



The Royal College of Veterinary Surgeons

Advancement of the Professions Committee meeting

12 September 2023

The Royal College of Nursing

20 Cavendish Square

London, W1G 0RN

Advancement of the Professions Committee (APC)

12 September 2023, 14:30-16:30 at The Royal College of Nursing, 20 Cavendish Square, London W1G 0RN

Agenda

- 1. Apologies for absence, declarations of interest and welcome**
- 2. Matters arising and minutes of the meeting held on 09 May 2023**
- 3. APC meetings going forward**
- 4. Vet Nurse Futures: presentation and discussion (Annex 1)**
- 5. Oral update: Fellowship and FSAP working groups**
- 6. Oral update: Chronic Illness Survey**
- 7. Survey of the Professions: Feedback from committee (Annex 2 & Annex 3)**
- 8. AOB**
- 9. Date of next meeting 14 November via Teams**

Summary	
Meeting	Council
Date	09 May 2023
Title	Advancement of the Professions Committee Report 09 May 2023.
Summary	To note the attached minutes of the meeting held on 09 May 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.
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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
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Minutes of the Advancement of the Professions Committee meeting held on Tuesday, 09 May 2023 at 2:30pm via Zoom.

Members:	Mrs B Andrews-Jones	VN Council Vice-Chair, Innovation Lead
	Ms A Boag	Chair, Board of Trustees for RCVS Knowledge
	Dr J Dyer	Council member
	Dr M Gardiner	Council Member, Diversity and Inclusion Group Chair, Global Development Lead
	Ms L Lockett	Chief Executive Officer
	Dr S Paterson (Chair)	Junior Vice-President, Environment and Sustainability Lead, Leadership Lead
	Mr M Rendle	VN Council Chair, VN Futures Project Board liaison
	Dr K Richards	Senior Vice-President, Mind Matters Initiative Chair
	Dr C Tufnell*	Chair, RCVS Fellowship Board
	Mr T Walker	Lay Council Member

In attendance:	Mrs A Belcher	Director for Advancement of the Professions
	Dr N Connell	Council member
	Mrs J Dugmore	Director of Veterinary Nursing
	Miss G Gill	Leadership and Inclusion Manager
	Mr M Sundhu	Policy and Public Affairs Officer
	Mr C Gush	Executive Director, RCVS Knowledge
	Miss A Hanson	Mind Matters Initiative Officer
	Mr I Holloway	Director of Communications
	Mr Luke Bishop	Media and Publications Manager
	Miss J Macdonald	VN Futures Project Lead
	Mr B Myring	Policy and Public Affairs Manager
	Dr L Prescott-Clements*	Director of Education
	Mrs L Quigley	MMI Manager
	Miss S Rogers	ViVet Manager
	Ms A Youngs	Senior Advancement of the Professions Officer

* absent

Welcome and apologies for absence

1. The Chair welcomed all present to the meeting of the APC and noted that the meeting would be recorded for minuting purposes. The Chair welcomed Mr M Sundhu to the group and gave him the opportunity to introduce himself.
2. Apologies were received from Dr C Tufnell.
3. No new Declarations of Interest were reported.

Minutes of the meeting held on 07 February 2023

4. No corrections were to be made of the minute from the previous meeting.
5. The panel discussed in more detail the review of the antibiotics amnesty, noting that the scheme could benefit from slight adjustments such as a more structured approach to allow practices more time to prepare and implement as well as ensuring that organisations have information at the appropriate time.
6. The panel were informed that the Fellowship Working Party membership was ongoing, as there were difficulties in finding a large animal vet to join the group to ensure a diversity of opinions can be shared. The panel were encouraged to suggest appropriate individuals for this Working Party.

Workstream updates

7. The Chair highlighted some key aspects of the workstream updates, starting with the Diversity and Inclusion Group (DIG); the Disability and Chronic Ill Health survey was published after contacting students and members of the profession as well as a social media campaign, which will run until the end of the survey. The panel were encouraged to share the survey with students as they were the hardest audience to reach.
8. The Chair highlighted the interviews and blogs undertaken by Dr M Gardiner for BlackHistoryMonth.org and discussed the inclusive recruitment toolkit being created by DIG members.
9. The Chair was to be informed of the progress on Pride month planning in the next few days.
10. The Chair suggested an update on the formation and work of the new Fellowship Working Party and Fellowship Application Review Working Party would be welcomed at the next meeting. The panel were informed that the Fellowship Science Advisory Panel (FSAP) would be hosting its first roundtable discussion on the topic of Animal Behaviourism later in the month which has great representation and would act as a springboard for the Working Party (to be formed after the roundtable).
11. The panel went on to discuss the unconscious bias training offered to the Credentials Panel. The panel were informed of the plan to ensure mandatory annual training for the next cycle, with the training being targeted specifically for the role undertaken.

12. The panel were informed that some research is being undertaken to look at trends in the application cycle to help identify how more applicants can be reached and how the process can be refined.
13. The Chair moved on to Leadership, and the panel discussed the status of the Edward Jenner Leadership programme. The panel were informed that a discussion had taken place between the College and the NHS Academy, with a further discussion being held in July.
14. The panel were informed that further Leadership Stories were planned for the Leadership Library, but the focus had been on getting the survey out to the profession.
15. The Chair briefly spoke about Mind Matters Initiative (MMI) as an in-depth discussion was to take place later in the meeting, noting the considerable work on the neurodiversity stream. The panel praised Ms L Quigley for the substantial work undertaken.
16. The Chair moved on to Knowledge (RCVSK), acknowledging the data from the Canine Cruciate register being used in research. The panel noted that it was encouraging to be able to showcase how involvement from vets can contribute to evidence gathering.
17. The Chair noted a component on brachycephalic dogs on the e-learning platform and the panel discussed the differences between the RCVSK e-learning platform and that of the RCVS Academy. The panel were informed that each e-learning platform signposted to courses that would be of use/interest across the platforms, and that communication between the two were constant.
18. The panel were informed that Mr C Gush would be leaving RCVSK. The Chair of the Board of Trustees, Ma A Boag, expressed thanks on behalf of RCVSK and the AP committee.
19. The Chair then moved on to VN Futures, where it was noted that an Academy course would be launched in the beginning of May. The panel were reminded that May is Vet Nurse Awareness month, and that there were good numbers engaging with the School Ambassadors programme.
20. The panel were informed that the new VN Futures animation will be showcased at BVA Live.
21. The Panel congratulated Mr M Rendle on his re-election for RCVS VN Council.
22. The Chair moved on to Innovation, where the significant effort that went into the Workforce Action Plan was noted. The panel were informed that all seven online workshops were well attended and that they had reached many people who didn't usually attend such sessions. It was noted that there was good engagement from VNs and that there were lots of positive feedback given.
23. The panel were informed that the Innovation Symposium was on hold as recruitment for the ViVet Manager vacancy had not yet begun.

ACTION: Chair of the Fellowship to update APC on progress of new working groups at next meeting
 Latest information on Fellowship demographic benchmarking to be shared at next meeting

Oral update: Global

24. The panel were informed that there will be RCVS representatives at the Federations of Veterinarians of Europe (FVE) event being held in June, in the Czech Republic. It was noted that it was beneficial to have communication with the European veterinary associations to keep policies aligned, since there is still significant veterinary movement within Europe and

the UK. It was also noted that the European veterinary statutory bodies were pulling together statistics and were sharing these, which prevents duplication of work.

25. The Chair asked about how information from FVE was reported, and it was suggested that after each assembly, a formal presentation be shared with the Committee.

Oral update: Sustainability

26. The Chair updated the panel on Sustainability, noting that the UK Health Alliance on Climate Change (UKHACC), noting that they are piloting an impact hub, where selected members can undertake training in media, advocacy and ambassadorial roles to relate information from those in medical/health roles to the public.
27. The panel were informed that UKHACC were also undertaking work looking at environmental impacts of surgical pathways, anaesthesia and single use plastics. The report of this work will be put forward to FSAP for review and to inform activities.
28. The panel were informed that the first draft of the UKHACC report will be reviewed by their Oversight Committee in May 2023, with the second draft being finalised by the Project Team for circulation and open consultation on June 1 2023.

ACTION: Policy and Public Affairs Manager to share FVE report for September APC meeting

Discussion: Terms of Reference

29. The panel were informed that all committees were being asked to look at their Terms of Reference each year, to ensure that the content is current and relevant.
30. It was suggested that for this committee, more discussions than reporting could be useful.
31. The panel had noted that the workstream updates were split, but it did not always take into account the overlap within the workstreams, and questioned if there were better ways of reporting.
32. The panel agreed that reporting was useful as prior to the Advancement of the Professions Committee (APC), there were concerns with the visibility of the activities of some workstreams, which are important for governance.
33. The panel discussed how the reporting template could be altered to allow for greater reflection and that guidance on what needs to be reported would be useful.
34. The panel agreed that focussed/deep dive sessions were helpful as this allowed for a greater level of discussion.
35. It was noted that understanding the benchmark of what is good is not always easy to determine at the committee meetings, therefore reporting against the strategy can help to identify if there is a problem.
36. The panel were informed that a discussion would be taking place at the next Council meeting to determine whether APC needs to meet four times a year since many of the workstreams are working on longer-term projects which might not have much movement over a 3-month period, and possibly scheduling, taking into consideration the possible need for FRC and Council decisions.

Discussion: Mind Matters Initiative (MMI) deep dive

37. The panel were informed that the strategy was not a standalone document, and that the evaluation was to be part of the document bundle.
38. The strategy and evaluation were informed by data from a variety of sessions held, reflections and consultations with a variety of those within the profession and a survey completed by vets, VNs, students, practice managers etc. It had three main workstreams: Prevent, Protect and Support.
39. It was noted that not all responses to the survey were positive, but it was seen as a success in terms of reaching those who do not usually engage with the MMI workstream.
40. Some of the key areas of focus, based on the findings, were flexibility in the workplace to be able to deal with unexpected situations such as Covid-19; responsiveness to the social/political landscape such as seen with the cost-of-living crisis; having open conversations; good guidelines.
41. The panel had suggested identifying how to track the impact MMI has had; whether veterinary professionals know where to seek support, and were informed that it was easy to track, for example, attendance at a webinar session, but not so easy to measure culture change.
42. The panel were informed that some of the feedback had suggested that not all recognise MMI as being part of RCVS and had suggested actions/ideas which were already in place (such as supporting VetLife, introducing well-being for Practice Standards) which raised the question of whether the workstream or College were talking about the work done through MMI enough.

Discussion: ViVet future direction

43. The Chair had informed the panel that this discussion would take place in the September meeting when the vacant ViVet manager position was filled.

AOB

44. There was no other business to discuss.

Area of work
Diversity and Inclusion

Activities carried out since the last meeting of the APC. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.

Disability and Chronic illness survey

The joint RCVS/BVCIS Disability and Chronic illness survey ran from 04 May to 16 June 2023. The Institute of Employment Studies (IES) was commissioned to design and administer the survey. The survey link was sent to veterinary surgeons, veterinary nurses, veterinary students, student veterinary nurses and those veterinary nurses undertaking a period of supervised practice who were aged over 18 years old and working or studying in the UK.

A total of 4,375 responses were submitted. Of these 2,781 were completed and submitted, while 1,594 were partial responses. Of the partial responses, 630 had completed at least the first two questionnaire sections, Demographics and Health with usable data. This took the final number of usable responses to 3,411.

At the time of writing, IES are nearing completion of their analysis, and the report will be discussed at a joint meeting with BVCIS at the end of August. IES will present their findings at the next Diversity and Inclusion Group meeting on 22 September. Following this, there will be a meeting with BVCIS to formulate a plan to disseminate the findings and identify further research and project work that may be required.

LGBT Pride Month

This year's LGBT Pride month was well received. DIG member and BVLGBTQ+ rep Dan Makin wrote a blog on the importance of Pride month, why it's celebrated and what it specifically means in a veterinary context. Profiles of veterinary professionals from the LGBTQ+ community were also released over the course of the month and appeared on RCVS website. Contributors wrote about their background and career, the importance of representation, progress that's been made in terms of LGBTQ+ and inclusion, priorities for the sector and hopes for the future.

