publications Manager
	Ms C Boulton	Head of Library and Knowledge Services
	Ms A Doorly	Head of Quality Improvement
	Mrs J Dugmore	Director of Veterinary Nursing
	Mr L Emeka	Diversity and Inclusion Senior Officer
	Miss G Gill	Leadership and Inclusion Manager
	Mr I Holloway	Director of Communications
	Mr S Hurley	Mind Matters Initiative Senior Officer
	Miss J Macdonald *	VN Futures Project Lead
	Ms P Mosedale	Quality Improvement Clinical Lead
	Ms M Mosher	Global Sustainability Director at Mars Veterinary

	Health
Mr B Myring	Policy and Public Affairs Manager
Mr M Sundhu	Policy and Public Affairs Officer
Miss S Taylor	AP Administrator
Ms E West	RCVS Fellow
Ms A Youngs	Fellowship and Leadership Senior Officer

* apologies

Welcome and apologies for absence

1. The Chair welcomed all present to the meeting and Angharad Belcher introduced new members to the Advancement of the Professions (AP) team: Lloyd Emeka, Sam Hurley, and Steph Taylor.
2. Apologies were received from Amanda Boag, Matthew Rendle and Jill McDonald.
3. No new Declarations of Interest were reported.

Minutes of the meeting held on 12 September 2023

4. Minutes from the previous meeting were approved.
5. No matters arising from previous minutes. The only action outstanding is from VN futures regarding STEM ambassadors and career resources; an update on this is anticipated for our February APC meeting.

Sustainability workshop

6. A workshop was held as part of the APC commitment to host one session per year on sustainability. This was led by a current Fellow and a sustainability expert to help explore the topics such as the environmental, financial, patient quality of care, mental health, global and equality, diversity and inclusion (EDI) impacts of veterinary care. The purpose of this session was to explore the above, and to use the committee members' experience to consider the different roles and responsibilities of the various groups within the organisation, and then use this to feed plans more broadly. Discussions around RCVS current sustainability projects were had, and highlighted the excellent work of the Green Team, and the inclusion of sustainability into Practice Standards Scheme, Accreditation standards and in the Fellowship.
7. At the end of the workshop it was felt that more planning needed to happen before committing to a specific pathway.

Workstream updates

8. The chair briefly addressed elements of the workstream updates, beginning with Diversity and Inclusion (DIG). The Chronic Illness survey is due to be published at the beginning of the New Year (2024) and may be discussed at the February APC meeting. Black History Month has been celebrated and planning is underway for Disability History Month (December). It was also advised that the up-coming unconscious bias training is an Academy course and will be available to vet surgeons, vet nurses. It will be mandatory for those undertaking assessments for Fellowship.
9. Global Strategy updates were touched upon, the CEO attended the American Association of Veterinary State Boards (AAVSB) and International Veterinary Regulators Network (IVRN) meetings. All further information is included in the workstream update paperwork.
10. The Mind Matters Initiative (MMI) held a very successful symposium. Meetings were held with the Worshipful Company of Farmers regarding the Health and Wellbeing Forum. Currently finalising the Campfire Chats and the MHFA training for November and December. MMI are also planning attendance to a range of future conferences. All further information is included in the workstream update paperwork.
11. The RCVS Knowledge Canine Cruciate Register report has been very popular and lots of attendees at the Emergency and Critical Care Congress (ECC) collected a copy. Ongoing projects are: Antibiotic Amnesty Campaign, Veterinary Evidence Peer-Review Programme, Plowright Prize. New RCVSK CEO is due to start soon. All further information is included in the workstream update paperwork.
12. VN activities were listed: RVN Starting Out Course, Nurse Mentorship Course, School Ambassadors Scheme, Careers Material and the Returner Course which is potentially going to be linked to a campaign about returning. More detailed information is included in the update report.
13. Fellowship Day is fully booked, and the Fellows of the Future Competition has had a record number of entries with a shortlist completed for the day. It should be noted that the delegates will be contacted multiple times to ensure unwanted tickets can be released to those on the waiting list. A discussion was had about increasing the size of the event or hybrid facilities for 2024. This will be taken to the Fellowship Board. There is lots going on with the Fellowship Science Advisory Panel around animal behaviour and the Net Zero Group. Guidance documents for Fellowship applications and assessor training is also ongoing.