BAME Student Support Working Group conference e-poster presentation

An e-poster presentation on the BAME Student Support Working Group Report was given at the [Association for the Study of Medical Education Conference 2023: Developing a Diverse Workforce](#) on 13 July.

Senior Officer (Diversity and Inclusion) appointment

A Senior Officer (Diversity and Inclusion) has been appointed to work with the Leadership and Inclusion Manager and members of the Diversity and Inclusion Group and will support the implementation of the College's Diversity and Inclusion strategy and wider activities. The role holder will take up their post in September.

Proposed activities and issues to be managed before the next APC meeting. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.

Unconscious bias training

EDI education and training is a key DIG objective. Discussions have taken place with the Academy to develop this provision on the Academy Platform. Although it was anticipated that the starting point would be an EDI introductory course, Unconscious Bias training is needed urgently for Fellowship assessors, in time for the next assessment cycle.

The Leadership and Inclusion manager is developing an on-line Unconscious Bias course. This will be a generic course open to veterinary professionals. It will be based on structure and content they have previously delivered to academics, researchers and professional services staff in HE, but material will be tailored for the veterinary sector. The course means that veterinary professionals will have access to free, on-demand, self-paced learning on this important topic. The design will be modular so that it can support group and blended training.

Fellowship assessors will be required to complete this training before they can progress to the new Fellowship Assessor Training course, which is currently being developed on the Academy Platform. The Fellowship Assessor Training course will also include further content on managing bias in the assessment process.

Black History Month

Planning is underway for Black History Month 2023. This year, we will be collaborating with RCVS Knowledge to celebrate the important contributions of black professionals within the animal health and welfare sector as a whole. As well as highlighting influential figures within the professions, we are also looking to include professionals who have had a profound impact on animal health and welfare both here and abroad. We hope this will help give people a wider overview of the impact that black professionals have had on the industry as a whole.

Details of any budgetary or risk related issues that should be brought to the Committee's attention.

Synergies with other workstreams that your current activities may introduce?

There are synergies between MMI, the Focused Licensure Working Group and Disability and Chronic Illness Survey, and the Fellowship Assessor training.

Areas of your work that you would like to highlight for discussion by the Committee?

Any other matters arising from your work that you wish to bring to the Committee's attention?

Area of work

Fellowship

Activities carried out since the last meeting of the APC. N.B. Information explaining how these activities contribute to the delivery of the workstream’s agreed plan must be clearly stated.

Terms of Reference

The Fellowship Board Terms of Reference has been approved by the Board.

Fellowship Applications

A total of 34 of the 39 applicants were awarded Fellowship this year. All applicants have been notified of the outcome of their applications.

Updated Application Guidance and Forms

A small number of assessors have volunteered themselves to be part of a task-and-finish group that will look at how to update the guidance for both assessors and applicants to ensure that applicants are able to fully understand the requirements of the application form. Similarly, some adjustments may be made to the application form resulting in three separate forms to suit the information requirements of each route, rather than the single generic form.

At present, research has been gathered from other organisations to note the structure and wording in the guidance documents, to inform the task-and-finish group on how we structure and word the guidance.

Academy Courses

The Fellowship team want to ensure that all assessors have access and have completed the same training to reduce the risk of bias when assessing applications. To achieve this the Fellowship team are working in partnership with the Leadership and Inclusion Manager and the RCVS Academy to make training available.

The first course focusses on Unconscious Bias and will be open to all on the academy. It will, however, be mandatory for all assessors and they will need to complete this before the assessor training module. The second course is tailored for the Fellowship assessors and can only be accessed by them. This course will focus on the process of application assessments, explaining the process and requirements of the assessor, focused unconscious bias and how to give constructive feedback. This is also due to launch early 2024.

Fellowship Day

The venue for Fellowship Day has been confirmed as One Great George Street, London, and will take place on 27 November. The venue was selected for it’s accessibility, not only for the venue itself, but for the accessibility of the surrounding transportation stations.

The 2023 Fellows have been informed of the venue and date for travel/accommodation bookings with the wider Fellowship receiving communication of Fellowship Day in late August, where further information on the day’s events and ticket reservation will be available for booking via an Eventbrite page.

They Keynote speaker has been confirmed as Prof Dame Sally Davies whose theme will be on Antimicrobial Resistance (AMR). Fellowship Day falls nicely into AMR week, too.

During the event, two discussions will take place concurrently on topics the Fellowship Science Advisory Panel (FSAP) are looking at: *Net Zero Surgery* and *An Update: Is Animal Behavioural Therapy an Act of Veterinary Care?* Attendees will need to select which of the discussions they wish to attend on the day and supplementary information on that topic will be provided in advance to allow for a well-informed discussion to take place, and to allow any attendees to prepare any materials they wish to share/discuss.

We will, once again, be hosting Fellows of the Future where three students and recent graduates are shortlisted to attend on the day where they present their research to the audience. The judging panel decides who is the overall winner and both winner and runners-up receive National Book Tokens.

Fellowship Science Advisory Panel

As mentioned above, two working groups have been formed within FSAP: *Net Zero* (which has two branches- Medicine and Surgery) and *Animal Behaviourism*. The roundtable discussion for the Animal Behaviourism Working Group took place in mid-May and was a very productive discussion, with the majority agreeing that some form of regulation would be beneficial to the sector.

Membership of the Working Party has been confirmed, and the first meeting is due to take place in the next few months, the summer being a difficult time to arrange meetings in-between holidays.

The Net Zero Working Group has a Chair for the Medicine sub-group, awaiting confirmation at the time of writing this document for the Chair of the Surgery sub-group.

Proposed activities and issues to be managed before the next APC meeting. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.

Guidance documents- creating clear and transparent guidance to support Fellowship applications and to clearly state how an application can be successful or unsuccessful will ideally encourage more applications, particularly from those within the profession who are underrepresented within the Fellowship.

UB & Assessor training- To ensure that our assessors are up to date with their Unconscious Bias (UB) training, the UB and Assessor training modules will be a mandatory component ahead of assessing Fellowship applications. This is to give confidence to assessors and the wider public that all of our assessors are appropriately trained have access to and can reference the guidance from the training when assessing applications. Although it is worth noting that UB training was offered this year as well as in the previous year to the assessors, but the Academy platform version will provide flexibility for the assessors so that they can complete at a time that is most convenient to them, whilst also reducing the costs by no longer needing to host multiple UB sessions with an external organisation.

Details of any budgetary or risk related issues that should be brought to the Committee's attention.

No budgetary risks or other risks identified at present.

Synergies with other workstreams that your current activities may introduce?

The FSAP Net Zero group aim to produce guidance on how to achieve net zero carbon which can support the work undertaken by the PSS team.

The Fellowship and Academy working together to produce courses- as mentioned previously.

Areas of your work that you would like to highlight for discussion by the Committee?

None.

Any other matters arising from your work that you wish to bring to the Committee's attention?

None.

Area of work
Global strategy

Activities carried out since the last meeting of the APC. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.

Federation of Veterinarians of Europe (FVE)

FVE held its General Assembly in Zaječů, Czechia between on 16-17 June 2023. In attendance were RCVS FVE representative Stuart Reid, Chief Executive Lizzie Lockett, and Policy & Public Affairs Manager Ben Myring. RCVS Council representative Kate Richards sent her apologies.

Elections were held for the FVE Board, and for the first time since the UK left the European Union a UK Nominee was elected as VicePresident – Jane Clarke, also President of the European Association of State Veterinary Officers (EASVO). This is an important achievement, both in terms of the UK's influence at FVE and in showing the UK's continued commitment to European veterinary affairs.

Among the topics up for discussion were: the FVE budget, which was agreed for 2024; mental wellbeing and diversity, equality and inclusion, and the preliminary findings of the Third Survey of the Veterinary Profession of Europe – the latter will be shared with APC once finalised, and the CEO is on the working group finalising the report. Malcolm Morley (British Veterinary Association representative) also gave an update raising awareness of the problems of veterinary medicine supply in Northern Ireland.

A new Statutory Bodies Working Group has been established, with RCVS representative Kate Richards as a member. This Working Group will focus on telemedicine, workforce shortages, and the role of allied professionals.

The CEO has been asked to be a member of a new Taskforce that is due to explore the possibility of a European Veterinary Foundation.

The next General Assembly will be held on 16-17 November in Brussels, followed by 14-16 June 2024 in Crete, Greece.

Proposed activities and issues to be managed before the next APC meeting. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.

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Details of any budgetary or risk related issues that should be brought to the Committee's attention.

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Synergies with other workstreams that your current activities may introduce?

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Areas of your work that you would like to highlight for discussion by the Committee?

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Any other matters arising from your work that you wish to bring to the Committee's attention?

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Advancement of the Professions Committee reporting Framework

<p>Area of work</p> <p>RCVS Knowledge</p> <p>Activities carried out since the last meeting of the APC. N.B. Information explaining how these activities contribute to the delivery of the workstream’s agreed plan must be clearly stated.</p> <p>QI Boxset course: Learning from everything – Significant Event Audits and root cause analysis.</p> <p>“We all make mistakes; it’s how our teams deal with them and learn from them that is important.</p> <p>“We understand that errors can be costly in practice, impacting our patients, causing stress for our teams, and financially impacting our businesses,” says Pam Mosedale, Chair of the RCVS Knowledge Quality Improvement Advisory Board, “and that is why we are providing practical free support for all veterinary teams.”</p> <p>RCVS Knowledge have released their sixth series of their Quality Improvement (QI) Boxset, Learning from everything – Significant Event Audits and root cause analysis. This series teaches veterinary teams how to use significant event auditing and root cause analysis tools to investigate an event to uncover what went wrong and what went right to lead to improvements in quality of care.</p> <p>The Charity’s QI Boxset, supporting tools, and templates, break down the steps from start to finish so that anyone in practice can use a tried and tested framework to reflect and share learning and contribute towards profession-wide improvements.</p> <p>The tools enable teams to put structures in place to establish a learning culture. They enable teams to work together to support the safety and wellbeing of one another so that they can continue to provide safe, quality care for patients.</p> <p>Available to the whole veterinary team, the QI Boxset can be accessed at RCVS Knowledge Learn: learn.rcvsknowledge.org</p> <p>VetTeamAMR initiative</p> <p>VetTeamAMR is an initiative to empower veterinary teams with knowledge and tools to tackle the threat of antimicrobial resistance (AMR). AMR poses a serious risk to both humans and animals. RCVS Knowledge is working alongside veterinary organisations and practices to preserve the effectiveness of antibiotics for future generations.</p> <p>Through VetTeamAMR, we offer free, evidence-based resources and tools to support responsible antimicrobial use by equine, companion animal and farm teams.</p>
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VetTeamAMR launched in June with separate events for equine and companion animal veterinary teams. The events included expert speakers and an introduction to our free resources including the VetTeamAMR Antimicrobial Audit Tool which is designed to support continuous improvements in national antimicrobial stewardship efforts and the VetTeamAMR Learning Platform which includes need-to-know information for responsible prescribing practises for the whole practice team.

The companion and equine animal materials complement the farm animal resources which are already on offer.

Part funded by the Veterinary Medicines Directorate (VMD), VetTeamAMR brings together a community of veterinary teams and stakeholders from companion, equine and farm backgrounds, to unite and implement material changes to tackle AMR on a national scale. Working alongside expert veterinary professionals, VetTeamAMR has been created for veterinary professionals, by veterinary professionals.

More information is available at <https://knowledge.rcvs.org.uk/amr/vetteamamr/>

Canine Cruciate Registry celebrates two year anniversary

The revolutionary RCVS Knowledge Canine Cruciate Registry (CCR) celebrates the two-year anniversary of its launch in July, defying expectations that it wouldn't be used by practitioners or owners in the UK.

“When we first launched the registry, we didn't know how engaged owners would be with such a novel initiative in the veterinary world, but actually, we've exceeded expectations and have had over 750 owners reporting on cruciate surgeries. They have completed nearly 10,000 questionnaires which highlights a real enthusiasm for helping to monitor their pet's recovery from cruciate surgery, and at the same time drive evidence-based veterinary medicine. This data will be great for our first report, which will be released in Autumn,” said Mark Morton, Clinical Lead of the CCR.

As it grows further in the coming months and years, this bank of data will continue to provide invaluable insight into the effectiveness of different surgical techniques for specific breeds and ultimately help improve patient care.

As part of the anniversary celebrations, we are delighted to announce the top contributors for the CCR, celebrating those that have embedded the registry into their ways of working, and submitted the most data.

The top contributors to the registry for 2023, having submitted the most data over the last 12 months, are:

- Gold- Ross Allan BVMS PGCertSAS MRCVS
- Silver – Heather Eastham BVMS PGCertSAS MRCVS
- Bronze – Kate O'Sullivan MVB MSc CertSAS MRCVS

After receiving his gold award for his outstanding contribution to the CCR in 2022-23, Ross Allan said: “The Canine Cruciate Registry is a fantastic project to take part in. As a practice we understand its importance, as a team we value it, and clients like to take part. Clients like that

through contributing, they'll be able to help improve our management of cruciate disease in other pets in the future."

When the first Annual Report is released in the autumn, practitioners that have already contributed data will be able to compare their own results against the benchmark and see comparatively how they performed. If you haven't already started contributing, it's not too late. It is quick and easy to register and start adding data. It doesn't matter what technique you use or how often you do cruciate surgery - every case you record is valuable in helping improve patient outcomes in the future.

Find out more about the CCR and how you can get involved at: <https://caninecruciateregistry.org/>

RCVS Knowledge Award winners announced

The RCVS Knowledge Awards, which have been running for five years, celebrate achievements in the veterinary professions for initiatives that use Quality Improvement methods to advance veterinary care. The awards are open to everyone working within the veterinary profession.

The 2023 Quality Improvement Champions are:

David Charles conducted an audit across multiple UK practices to gather data on ovine lambings and caesareans, and implemented training and recommendations related to the use of analgesia, antibiotics, and adjunctive medications. The practices saw a reduction in prophylactic antibiotic use and an improvement in the provision of analgesia.

Rosemullion Veterinary Practice conducted an audit aimed at improving infection control and cleaning methods in clinical and non-clinical areas. By updating protocols and providing training and education, the team was able to significantly decrease the risk of environmental contamination, and their project has become an example for other practices.

Leanne McLeod introduced a hypothermia audit that focused on pre-warming patients before general anaesthesia. By implementing new warming protocols, her team reduced the incidence of hypothermia from 100% to 16%.

The School of Veterinary Nursing at the Royal Veterinary College incorporated Quality Improvement (QI) initiatives into their post-registration qualifications, offering resources and guidance on conducting clinical audits and group discussions on the topic. Many students have used these resources to perform audits and QI projects, which have been published in peer-reviewed journals and presented at conferences.

The 2023 Antimicrobial Stewardship Champions are:

White Lodge Veterinary Surgery conducted a prospective audit to review antibiotic use in cat bite abscesses and treated 86% of their patients successfully without antibiotics.

Rachel Forster reduced neonatal antibiotic use by 75% by implementing the Farm Vet Champions mantra "Plan Prevent Protect" and conducting CPD sessions and client awareness meetings.

Paragon Veterinary Referrals focused on preserving critically important antimicrobials through the establishment of an Antimicrobial Stewardship Team, the development of guidelines, and in-house CPD.

Tonia Simms created a risk assessment and policy to reduce the routine use of prophylactic antibiotics in surgical calf castrates, which resulted in an increase in confidence and morale around antibiotic prescribing.

The 2023 RCVS Knowledge Awards also saw 12 applicants awarded as highly commended and two recognised as 'ones to watch' in the Quality Improvement category, while six were highly commended in the Antimicrobial Stewardship category. These applications demonstrated a range of themes, including patient safety, sustainability, client care, education, efficiency, and caregiver experience. Looking forward to 2024, RCVS Knowledge plans to expand the award categories further.

For more details more about the winners and highly commended runners up from the 2023 RCVS Knowledge Awards, visit: rcvsknowledge.org/knowledgechampions For more information about the RCVS Knowledge Awards visit: rcvsknowledge.org/awards

A Knowledge Summary has been used to inform a research project for the first time

The RCVS Knowledge *Veterinary Evidence* team has seen its first known example of a Knowledge Summary, which answers a clinical query by appraising the best available evidence, being used to inform a research project.

We spoke to Nicole Dyer (BVetMed(hons) CertAVP MRCVS), Senior Vet and Sustainability Lead at Ash Tree Vets, about how our Knowledge Summary 'Reducing Veterinary Waste: Surgical Site Infection Risk and the Ecological Impact of Woven and Disposable Drapes' helped inform an idea for a research project, which she has now worked on creating in collaboration with a number of teams within the Vet Partners group and with funding from BSAVA PetSavers.

"It definitely gave us a starting point to be a bit more aware of what's already present in the literature and what the conclusions are, for us to then dig a little deeper in terms of what evidence we're looking for," said Nicole.

"A lot of the time we are all asking the same questions in practice and we're all waiting for someone to answer them," Nicole added. "It's (*Veterinary Evidence*) a good place to go and say in terms of what I'm interested in, what could I answer with my expertise in my field."

Nicole has an interest in sustainability in veterinary practices and how to reduce the environmental impact of the veterinary healthcare sector.

"I think with a lot of people using disposable drapes, there is an assumption that it's a better clinical standard and to go back to using reusable feels like a step backwards."

She added: "I don't think anyone is going to be able to take that step if there isn't evidence to show that it's okay."

Following her own project, Nicole offered some advice to other veterinary professionals interested in conducting their own research.

"We always think of research as these really complicated questions that are answered in a referral setting, but on a day-to-day basis we're all asking questions in general practice and a lot of the time those really simple questions are the ones that make a big difference."

The aim of *Veterinary Evidence* is to inform decisions in practice and highlight the evidence gaps where further research is needed.

Proposed activities and issues to be managed before the next APC meeting. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.

RCVS Knowledge Awards for 2024 are open for applications.

Details of any budgetary or risk related issues that should be brought to the Committee's attention.

Synergies with other workstreams that your current activities may introduce.

Any other matters arising from your work that you wish to bring to the Committee's attention.

Area of work



Activities carried out since the last meeting of the APC. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.

RVN Starting Out

The 'RVN Starting Out' course was launched on the RCVS Academy in May 2023.

Figures to date are: Enrolments: 229 Completions: 19. The course takes approximately ten hours to complete.

The pilot sessions, run prior to launch of the course, yielded positive feedback. This was in terms of content and delivery methods used in the course.

It was felt that the course contained material that was applicable and relevant to RVNs at any stage in their career, not just those who have just entered practice.

We continue to develop methods to raise awareness of the course to newly registered nurses, to ensure uptake is high.

Please see appendix for enrolment and feedback information from Q2, 2023 for this course.

Nurse Return

The RVN Nurse Return course, to assist nurses returning to practice, is in late stages of design following content development. We plan to launch this course in October during BVNA Congress.

This course was more complex to develop, since it provides guidance on completing and submitting documentation for the Period of Supervised Practice (PSP) for those nurses who have spent more than five years off the Register, alongside support for RVNs who are returning after a period away from clinical practice, but who have no obligation to complete PSP. The course integrates the PSP process into the course and provides additional material to help nurses transition back into practice.

It was important that it was clear which elements must be completed to successfully meet the requirements of PSP, and those which were optional, and we feel we have achieved that aim.

School ambassadors Scheme (SAS)

Since the last update to APC, work has taken place to integrate registration for the SAS with RVNs' 'My Account'. This has simplified the process, both for registration, and for communication (including permissions) with ambassadors.

There are currently 182 VN School Ambassadors registered via My Account.

JM spoke to one of the ambassadors for a feedback session in early 2023, who offered feedback that:

- it wasn't 100% clear why ambassadors had to register with STEM
- further support, including online sessions, would be beneficial

From this feedback:

- Created specific 'why we have partnered with STEM' piece, published this on the site/in resources, and included it in the enews.
- Included question on online sessions within e-news/survey

In May 2023, the first Ambassador's e-news was circulated, which contained a variety of articles to support and engage ambassadors, and a link to a survey.

The survey contained questions to gauge understanding of the process, and ambassador progress. Over 60% of ambassadors opened the newsletter. Only 12 ambassadors completed the survey, which was disappointing, but will still yield useful information.

The results indicate that ambassadors are still not sure 'what to do next' (and poor response numbers may be due to ambassadors not progressing and therefore feeling that they had nothing to contribute to the survey). They also indicate that online sessions would be appreciated, therefore, we aim to:

- Create some further guidance on 'making' and finding offers on STEM
- Plan for some online networking sessions

Diversity, Inclusivity and Widening Participation Group

There have been several areas of activity for this group over the past few weeks, including:

- Development of a Menopause Toolkit (BVNA)
- This includes a menopause discussion panel (held in June 23) and additional resources to support nurses experiencing, or working with colleagues who are experiencing the menopause.
- The Guidance on Religious Clothing document, originally developed through the RCVS DIG and the VSC, has been edited to reflect veterinary nursing.
- A campaign is in process to tackle the topic of flexible working. This has included an initial survey, with a toolkit to be developed (BVNA).
- It should be noted that whilst the DIWP comes under the umbrella of VN Futures, the work of the group is BVNA led.

Proposed activities and issues to be managed before the next APC meeting. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.

School ambassadors

We plan to hold a key stakeholder meeting (RCVS, BVNA) to review the progress with the School Ambassadors Scheme (SAS), analyse the survey results, and decide on further actions going forward.

Potential future activities are:

- Online networking and Q+A sessions to further support ambassadors
- Develop a simple guide for navigating the STEM site so that ambassadors have the tools to access opportunities effectively (or encourage STEM to provide this)
- Incorporate 'Vet Team in a Box' in the current resources provided via the SAS
- Develop a veterinary nursing careers resource section on the STEM site (for teachers and careers advisors)
- Reach out to online careers hubs and sites which share careers information, and share relevant resources on veterinary nursing
- Update the careers materials which are currently on the RCVS website, and create alignment with the information provided on careers in veterinary medicine.
- Hold a workshop at BVNA 2024 so that we can engage with potential ambassadors, walk them through the process, and gain feedback/input on resources and methods
- Devise a method of finding out what activities ambassadors have completed, as currently we have no clear data on this. (JM has had previous discussions with STEM regarding a reporting process, and discussion regarding the data sharing aspects are needed to move this forward.)

Nurse mentor course

An initial project planning meeting is in place in late August 2023, to begin development of the nurse mentor course. This course will provide support to mentors who will be guiding newly registered and/or returning nurses and will align with the content on these courses.

BVNA Congress

Jennifer Ayers is to present a session on the RVN Starting Out course, and other nursing courses provided by the Academy.

We have also begun discussions regarding BVNA facilitating a VN Futures stream at BVNA Congress 2024. This has been raised several times, but over the past few years that has not been scope to effectively explore VN Futures topics.

Details of any budgetary or risk related issues that should be brought to the Committee's attention.

Synergies with other workstreams that your current activities may introduce?

The learning programme that we are developing via the Academy aims to have a positive impact on both newly Registered Veterinary Nurses, nurses returning to practice, and the mentors who support these groups - and therefore has synergy with activities supporting workforce issues.

Areas of your work that you would like to highlight for discussion by the Committee?