AOB

No AOB was raised.

14. The date of the next meeting is 07 February and will be an in-person meeting in London. Details will be confirmed as soon as possible. This will be a full day's meeting.

FELLOWSHIP UPDATE

- The rubrics for the FRCVS application assessors have been created and will be piloted for the 2024 round of applications. These are seen as evolving documents, which will be reviewed both before and after the assessment of applications take place.
- The RCVS Academy courses are due to be piloted at the end of February, so updates on this will be provided at the next APC meeting.
- As general promotion of joining the assessment panel was unsuccessful, individual members of the Fellowship have been contacted regarding joining the FRCVS application assessor team, in an effort to increase the diversity of skills within the assessor pool. As of writing, only two applications have been submitted, but the deadline for submitting applications was 5 February.
- The Fellowship Board agreed to hold Fellowship Day 2024 in London, and so preparations are underway with the Events Team.
- Discussions are underway to determine whether we should devise a tiered ticketing structure to help cover the costs of Fellowship Day, allowing the team to be able to have the budget to fund smaller Fellowship activities. Decisions on this will be shared at the next meeting.
- Due to the success of the Fellows of the Future Student Competition in 2023, the Fellowship Team are looking at ways to increase engagement with the students and showcase their work in a more interactive manner. Depending on capacity, we would like to be able to invite students who are in 'the top 10', as an example, to attend Fellowship Day and be able to talk about their research. This is an ongoing discussion as to how we can accommodate this.
- The Fellowship Science Advisory Panel (FSAP) have had the second meeting of the Animal Behaviourism Working Group. Although there are some challenging issues, the group are creating some positive outputs which will help form the recommendation the WG will provide the College.
- The Development of the Fellowship Group had it's first meeting at the beginning of January with some ideas and strategies for implementing these ideas put forward. A proposal will be drawn up and approved by the group to suggest to the Board in due course.
- A short form was sent to the Fellowship at the end of December from the Projects and Engagement email, to help determine which area of activity we were most likely to have support with. We had 45 Fellows respond to being able to support with Fellows on Tour, so the Fellowship Team will be working with the Projects and Engagement Officer to reach out to these Fellows and plan activities with them. Further information will be shared at the next APC meeting as to the outputs of these activities.
- There are no budgetary risks or other risks identified at present.

MMI UPDATE

- Since November 2023, MMI have facilitated several presentations, including to final year Veterinary Nursing students at the College of Animal Welfare, and to delegates at the Association of Charity Vets Conference. MMI were also pleased to facilitate and sponsor a session delivered by Blue Cross at the Virtual Veterinary Congress, focussed on 'learning how to deal with grief'.
- The new series of MMI Campfire chats began in December 2023 with the opening session focussed on Self-care through Winter and the latest one focussed on Managing Anxiety 101.
- In January MMI delivered 2 online Mental Health First Aid Champion courses which were fully booked, and in early February delivered a course specifically for the Association of Veterinary Students Committee and their members.
- New training delivery option for lunch and learns has now been mapped out and confirmed with our training partner Two Roads.
- The next Campfire chat: Allyship and its impact on LGBTQ+ Mental Health takes place at the end of February.
- In March 2024, MMI will be delivering two streams of activity at the British Small Animal Veterinary Association Congress in Manchester, both in the Wellbeing Zone and as part of the main Scientific Programme. A wide range a range of speakers, including Academics, Psychologists and Industry Partners have been confirmed. The two streams focus on; Moral Stress, Injury and Psychological Safety, and Exploring OCD and PTSD.
- A 2-day in person Mental Health First Aid course is also scheduled to take place in Nottingham in early March, which will be open to all within the professions.