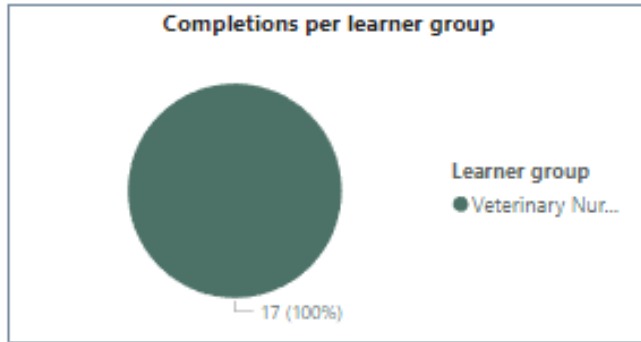
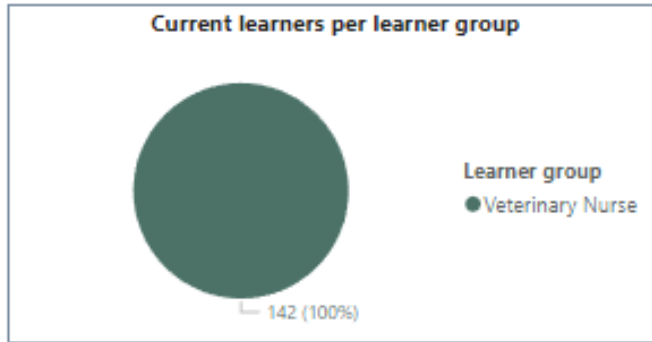
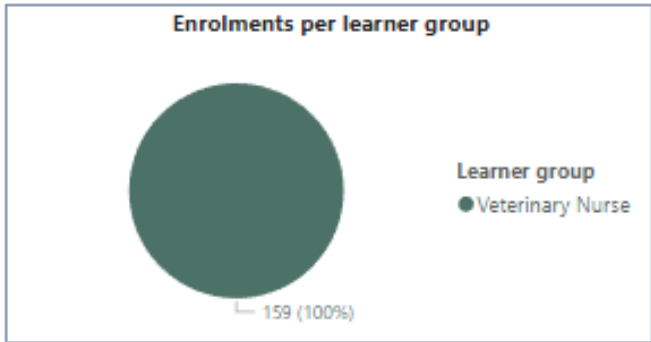
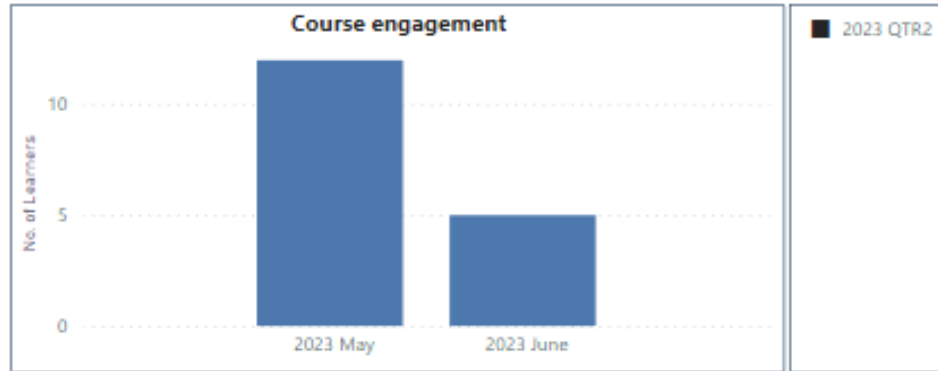
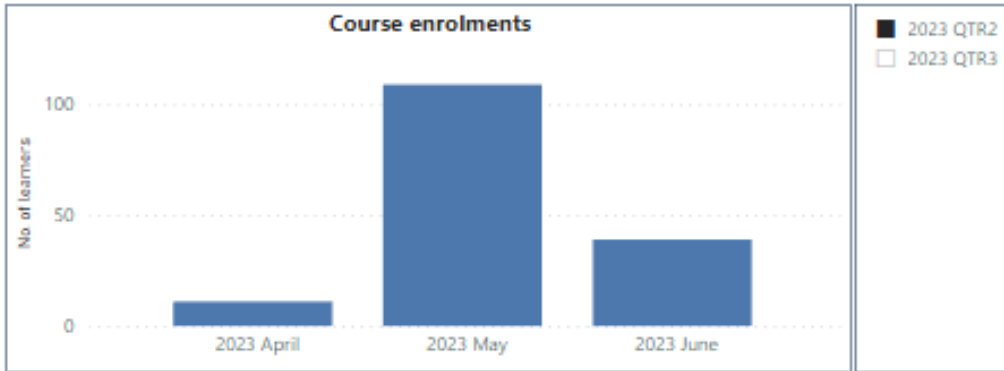
Any other matters arising from your work that you wish to bring to the Committee's attention?

RVN Starting Out

159
Enrolments

142
Current enrolments

17
Completions



RVN Starting Out

12

No. of responses received

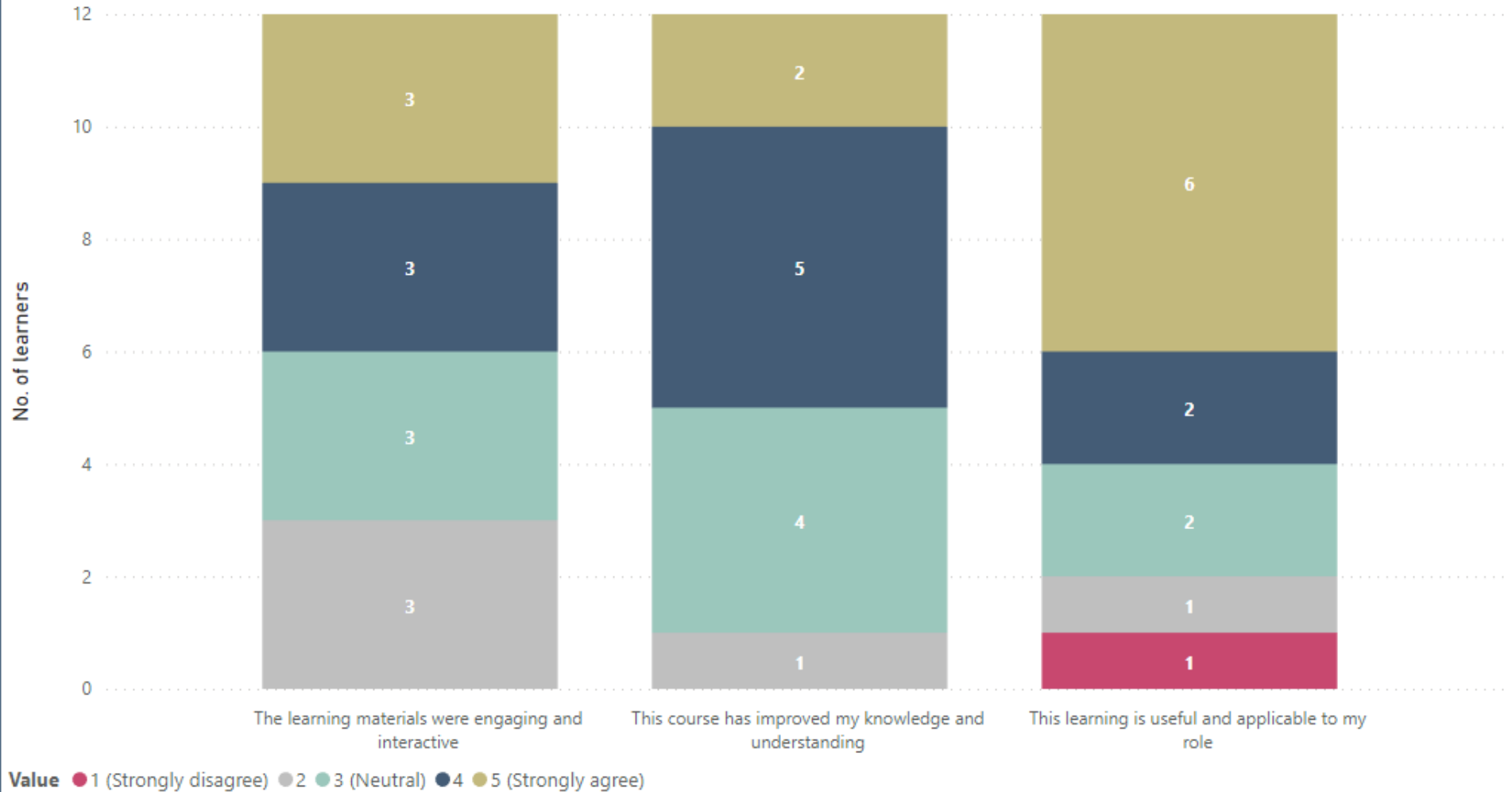
Year

2023

Month

January	July
February	August
March	September
April	October
May	November
June	December

To what extent do you agree with the following?



2019 Survey of Veterinary Surgeons

Section A: About you

Please provide the following details to help us analyse responses. These details will only be used to produce aggregate statistics.

1. Gender: Male, Female, Prefer not to say, Prefer to self-describe (please specify)
2. Is your gender identity the same as the sex you were assigned at birth? Y/N/Prefer not to say
3. What is your sexual orientation?
 - Bisexual
 - Heterosexual / straight
 - Gay man
 - Gay woman / Lesbian
 - Prefer not to say
 - Prefer to self-describe (Please specify)
4. What is your age? Years:
5. What is your ethnicity? Asian/Asian British, Black/Black British, Chinese, Mixed, White, Prefer not to say, Other (please specify)
6. Do you have dependent children living with you? Yes (Continue), No (Go to Q6)
7. What are the ages of your children? (Please select all that apply) 0 to 4, 5 to 11, 12 to 18, Over 18
8. Do you provide care to an adult dependant? Yes/No
9. Do you consider yourself to have a disability or medical condition (physical or mental) that limits the work you can do? Yes (Continue), No (Go to Q9)
10. Please tell us about the nature of your disability or medical condition, and how it limits what you can do at work (Free text box)
11. In which year did you qualify? (Select from drop-down box: years from 1940 to 2019)
12. Before studying veterinary medicine / science, did you undertake a degree course in a different subject?
 - No, I went straight into a veterinary medicine / science degree course
 - Yes, as a stepping-stone into veterinary medicine / science

Yes, not intended as a stepping-stone into veterinary medicine / science but became so
Yes, but in a subject not relevant to veterinary medicine / science

13. What is your current RCVS membership category? UK-practising, Practising outside the UK, Non-practising, Non-practising (70 years plus), Southern Irish, Temporary registration
14. Where did you qualify? UK, Republic of Ireland, Other EU/EEA/EFTA country (*Continue*), Europe outside EU/EEA/EFTA, Australia, New Zealand, Canada, USA, South Africa, Other (*please specify*) [Everyone except those selecting 'Other EU.EEA.EFTA country' to go to Q14]
15. Which EU/EEA/EFTA country? Drop-down box: Austria, Belgium, Bulgaria, Croatia, Republic of Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, Switzerland
16. Up to the age of 18, did you mainly or entirely reside in the UK? Yes (*Continue*), No (*Go to Section B*)

[Introductory blurb to next set of questions] The following questions, based on those endorsed by the Government, are recommended for use by professional bodies. They aim to assess the social mobility of individuals, in line with the responsibility of professional bodies to ensure fair access to professions and the best use of talent.

17. Did any of your parents or guardians complete a university degree course or equivalent (eg BA, BSc or higher)? Yes/No/Don't know
18. What type of school did you mainly attend between the ages of 11 and 16?
- A state-run or state-funded school in the UK – selective on academic, faith or other grounds
 - A state-run or state-funded school in the UK – non-selective
 - Independent or fee-paying school in the UK
 - School outside the UK
 - I don't know
 - Other (please specify)
19. Did your household receive income support at any point during your school years? Yes/No/Don't know
20. Did you receive free school meals at any point during your school years? Yes/No/Don't know
21. Did you do a one-year Access course to enable you to access a veterinary degree? Yes/No

Section B: About your work status

1. What is your main current employment category (in any capacity, whether or not you are in veterinary or non-veterinary employment)? Full-time work (Go to Section C); Part-time work (Go to Section C); Voluntary work (Go to Section C); Unemployed (Continue); Taking a career break (Go to B6); Retired (Go to B8)
2. For how many months have you been unemployed?
3. Are you seeking work? Yes (Continue) /No (Go to Section I)
4. Are you seeking veterinary work? Yes; No, but may do in future; No, and do not intend to
5. Are you seeking non-veterinary work? Yes; No, but may do in future; No, and do not intend to (Regardless of response, go to Section I)
6. For what main purpose have you taken your career break? Travel; Study; Illness (self); Sabbatical; Parental leave/looking after children; Looking after an adult dependant; Other (please specify)
7. For how many months do you expect your career break to last, from start to finish? (Go to Section I)
8. In what year did you retire? (Go to Section I)

Section C: All veterinary surgeons in current work (veterinary or non-veterinary)

1. In which country do you work, or mainly work if more than one? UK and/or Republic of Ireland; Other EU/EEA/EFTA country; Europe outside EU/EEA/EFTA; Australia; New Zealand; Canada; South Africa; Other (please specify)

[If 'UK and/or Republic of Ireland' continue, all other countries go to Q10]

2. In which country within the UK and/or the Republic of Ireland do you work? (Please select all that apply)

England [Direct to a]

Republic of Ireland [Direct to b]

Northern Ireland [Direct to c]

Scotland [Direct to d]

Wales [Direct to e]

- a. In which region or regions of England do you work? (Please select all that apply)

East Midlands

East of England

London

North East England
North West England
South East England
South West England
West Midlands
Yorkshire and the Humber
Throughout the UK

b. In which region or regions of the Republic of Ireland do you work? (Please select all that apply)

Border Region
West Region
Mid-West Region
South-East Region
South-West Region
Dublin Region
Mid-East Region
Midlands Region

c. In which district or districts of regions of Northern Ireland do you work? (Please select all that apply)

Antrim and Newtownabbey
Ards and North Down
Armagh City, Banbridge and Craigavon
Belfast
Causeway Coast and Glens
Derry and Strabane
Fermanagh and Omagh
Lisburn and Castlereagh
Mid and East Antrim
Mid Ulster
Newry, Mourne and Down

d. In which region or regions of Scotland do you work? (Please select all that apply)

Aberdeen City and Aberdeenshire
Angus and Dundee City
Caithness and Sutherland and Ross and Cromarty
City of Edinburgh
Clackmannanshire and Fife
Dumfries and Galloway
East Ayrshire and North Ayrshire mainland
East Dunbartonshire, West Dunbartonshire and Helensburgh and Lomond
East Lothian and Midlothian
Falkirk
Glasgow City
Inverclyde, East Renfrewshire and Renfrewshire
Inverness and Nairn and Moray, Badenoch and Strathspey
Lochaber, Skye and Lochalsh, Arran and Cumbrae and Argyll and Bute
Na h-Eileanan Siar
North Lanarkshire
Orkney Islands
Perth and Kinross and Stirling
Scottish Borders
Shetland Islands
South Ayrshire
South Lanarkshire
West Lothian

e. In which region or regions of Wales do you work?

Bridgend and Neath Port Talbot
Cardiff and Vale of Glamorgan
Central Valleys
Conwy and Denbighshire
Flintshire and Wrexham
Gwent Valleys
Gwynedd
Isle of Anglesey
Monmouthshire and Newport
Powys
South West Wales
Swansea

3. Please tick the description below that most closely approximates to the location or locations where you currently work (*If you regularly or normally work in two or more very different locations, please tick all that apply*)

An urban area

A rural area

A mixture of urban and rural

4. Are you a British citizen?

Yes;

No, but in process of applying for British citizenship;

No, but applying/intending to apply for indefinite leave to remain under EU settlement scheme;

No, but have a different type of British nationality;

No, and not intending to apply for British citizenship or indefinite leave to remain

[Yes Go to QC9, all others continue]

5. Why did you come to the UK? (Please tick all that apply)

To work abroad

To gain experience

Lack of work in home country

Better pay and conditions

Better career opportunities

To learn English

I like the British way of life

I like British culture

I like British people

Family / friends in the UK

Marriage / partner

To study / obtain a further qualification

Stayed here after studying

Better attitude to animals in the UK

Veterinary work has a higher status in the UK

Other (please specify)

6. In which year did you come to the UK?
7. For how long, from now, do you intend to stay in the UK? More than 5 years; 3 to 5 years; 1 or 2 years; Less than a year; Don't know/unsure
8. In your main role, are you working within or outside the veterinary profession? (Within the profession includes any role using a veterinary qualification, paid or unpaid) Yes (Go to Section E); No (continue to Section D)

Section D: All veterinary surgeons working outside the profession

1. Is the work you do wholly or mainly: Animal-related?; Non-animal-related?
2. What is the nature of your work? (These categories are the highest level of the standard industrial classification, last revised in 2007. Please select the category or categories that most closely matches your area(s) of work)

Agriculture, forestry and fishing (includes animal farming)

Mining and quarrying

Manufacturing (includes manufacturing of food and drink products and printing)

Electricity, gas, steam and air conditioning supply

Water supply; sewerage, waste management and remediation activities

Construction

Wholesale and retail trade; repair of motor vehicles and motorcycles

Transportation and storage (includes postal and courier services)

Accommodation and food service activities (includes hospitality)

Information and communication (includes publishing and broadcasting)

Financial and insurance activities

Real estate activities

Professional, scientific and technical activities

Administrative and support service activities

Public administration and defence; compulsory social security

Education

Human health and social work activities

Arts, entertainment and recreation

Other service activities

Activities of households as employers; undifferentiated goods- and services-producing of households for own use

Activities of extraterritorial organisations and bodies

Don't know

3. In which sector(s) do you work? (Please select all that apply) Private sector; Public sector; Third sector/Charity
4. Since graduating, have you ever worked within the veterinary profession? Yes (Continue); No (Go to QD7)
5. For how long did you work within the veterinary profession? (Years and months boxes)
6. What did/do you do? Clinical practice work; Academia; Animal charity; Government department or agency; Research; Industry (e.g. animal health, insurance); Other (please specify) (Go to QD8)
7. Why have you never worked in the veterinary profession? (Free text)
8. Do you intend to seek employment in the veterinary profession in the future? Yes, within the next year; Yes, longer term; No; Unsure (Go to Section I)

Section E: All veterinary surgeons working within the veterinary profession

1. In which type of organisation do you work? (If you work in more than one type, please select all that apply)
 - Small-animal-only practice (including small animal practices that treat exotics)
 - Equine-only practice
 - Farm-animal-only practice
 - Mixed practice
 - Other first opinion practice
 - Referral practice / consultancy
 - Department for Food and Rural Affairs (DEFRA)
 - Animal and Plant Health Agency (APHA)
 - Scottish Government
 - Welsh Government
 - Department of Agriculture, Environment and Rural Affairs (DAERA – Northern Ireland)
 - Food Standards Agency (FSA)
 - Food Standards Scotland (FSS)
 - Meat hygiene / official controls

- Home Office
- Ministry of Defence (MOD)
- Overseas Government
- Veterinary school
- Other university/education establishment
- Commerce and industry
- Charity or trust
- Research Council
- Portal (contracted or employed)
- Telemedicine vet-to-vet
- Telemedicine vet-to-client
- Tele-triage
- Zoo/wildlife/conservation
- Other (please specify)

[If only one area selected, go to QE3, if more than one continue]

2. [For those who have selected more than one area only] Which of these is your *main* area of work?

[LIST OF AREAS SELECTED]

3. *The following question asks you to tell us about the hours you work in a typical week (excluding meal breaks), and the hours you spend on call in a typical week, in this organisation/these organisations.*

Note: ‘Hours worked’ should be the hours you attend your workplace. For a veterinary practice (including a university practice), this will be the hours you work during ‘open hours’ (eg 08.30 - 19.30) when clients can visit the practice; for workplaces other than practices, this will be the hours you work during the time when outside visits are made by appointment. If the practice or place of work is normally ‘open’ during Saturdays and Sundays and you are on duty, include your attendance as hours worked. Please include overtime above your contracted hours, if relevant.

Note: ‘Hours on call’ are the hours that you are required to be available for emergencies, if this is applicable to you. Please include all time ‘on-call’ regardless of how time is spent. It is important that ‘on-call’ time spent on veterinary or administrative work is not double counted as hours worked.

Organisation [RESPONDENTS PRESENTED WITH TYPE OF ORGANISATION(S) SELECTED IN QE1]	Hours worked	Hours on call off premises	Hours on call on premises
Small-animal-only practice (including small animal practices that treat exotics)			
Equine-only practice			

Farm-animal-only practice			
Mixed practice			
Other first opinion practice			
Referral practice/consultancy			
Department for Food and Rural Affairs (DEFRA)			
Animal and Plant Health Agency (APHA)			
Scottish Government			
Welsh Government			
Department of Agriculture, Environment and Rural Affairs (DAERA – Northern Ireland)			
Food Standards Agency (FSA)			
Food Standards Scotland (FSS)			
Meat hygiene / official controls			
Home Office			
Ministry of Defence (MOD)			
Overseas Government			
Veterinary school			
Other university / education establishment			
Commerce and industry			
Charity or trust			
Research Council			

Portal (contracted or employed)			
Telemedicine vet-to-vet			
Telemedicine vet-to-client			
Tele-triage			
Zoo/wildlife/conservation			
Other (please specify)			

4. If your work requires you to be on call on the premises, are you normally: Awake all night; Asleep when not working; Not applicable - I am not required to be on call on the premises

Career plans

5. What are your career plans with regard to the veterinary profession?

Stay in the profession for more than 5 years (including partial retirement) (Go to Section F)

Fully retire within the next year (Go to Section F)

Fully retire within the next 1 to 2 years (Go to Section F)

Fully retire within the next 3 to 5 years (Go to Section F)

Leave the profession within the next year (for reasons other than retirement) (Continue to QE6)

Leave the profession within the next 1 to 2 years (for reasons other than retirement) (Continue to QE6)

Leave the profession within the next 3 to 5 years (for reasons other than retirement) (Continue to QE6)

6. Please tell us why you are planning to leave the veterinary profession (Please select all that apply)

Pay

Not feeling rewarded / valued (non-financial)

Study

Career change / new challenge

Emigration

Care of dependants / to have family

Chronic stress

Long / unsocial hours

Lack of flexibility in hours

Poor work-life balance

Dissatisfaction with career opportunities

Burden of bureaucracy / legislation
Health issues (physical)
Health issues (mental)
Visa expiry
Travel
Brexit
Discrimination
Other (please specify)

Section F: All veterinary surgeons working in clinical veterinary practice

1. Do you do any work in clinical veterinary practice, even if your main area of work is in a different veterinary area? Yes (Continue)/No (Go to Section G)
2. In the practice in which you work, or main practice if you work in more than one, what is your employment status?
 - Sole principal
 - Director (of a limited company)
 - Equity partner
 - Joint venture partner (JVP)
 - Salaried partner
 - Employed assistant
 - Independent veterinary service provider (providing services to practices as part of the usual rota)
 - Independent consultant/peripatetic specialist
 - Locum (temporarily fulfilling duties of others during their absence, or to cover vacancies temporarily)
 - Veterinary surgeon working as a veterinary nurse
 - Other (please specify)
3. Is the main practice in which you work:
 - Independent, stand-alone practice (e.g. a partnership)
 - Independent, stand-alone practice that is part of a larger group (with some shared centralised support functions)
 - Part of a corporate group
 - Part of a joint venture with a corporate group
 - Charity
 - Veterinary school
 - Out-of-hours-only provider
 - Don't know
 - Other (please specify)

4. Is the main practice in which you work accredited by the RCVS Practice Standards Scheme? Yes/No/Don't know
5. Do you typically work for more than one practice over the course of a month (excluding branch premises)? Yes (Continue); No (Go to QF7)
6. In a typical month, for how many different practices do you work, including your main practice?
7. Please indicate the percentages of your working time and on-call time which is typically spent on veterinary work with each of the following species or disciplines, and on practice management or administrative work.

	% of working time (excluding on-call)	% of on-call time
--	--	----------------------

- | | | |
|---|--|--|
| Dogs | | |
| Cats | | |
| 'Small furrries' (e.g. rabbits, mice, gerbils, hamsters, rats, chinchillas) | | |
| Exotics (including non-production birds) | | |
| Horses (excluding OV) | | |
| Beef cattle (excluding OV) | | |
| Dairy cattle (excluding OV) | | |
| Sheep (excluding OV) | | |
| Pigs (excluding OV) | | |
| Poultry | | |
| Laboratory animals | | |
| Meat hygiene / official controls | | |
| Fish for food | | |
| Official Veterinarian (OV) work | | |
| Practice management / administration | | |
| Other (please specify) | | |

TOTAL

8. Do you personally carry out routine visits to your clients (not including out-of-hours emergencies)? Yes (Continue); No (Go to QF11)
9. What is the *average* one-way distance you travel to a routine call? (miles)
10. What is the *maximum* one-way distance you travel to a routine call? (miles)
11. Which of the following best describes your main practice's approach to providing 24/7 emergency cover?
 - Practice generally covers its own out-of-hours work, using its own veterinary surgeons
 - Practice generally covers its own out-of-hours work, with locum help
 - Practice uses a dedicated out-of-hours service provider

- Practice co-operates with other local practices to share out-of-hours work
- Practice is primarily or wholly an out-of-hours provider
- Don't know
- Other (please specify)

12. Do you personally do any out-of-hours work? Yes (Continue); No (Go to QF18)

13. Does this out-of-hours work include visits to clients? Yes (Continue); No (Go to QF17)

14. What is the *average* one-way distance you travel to an out-of-hours call? (miles)

15. What is the *maximum* one-way distance you travel to an out-of-hours call? (miles)

16. In a typical month, how many times do you personally deal with an emergency case out-of-hours *away from* the practice?