RCVS KNOWLEDGE UPDATE

- **Veterinary Evidence Student Awards**
Three vet students from UK and Australian universities were announced as winners of the Awards. The winners all submitted Knowledge Summaries to the Veterinary Evidence journal, contributing to building the evidence base and influencing clinical decision-making.
- **Veterinary Evidence Peer Review Mentorship Programme**
There has been a positive response to the launch of the programme in November 2023. The aim of the programme is to connect mentees with experienced reviewers, strengthening the reviewing skills of researchers and practitioners and expanding their professional development. To date there have been 26 mentee and 33 mentor sign-ups, with 7 of the mentees currently assigned to a mentor and actively reviewing papers.
- **Quality Improvement event**
Our inaugural 'QI in a day' event in December was fully booked and well received by the more than 40 vets, vet nurses and other members of the veterinary team attending. The event provided 8 hours of CPD including practical 'how-to' steps on measuring and improving outcomes and care, embedding evidence-based veterinary medicine and new systems to improve patient safety. Due to high demand, a second 'QI in day' event is now planned for April 2024.
- **Antimicrobial resistance – Awareness Raising**
During World AMR Awareness Week from 18-24 November, we shared free tools, podcasts, case examples and webinars to help all members of the practice team increase their knowledge of the threat of AMR, and how to make a positive impact. We also played a key role in the Antibiotic Amnesty in November – which aims to encourage clients to bring their pets' unused antimicrobials back to their local veterinary practice – by raising awareness of the campaign and providing

information and resources to support practices to participate. RCVS Knowledge's social media campaigns on these initiatives achieved a reach of 20,000.

➤ **Plowright Prize 2024**

Nominations for the biennial Plowright Prize will close on 31 March 2024. The Prize recognises the work of individuals in the Europe and the Commonwealth who have made an impact on the control, management, and eradication of infectious diseases of animals. This year's recipient will receive £100,000 to honour 100 years since the birth of Walter Plowright. The prize money is intended to support the winner's ongoing work in the field. Nominees may be working in a research setting, in academia, in practice, or in other related sectors. We will be announcing the winner in June 2024.

➤ **RCVS Knowledge Awards**

Our Quality Improvement and Antimicrobial Stewardship awards closed in January. The judging process is shortly to begin and the winners will be announced in June 2024. The Awards celebrate exemplary practices and highlight inspiring examples with the purpose of motivating others to enhance outcomes and advance the standard of veterinary care.

VN FUTURES UPDATE

➤ **Newly Registered Nurses, Returning Nurses, and Nurse Mentors**

Content writing and editing is underway for the final course in the suite of three, the Nurse Mentor course. Launch is planned for July 2024.

➤ **School Ambassadors**

Moving the school ambassadors scheme over to the STEM network is in progress. This has been a slow process due to a data sharing agreement, requiring evaluation by the appropriate team members. The move over to STEM will enable VN Futures to monitor ambassador registrations and activity; and allow nurses to log in to STEM, access their account, network and VNF School Ambassador resources, and contact educators to offer activities.

➤ **VN Futures Roadshows**

It is now nearly 8 years since the VN Futures project first launched and the veterinary landscape has changed significantly over this period. We feel it's time to take a fresh look at where we are, where we are going and how the work of VN Futures can help to shape the profession's ideas on how we want veterinary nursing to look, in the next... 10, 20, 30 years? We are planning a series of in-person and online roadshow events in early to mid-2024 to encourage input from a broad cross-section of the VN population. The sessions will take on the format of inspiring 'thinking big' videos from chosen vet nurses, to act as a springboard for discussions on key areas of development and change. We will aim to have rotating discussion tables to gain as many ideas and thoughts as possible. The online sessions will be a similar format.

➤ **Board Meeting**

A recent board meeting covered discussion of sessions dealing with 'challenging communication' which will be held at BVNA Congress in October 2024.