17. In a typical month, how many times do you personally deal with an emergency case out-of-hours *at* the practice?

18. In the past 12 months, have you at any time had concerns regarding your personal safety at work? Yes; No

19. In the last 12 months, how many times have you had concerns for your personal safety:

Dealing with an emergency case *at* the practice?

Dealing with an emergency case *away from* the practice?

At any other time, including daytime and out-of-hours work?

20. In the last 12 months, how many times have you reported an incident concerning your personal safety that occurred:

	Reported to practice	Reported to police
When dealing with an emergency case <i>at</i> the practice		
When dealing with an emergency case <i>away from</i> the practice		
At any other time (including daytime and out-of-hours work)		

21. With regard to the minimum rest period of 11 hours in each 24-hour period specified by the Working Time Directive, do you personally have this 11-hour rest period? Yes, always; Yes, usually; Seldom; Never; Not applicable

22. Have you signed up to a workforce agreement that provides other compensatory rest?
Yes/No/Don't know/Not applicable
23. Have you discussed a workforce agreement with your employer? Yes/No/Not applicable
24. Do you have at least two days' rest every 14 days? Yes, always; Yes, usually; Seldom; Never; Not applicable
25. Do you have at least 20 days' paid holiday per year (plus bank holidays), pro rata for part time? Yes/No/Not applicable
26. How many full time equivalent **veterinary surgeons**, including you, work in the premises where you usually or mainly work? NN / Don't know
27. How many full time equivalent **veterinary nurses (excluding students)** work in the premises where you usually or mainly work? NN / Don't know
28. How many full time equivalent **veterinary nurse students** work in the premises where you usually or mainly work? NN / Don't know

Section G: All veterinary surgeons working within the veterinary profession

1. What are your typical basic working hours per week, excluding on-call and overtime?
(For employed veterinary surgeons, this is contracted hours)
2. How many additional hours do you work in a typical week, excluding on-call, either paid or unpaid?
3. Do you receive any of the following benefits at work? (Please select all that apply)
 - Time off (paid) for training / CPD
 - Time off (unpaid) for training / CPD
 - Financial support for training / CPD
 - RCVS retention fees (whole or part)
 - Professional subscriptions (e.g. BVA)
 - Professional indemnity insurance
 - Membership of a technical / scientific library
 - Access to scientific literature and research papers
 - Employee Assistance Programme
 - Other (please specify)

4. Other than your primary veterinary qualification, which of the following do you hold, are you studying for, or do you plan to study for in the next five years? (Please select all that apply)

Qualification	Hold	Studying for	Plan to study for
Certificate (RCVS)			
Certificate (non-RCVS)			
Diploma (European or American college)			
PhD or other professional doctorate (veterinary-related)			
Master's degree (veterinary-related)			
Business qualification (e.g. MBA), relevant to running or managing a business			

5. Which of the following do you have, are you working towards, or do you plan to work towards in the next five years? (Please select all that apply)

Status	Hold	Working towards	Plan to work towards
Advanced Practitioner status			
Specialist status (RCVS, European or American college)			
RCVS Fellowship			

6. In the past 12 months, what proportion of your CPD has fallen into the following categories? This should include clinical and non-clinical CPD. Please note that the total of all the percentages in the table should equal 100.

Formal CPD delivered by a third party	CPD focusing on own practice or performance	Self-directed learning
--	--	-------------------------------

Attending courses, seminars etc _%	Significant event analysis from within own practice _%	Reading veterinary press _%
Conferences _%	Case discussions or discussions with colleagues _%	Research _%
Distance learning _%	Clinical audit _%	Peer discussions _%
Other _%	Other _%	Other _%

7. In the past twelve months, what proportion of your formal CPD (i.e. where costs were incurred) was funded by the following means?

Funding source: _____ %

Yourself

Commercial sponsorship

Employer or practice

Grant

Other (please specify)

8. Are you using the RCVS Professional Development Record (PDR) to record your CPD online? (www.rcvs-pdr.org.uk) Y (Go to QG10) N (Continue)

9. Why are you not using the PDR? (Please select all that apply)

Prefer paper records; Use a different computerised/online recording system; No Internet access; PDR not intuitive/too complex; Not aware of the PDR; Other (please specify)

Section H: Recently qualified (2016 onwards) veterinary surgeons

1. Are you aware of the Professional Development Phase (PDP), a self-assessment system that aims to instil a conscious and conscientious approach to professional learning? The aim of PDP is to help newly qualified veterinary graduates make the

transition from life as a veterinary student to working in clinical practice as a professional veterinary surgeon.

Fully aware; Aware, but not familiar with it; Not aware

2. After graduating, did you:

Go straight into veterinary clinical practice in a permanent position

Go straight into veterinary clinical practice as a locum

Go straight into a veterinary position outside clinical practice

Begin postgraduate studies

Begin a veterinary internship

Work abroad for a veterinary charity or other practice

Take some time out for travel

Take some time out as you were unable to find a veterinary job

Take a job in a non-veterinary area of work

Other (please specify)

3. If you have worked in clinical practice since graduating, did you receive training during your first year (or are you receiving training, if still in your first year)? Y (Continue)/N (Continue)/Not applicable – have not worked in clinical practice (Go to QH11)

4. Were you assigned a mentor for your first year in practice (or do you have a mentor, if still in your first year)? Y/N

5. Did you receive appraisals or performance reviews during your first year in practice (or are you receiving these, if still in your first year)? Y (Continue)/N (Go to QH7)

6. Did/do these appraisals take account of your progress with the PDP? Y/N/Don't know

7. To what extent did you feel supported during your first year in practice (or do you feel supported, if still in your first year)?

Not at all supported/Not adequately supported/Adequately supported/Fully supported

8. Have you been in practice for more than 12 months? Y (Continue)/N (Go to QH11)

9. Have you completed your PDP? Y (Go to QH11)/N (Continue)/Don't know (Go to QH11)

10. Why have you not completed your PDP? (Please select all that apply)

Have not started it yet

Don't yet have enough experience but expect to complete it in due course

Did not start it straight away but am now in the process of doing it

Have not received adequate support in practice

Have stopped the PDP before finishing it

Not been able to gain required experience and am unlikely to be able to do so

Other (please specify)

[IF STOPPED PDP BEFORE FINISHING] Why have you stopped the PDP before finishing it?

[IF NOT BEEN ABLE TO GAIN REQUIRED EXPERIENCE] Please specify why you have been unable to gain required experience:

11. How long did it take you to find your first veterinary post, after starting to look?

Years Months (Go to Section I) **or**

Not applicable: Not yet found my first veterinary post (Continue)

12. How long have you been looking for your first veterinary post? Years Months
(Continue to Section I)

Section I: Your views about the veterinary profession

1. We would like to gather your views about various aspects of the veterinary profession. Please indicate the extent to which you agree or disagree with the following statements, by selecting one response for each statement. If a statement is not relevant to you, or you do not know how to answer, or you would prefer not to answer, please leave blank. [Scale: Strongly disagree, Disagree, Neither agree or disagree, Agree, Strongly agree]

The veterinary profession is a "family friendly" profession in which to work

The veterinary profession offers good opportunities for this wishing to work part-time

Over the next ten years, the demand for veterinary services will increase overall in UK

Veterinary work is stressful

Veterinary work gives me job satisfaction

The veterinary profession gives me variety

Newly qualified veterinary surgeons have the necessary skills required for general practice employment, from day one

Veterinary nurses are valued by the veterinary profession

Veterinary schools are recruiting too many students for available future work

Clients value the work of veterinary surgeons

Clients value the work of veterinary nurses

(For employed veterinary surgeons) I am satisfied with the support given by my employer

I am satisfied with my salary / remuneration level

I am familiar with the concept of evidence-based medicine

I actively use published evidence as part of my clinical decision-making

I am familiar with the concept of quality improvement

I actively use quality improvement in my practice

I feel able to critically appraise a research study

Over the past five years, I have participated in scientific research

I feel I should continue to be obliged to take steps to provide emergency first aid and pain relief to animals according to my skills and the specific situation

When on call I would be satisfied to be obliged to take steps to provide emergency first aid and pain relief only on animals registered with the practice

When on call I would be satisfied to be obliged to attend an emergency away from the practice only if it is necessary on clinic or welfare grounds

The profession has a culture of sharing and learning from mistakes

In my workplace I feel comfortable reporting and sharing mistakes

Veterinary surgeons are recognised in society as a leading force for animal health and welfare

Veterinary surgeons are recognised in society for their role in public health

The RCVS Practice Standards Scheme should be mandatory

The veterinary profession nurtures innovation

The veterinary profession pays sufficient attention to the development of leadership skills

The veterinary profession pays sufficient attention to its environmental footprint

I am able to be myself in my workplace.

2. If you could start your career again, would you still opt for the veterinary profession?
Y/N/Unsure
3. What are the best things about being in the veterinary profession? (Please select up to three of the following, which have been derived from previous RCVS surveys)
- Job satisfaction
 - Client relationships
 - Working with animals
 - Challenge / stimulus
 - Making a difference
 - Autonomy
 - Status
 - Workplace relationships/colleagues
 - Work-life balance
 - Working hours
 - Ability to choose working location
 - Financial reward
 - Other (please specify)
4. What, for you, would make the veterinary profession a better profession in which to work? (Please select up to three of the following, which have been derived from previous RCVS surveys)
- Better financial reward
 - More responsibility
 - Less out-of-hours / on-call
 - Better work-life balance
 - More flexibility of working hours
 - Shorter hours
 - Less regulation / bureaucracy
 - More support staff
 - More respect / recognition from the public
 - Better opportunities for career progression
 - Less workload pressure

More variety

Other (please specify)

5. In your opinion, what are the main challenges currently facing the veterinary profession? (Please select up to three of the following, which have been derived from previous RCVS surveys)

Economic climate

Decline in farming

Client expectations / demands

Misinformation / bad PR

Affordability of veterinary services

Changing structures in veterinary practice ownership

Gender diversity in the profession

Stress levels

Poor financial reward

Poor support for the profession

Changes in training

Brexit

Difficulty in recruiting veterinary surgeons

Other (please specify)

Section J: Your wellbeing

1. The following statements relate to current feelings about your life in general, not just in the work setting. The responses will be used to track the mental well-being of the profession at a population level over successive years of this survey. Please answer as honestly as possible. You do not have to answer these questions if you would prefer not to, in which case please leave them blank.

Below are some statements about your overall feelings and thoughts. Please select the answer that best describes your experience of each **over the last two weeks**.

	None of the time	Rarely	Some of the time	Often	All of the time
I've been feeling optimistic about the future					
I've been feeling useful					
I've been feeling relaxed					
I've been feeling interested in other people					
I've had energy to spare					
I've been dealing with problems well					
I've been thinking clearly					
I've been feeling good about myself					
I've been feeling close to other people					
I've been feeling confident					
I've been able to make up my own mind about things					
I've been feeling loved					
I've been interested in new things					
I've been feeling cheerful					

Section K: RCVS

We would like to understand your perceptions of the Royal College of Veterinary Surgeons: how you feel it safeguards the health and welfare of animals through the regulation of veterinary surgeons and veterinary nurses; and where it could improve.

1. **Perceptions:** What are your perceptions of the RCVS? Please give a rating for each based on your impression, even if you do not have much contact.

	1 Disagree strongly	2. Disagree	3 Neither agree nor disagree	4 Agree	5 Agree strongly
RCVS registration provides good value for money	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It commands my respect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is empathetic and understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is good at communicating with veterinary surgeons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel I can approach the organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is highly professional	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The RCVS Council members understand the challenges of modern veterinary work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It has a good international reputation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Its processes reflect best practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is in touch with the issues facing veterinary surgeons and nurses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It supports the development of the professions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. **RCVS values:** The RCVS has a number of stated behaviours that it aspires to as an organisation. In your interactions with the RCVS, how well does it meet these stated behaviours?

	1 Not at all	2 Partially	3 Mostly	4 Totally	No opinion / Don't know / Not relevant
Good judgement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Forward-looking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In-touch	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compassionate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Straight-talking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. **Contact with the RCVS:** Over the last year, have you had cause to make contact with the RCVS? Y(Continue)/N(Go to QK5)

4. When you contacted the RCVS, how would you rate communication with RCVS staff in terms of the following?

	1 Very poor	2 Poor	3 Satisfactory	4 Good	5 Excellent	Do not know / no opinion / not relevant
Professionalism	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Helpfulness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compassion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Approachability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tone when addressing you Ability to solve your issue/answer your question	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. In general terms, how would you rate communication with the RCVS on each of the following?

[Same response scale as for QK4 above]

Clarity of communication	<input type="checkbox"/>
Transparency of communication	<input type="checkbox"/>
Speed of response	<input type="checkbox"/>
Understanding your point of view	<input type="checkbox"/>
Once a decision has been agreed upon, implementing in a timely manner	<input type="checkbox"/>

6. Which, if any, of the following initiatives are you aware of, and which have you used or engaged with in any way?

	Aware	Used/Engaged with
Mind Matters	<input type="checkbox"/>	<input type="checkbox"/>
ViVet	<input type="checkbox"/>	<input type="checkbox"/>
RCVS Leadership	<input type="checkbox"/>	<input type="checkbox"/>
Vet Futures	<input type="checkbox"/>	<input type="checkbox"/>

7. In which of the following RCVS consultations have you taken part?

- Graduate Outcomes Consultation (2018 - 2019)
- Proposed new framework for post-registration qualifications for veterinary nurses (2018)
- Review of Schedule 3 (2017)
- Review of the use of telemedicine within veterinary practice (2017)
- Review of Continuing Professional Development (2016)
- Review of Year-One Competences for veterinary surgeons (2015)
- Review of Day-One Skills for veterinary nurses (2015)
- Practice Standards Scheme review - final stage consultation (2015)
- Use of the courtesy title 'Doctor'/'Dr' by RCVS-registered veterinary surgeons (2015)
- Proposals for the future of the RCVS Fellowship (2014)
- None of the above

[If 'None', go to QK9. Otherwise, continue]

8. With regard to consultations, in general to what extent did you feel the RCVS did the following? [Same response scale as for QK2]

Listened to your point of view

Understood your point of view

Took on board your comments when formulating its response

Once made, acted in a timely manner to implement the decision

9. The RCVS's purpose: On a scale of 1 to 5, where 1 is not at all and 5 is totally, to what extent do you personally feel that the RCVS:

Is fit for purpose

Spends money appropriately

Is trusted by the profession

Pays sufficient attention to the development of leadership skills within the profession

Has a global reach (i.e. improves animal health and welfare internationally)

Is a service-oriented organisation

Is forward-focused (e.g. embraces change, is open to ideas)

Sets appropriate standards within the profession

Upholds standards within the profession

Advances standards within the profession

Supports the health and welfare of the profession

Is a positive force for animal health and welfare

Promotes and facilitates innovation in the profession

Supports the development of a learning culture in the profession

10. Taking everything into account, overall, using a scale of 1 to 10 where 1 is very poor and 10 is excellent, how would you rate the RCVS?
11. What ONE thing would you like the RCVS to do MORE of? [Free text box]
12. What ONE thing would you like the RCVS to do LESS of? [Free text box]

Section L: Finally...

1. Do you have anything else you would like to say about the veterinary profession, your role, the RCVS or this survey? [Free text box]

2019 Survey of Veterinary Nurses

Section A: About you

Please provide the following details to help us analyse responses. These details will only be used to produce aggregate statistics.

1. Gender: Male, Female, Prefer not to say, Prefer to self-describe (please specify)
2. Is your gender identity the same as the sex you were assigned at birth? Y/N/Prefer not to say
3. What is your sexual orientation?
 - Bisexual
 - Heterosexual / straight
 - Gay man
 - Gay woman / Lesbian
 - Prefer not to say
 - Prefer to self-describe (Please specify)
4. What is your age? Years:
5. What is your ethnicity? Asian/Asian British, Black/Black British, Chinese, Mixed, White, Prefer not to say, Other (please specify)
6. Do you have dependent children living with you? Yes (Continue), No (Go to A6)
7. What are the ages of your children? (Please select all that apply) 0 to 4, 5 to 11, 12 to 18, Over 18
8. Do you provide care to an adult dependant? Yes/No
9. Do you consider yourself to have a disability or medical condition (physical or mental) that limits the work you can do? Yes (Continue), No (Go to A9)
10. Please tell us about the nature of your disability or medical condition, and how it limits what you can do at work (Free text box)
11. What is your current RCVS status?
 - Registered veterinary nurse (Continue to A10)
 - Period of supervised practice (PSP – UK-qualified) (Continue to A10)
 - Period of supervised adaptation (PSA – overseas-qualified) (Continue to A10)
 - Student veterinary nurse (further education) (Go to A13)
 - Student veterinary nurse (higher education) (Go to A13)

12. In which year did you qualify? (Select from drop-down box: years from 1963 to 2019)
13. Where did you qualify? UK, Republic of Ireland, Other EU/EEA/EFTA country (*Continue*), Europe outside EU/EEA/EFTA, Australia, New Zealand, Canada, USA, South Africa, Other (*please specify*) [Everyone except those selecting 'Other EU.EEA.EFTA country' to go to A13]
14. Which EU/EEA/EFTA country? Drop-down box: Austria, Belgium, Bulgaria, Croatia, Republic of Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, Switzerland
15. When did you enter the RCVS Register? Month and year
16. Which of the following is your primary veterinary nurse qualification (or, if you are a student, the qualification for which you are studying)?
- Degree
 - Foundation degree
 - Level 3 Diploma
 - NVQ
 - Certificate (pre-2000)
 - Other (please specify)
17. Up to the age of 18, did you mainly or entirely reside in the UK? Yes (*Continue*), No (*Go to Section B*)

[Introductory blurb to next set of questions] The following questions, based on those endorsed by the Government, are recommended for use by professional bodies. They aim to assess the social mobility of individuals, in line with the responsibility of professional bodies to ensure fair access to professions and the best use of talent.

18. Did any of your parents or guardians complete a university degree course or equivalent (eg BA, BSc or higher)? Yes/No/Don't know
19. What type of school did you mainly attend between the ages of 11 and 16?
- A state-run or state-funded school in the UK – selective on academic, faith or other grounds
 - A state-run or state-funded school in the UK – non-selective
 - Independent or fee-paying school in the UK
 - School outside the UK
 - I don't know

Other (please specify)

20. Did your household receive income support at any point during your school years?
Yes/No/Don't know

21. Did you receive free school meals at any point during your school years?
Yes/No/Don't know

22. Which of these qualifications did you have before entering veterinary nursing? Please select all that apply

1 to 4 O levels/CSEs/GCSEs (any grades), entry Level, Foundation Diploma

NVQ Level 1, Foundation GNVQ, Basic Skills

5+ O levels (passes) /CSEs (grade 1)/ GCSEs (grades A to C), School Certificate, 1 A Level/ 2 to 3 AS levels/VCEs, Higher Diploma, Intermediate Apprenticeship*

NVQ Level 2, Intermediate GNVQ, City & Guilds Craft, BTEC First/General Diploma, RSA Diploma Apprenticeship

2+ A levels/VCEs, 4+ AS levels, Higher School Certificate, Progression/Advanced Diploma

NVQ Level 3, Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National, RSA Advanced Diploma

NVQ Level 4-5, NHC, NHD, RSA Higher Diploma, BTEC Higher Level, Higher Apprenticeship

Undergraduate degree (eg BA, BSc)

Master's degree (eg MA, MSc)

Doctorate degree (eg PhD)

Professional qualifications (eg teaching, nursing, accountancy)

Other vocational/work-related qualifications

Non-UK qualifications

No qualifications

Section B: About your work status

1. What is your **main** current employment category (in any capacity, whether or not you are in veterinary nursing or non-veterinary-nursing employment)? Full-time work (Go to Section C); Part-time work (Go to Section C); Voluntary work (Go to Section C); Unemployed (Continue); Taking a career break (Go to B6); Retired (Go to B8)
2. For how many months have you been unemployed?
3. Are you seeking work? Yes (Continue) /No (Go to Section I)

4. Are you seeking veterinary nursing work? Yes; No, but may do in future; No, and do not intend to
5. Are you seeking non-veterinary nursing work? Yes; No, but may do in future; No, and do not intend to (Regardless of response, go to Section I)
6. For what main purpose have you taken your career break? Travel; Study; Illness (self); Sabbatical; Parental leave/looking after children; Looking after an adult dependant; Other (please specify)
7. For how many months do you expect your career break to last, from start to finish? (Go to Section I)
8. In what year did you retire? (Go to Section I)

Section C: All veterinary nurses in current work (veterinary or non-veterinary)

Student veterinary nurses should answer this section in relation to their training practice/placement

1. In which country do you work, or mainly work if more than one? UK and/or Republic of Ireland; Other EU/EEA/EFTA country; Europe outside EU/EEA/EFTA; Australia; New Zealand; Canada; South Africa; Other (please specify)

[If 'UK and/or Republic of Ireland' continue, all other countries go to Q10]

2. In which country within the UK and/or the Republic of Ireland do you work? (Please select all that apply)

England *[Direct to a]*

Republic of Ireland *[Direct to b]*

Northern Ireland *[Direct to c]*

Scotland *[Direct to d]*

Wales *[Direct to e]*

- a. In which region or regions of England do you work? (Please select all that apply)

East Midlands

East of England

London

North East England

North West England

South East England

South West England

West Midlands

Yorkshire and the Humber

Throughout the UK

- b. In which region or regions of the Republic of Ireland do you work? (Please select all that apply)

Border Region

West Region

Mid-West Region

South-East Region

South-West Region

Dublin Region

Mid-East Region

Midlands Region

- c. In which region or regions of Northern Ireland do you work? (Please select all that apply)

Antrim and Newtownabbey

Ards and North Down

Armagh City, Banbridge and Craigavon

Belfast

Causeway Coast and Glens

Derry and Strabane

Fermanagh and Omagh

Lisburn and Castlereagh

Mid and East Antrim

Mid Ulster

Newry, Mourne and Down

- d. In which region or regions of Scotland do you work? (Please select all that apply)

Aberdeen City and Aberdeenshire

Angus and Dundee City

Caithness and Sutherland and Ross and Cromarty

City of Edinburgh

Clackmannanshire and Fife

Dumfries and Galloway

East Ayrshire and North Ayrshire mainland
East Dunbartonshire, West Dunbartonshire and Helensburgh and Lomond
East Lothian and Midlothian
Falkirk
Glasgow City
Inverclyde, East Renfrewshire and Renfrewshire
Inverness and Nairn and Moray, Badenoch and Strathspey
Lochaber, Skye and Lochalsh, Arran and Cumbrae and Argyll and Bute
Na h-Eileanan Siar
North Lanarkshire
Orkney Islands
Perth and Kinross and Stirling
Scottish Borders
Shetland Islands
South Ayrshire
South Lanarkshire
West Lothian

e. In which region or regions of Wales do you work?

Bridgend and Neath Port Talbot
Cardiff and Vale of Glamorgan
Central Valleys
Conwy and Denbighshire
Flintshire and Wrexham
Gwent Valleys
Gwynedd
Isle of Anglesey
Monmouthshire and Newport
Powys
South West Wales
Swansea

3. Please tick the description below that most closely approximates to the location or locations where you currently work (*If you regularly or normally work in two or more very different types of location, please tick all that apply*)

An urban area

A rural area

A mixture of urban and rural

4. Are you a British citizen? Yes; No, but in process of applying for British citizenship; No, but applying/intending to apply for indefinite leave to remain under EU settlement scheme; No, but have a different type of British nationality; No, and not intending to apply for British citizenship or indefinite leave to remain

[Yes Go to C9, all others continue]

5. Why did you come to the UK? (Please tick all that apply)

To work abroad

To gain experience

Lack of work in home country

Better pay and conditions

Better career opportunities

To learn English

I like the British way of life

I like British culture

I like British people

Family/friends in the UK

Marriage/partner

To study/obtain a further qualification

Stayed here after studying

Better attitude to animals in the UK

Veterinary work has a higher status in the UK

Other (please specify)

6. In which year did you come to the UK?

7. For how long, from now, do you intend to stay in the UK? More than 5 years; 3 to 5 years; 1 or 2 years; Less than a year; Don't know/unsure

8. In your **main** role, are you working within or outside the veterinary nursing profession? (Within the profession includes any role using a veterinary nursing qualification, paid or unpaid) Within (Continue to C10); Outside (continue to Section D)

9. Do you have more than one job (including voluntary/unpaid work), regardless of whether your additional jobs are within or outside the veterinary nursing profession?
Yes (Continue to C11); No (Go to Section E)
10. Please state the nature of your additional job(s) (Please select all that apply). This list has been derived from the responses to previous surveys.
- Working for another veterinary practice
 - Clinical coach
 - Internal quality assessor
 - Voluntary work for a veterinary-related charity (e.g. PDSA, RSPCA)
 - Telemedicine or tele-triage
 - Farm work (non-veterinary)
 - Other animal-related non-veterinary work (e.g. pet sitting, dog walking)
 - Bar work
 - Other hospitality work (e.g. catering, working in a restaurant or hotel)
 - Childcare (e.g. babysitting)
 - Health and beauty
 - Office work
 - Retail
 - Teaching
 - Non-veterinary voluntary work
 - Other (please specify)
11. In a typical week, for how many hours in total do you work in your other job(s)?
Go to Section E

Section D: All veterinary nurses working outside the veterinary nursing profession

1. Is the work you do in your **main** job: Animal-related?; Non-animal-related?
2. What is the nature of this work? (These categories are the highest level of the standard industrial classification, last revised in 2007. Please select the category or categories that most closely match your area(s) of work. Select all that apply)
 - Agriculture, forestry and fishing (includes animal farming)
 - Mining and quarrying

Manufacturing (includes manufacturing of food and drink products and printing)

Electricity, gas, steam and air conditioning supply

Water supply; sewerage, waste management and remediation activities

Construction

Wholesale and retail trade; repair of motor vehicles and motorcycles

Transportation and storage (includes postal and courier services)

Accommodation and food service activities (includes hospitality)

Information and communication (includes publishing and broadcasting)

Financial and insurance activities

Real estate activities

Professional, scientific and technical activities

Administrative and support service activities

Public administration and defence; compulsory social security

Education

Human health and social work activities

Arts, entertainment and recreation

Other service activities

Activities of households as employers; undifferentiated goods- and services-producing of households for own use

Activities of extraterritorial organisations and bodies

Don't know

3. In which sector(s) do you work? (Please select all that apply) Private sector; Public sector; Third sector/Charity
4. Since graduating, have you ever worked within the veterinary nursing profession? Yes (Continue); No (Go to D8)
5. Are you currently doing any work within the veterinary nursing profession, even though this is not your main job? Yes (Go to Section E); No (Continue)
6. For how long did you work within the veterinary nursing profession? (Years and months boxes)
7. What did you do? (Please select all that apply) Clinical practice work; Academia; Animal charity; Government department or agency; Research; Industry (e.g. animal health, insurance); Other (please specify) (Go to D9)

-
8. Why have you never worked in the veterinary nursing profession? (Free text)
9. Do you intend to seek employment in the veterinary nursing profession in the future?
Yes, within the next year; Yes, longer term; No; Unsure (Go to Section I)

Section E: All veterinary nurses and student veterinary nurses working within the veterinary nursing profession

1. In which type of organisation do you work? (If you work in more than one type, please select all that apply)

Small-animal-only practice (including small animal practices that treat exotics)

Equine-only practice

Farm-animal-only practice

Mixed practice

Other first opinion practice

Referral practice/consultancy

Department for Food and Rural Affairs (DEFRA)

Animal and Plant Health Agency (APHA)

Scottish Government

Welsh Government

Department of Agriculture, Environment and Rural Affairs (DAERA – Northern Ireland)

Food Standards Agency (FSA)

Food Standards Scotland (FSS)

Meat hygiene/official controls

Home Office

Ministry of Defence (MOD)

Overseas Government

Veterinary nursing school

Other university/education establishment

Commerce and industry

Charity or trust

Research Council

Postal (contracted or employed)

Telemedicine Tele-triage

Zoo/wildlife/conservation

Other (please specify)

[If only one area selected, go to E3, if more than one continue]

2. [For those who have selected more than one area only] Which of these is your **main** area of work?

[LIST OF AREAS SELECTED]

3. The following question asks you to tell us about the hours you work in a typical week (excluding meal breaks), and the hours you spend on call in a typical week, in this organisation/these organisations.

Note: ‘Hours worked’ should be the hours you attend your workplace. For a veterinary practice (including a university practice), this will be the hours you work during ‘open hours’ (eg 08.30 - 19.30) when clients can visit the practice; for workplaces other than practices, this will be the hours you work during the time when outside visits are made by appointment. If the practice or place of work is normally ‘open’ during Saturdays and Sundays and you are on duty, include your attendance as hours worked. Please include overtime above your contracted hours, if relevant.

Note: ‘Hours on call’ are the hours that you are required to be available for emergencies, if this is applicable to you. Please include all time ‘on-call’ regardless of how time is spent. It is important that ‘on-call’ time spent on veterinary or administrative work is not double counted as hours worked.

Organisation [RESPONDENTS PRESENTED WITH TYPE OF ORGANISATION(S) SELECTED IN QE1]	Hours worked	Hours on call off premises	Hours on call on premises
Small-animal-only practice (including small animal practices that treat exotics)			
Equine-only practice			
Farm-animal-only practice			
Mixed practice			
Other first opinion practice			
Referral practice/consultancy			
Department for Food and Rural Affairs (DEFRA)			
Animal and Plant Health Agency (APHA)			
Scottish Government			
Welsh Government			

Department of Agriculture, Environment and Rural Affairs (DAERA – Northern Ireland)			
Food Standards Agency (FSA)			
Food Standards Scotland (FSS)			
Meat hygiene/official controls			
Home Office			
Ministry of Defence (MOD)			
Overseas Government			
Veterinary nursing school			
Other university/education establishment			
Commerce and industry			
Charity or trust			
Research Council			
Portal (contracted or employed)			
Telemedicine			
Tele-triage			
Zoo/wildlife/conservation			
Other (please specify)			

4. If your work requires you to be on call on the premises, are you normally: Awake all night; Asleep when not working; Not applicable - I am not required to be on call on the premises
5. When working out-of-hours on the premises and caring for in-patients, are you typically working:
Alone

With at least one other qualified or student veterinary nurse

With at least one qualified veterinary surgeon

With at least one other person who is not a veterinary nurse or veterinary surgeon

In a multi-disciplinary team of at least three people including you, one or more veterinary surgeons **and** one or more other people (qualified veterinary nurses, student veterinary nurses or others)

Career plans

6. What are your career plans with regard to the veterinary nursing profession?

Stay in the profession for more than 5 years (including partial retirement) (Go to Section F)

Fully retire within the next year (Go to Section F)

Fully retire within the next 1 to 2 years (Go to Section F)

Fully retire within the next 3 to 5 years (Go to Section F)

Leave the profession within the next year (for reasons other than retirement) (Continue to E7)

Leave the profession within the next 1 to 2 years (for reasons other than retirement) (Continue to E7)

Leave the profession within the next 3 to 5 years (for reasons other than retirement) (Continue to E7)

7. Please tell us why you are planning to leave the veterinary nursing profession (Please select all that apply)

Pay

Not feeling rewarded/valued (non-financial)

Study

Career change/new challenge

Emigration

Care of dependants/to have family

Chronic stress

Long/unsocial hours

Lack of flexibility in hours

Poor work-life balance

Dissatisfaction with career opportunities

Burden of bureaucracy/legislation

Health issues (physical)

Health issues (mental)

Visa expiry

Travel

Brexit

Discrimination

Other (please specify)

Section F: All veterinary nurses and student veterinary nurses working in clinical veterinary practice

1. Do you do any work in clinical veterinary practice, even if your main area of work is in a different veterinary area? Yes (Continue)/No (Go to Section G)
2. In the practice in which you work, or main practice if you work in more than one, what is your employment status?

Student nurse

Nurse

Head nurse/Deputy head nurse/Senior nurse

Clinical coach

Practice manager/Practice administrator

Practice owner/partner/director

Independent veterinary nursing service provider (providing services to practices as part of the usual rota)

Locum (temporarily fulfilling duties of others during their absence, or to cover vacancies temporarily)

Other (please specify)

3.

Please indicate how often you undertake the following clinical and non-clinical work

	Every day	Several times per week	Once per week or less	Rarely	Never
Caring for hospitalised animals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nursing clinics / counselling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nutritional advice / counselling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administration of medications by injection	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Setting up intravenous fluids	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dispensing of medications to clients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administration of anaesthetic pre-medication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Monitoring of anaesthesia	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Assisting during surgical procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dental hygiene work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Assisting with dental extractions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clinical cleaning(eg consulting rooms, theatre, instruments)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Taking radiographs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Processing radiographs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Assisting with ultrasound	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performing in-house laboratory tests	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Taking blood samples	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Minor surgery not entering the body cavity					
Suturing					
Teaching / supervising student VNs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reception work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Practice administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General domestic cleaning (eg waiting room, kitchen, corridors)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4.

Which nursing clinics are you involved in? Please select all that apply

- None
- Nutrition.....
- Dental.....
- Puppy / kitten
- Vaccination
- Geriatric / senior wellness.....
- General check-ups.....
- Weight management.....
- Behaviour
- Parasite control
- Nail clipping
- Anal gland emptying
- Other, please specify _____

5.

What expertise areas have you provided to clients or your employer(s) in the last 12 months? Please select all that apply

- None
- Clinical coach.....
- Nutrition / diabetes.....
- Behavioural management.....
- Dentistry.....
- Emergency / critical care
- General / referral nurse clinics.....
- Management
- Specific species expertise (eg exotics).....

- Dermatology
- Physio/hydrotherapy
- Anaesthesia
- Weight management.....
- Advising on pet choices
- Parasite control
- Nail clipping
- Anal gland emptying
- Other, (please specify) _____

6. Is the main practice in which you work:

- Independent, stand-alone practice (e.g. a partnership)
- Independent, stand-alone practice that is part of a larger group (with some shared centralised support functions)
- Part of a corporate group
- Part of a joint venture with a corporate group
- Charity
- Veterinary or veterinary nursing school
- Out-of-hours only provider
- Don't know
- Other (please specify)

7. Is the main practice in which you work accredited by the RCVS Practice Standards Scheme? Yes/No/Don't know

8. Is the main practice in which you work a training practice? Yes/No/Don't know

9. Do you typically work for more than one practice over the course of a month (excluding branch premises)? Yes (Continue); No (Go to F11)

10. In a typical month, for how many different practices do you work, including your main practice?

11. Please indicate the percentages of your working time and on-call time which is typically spent on veterinary nursing work with each of the following species or disciplines, and on practice management or administrative work.

	% of working time (excluding on-call)	% of on-call time
Dogs		
Cats		
'Small furrries' (e.g. rabbits, mice, gerbils, hamsters, rats, chinchillas)		
Exotics (including non-production birds)		
Horses (excluding OV)		
Beef cattle (excluding OV)		

Dairy cattle (excluding OV)
Sheep (excluding OV)
Pigs (excluding OV)
Poultry
Laboratory animals
Meat hygiene/official controls
Fish for food
Official Veterinarian (OV) work
Practice management / administration
Other (please specify)

TOTAL

12. Do you personally carry out routine visits to your clients (not including out-of-hours emergencies)? Yes (Continue); No (Go to F15)
13. What is the *average* one-way distance you travel to a routine call? (miles)
14. What is the *maximum* one-way distance you travel to a routine call? (miles)
15. Which of the following best describes your main practice's approach to providing 24/7 emergency cover?
- Practice generally covers its own out-of-hours work, using its own veterinary surgeons
 - Practice generally covers its own out-of-hours work, with locum help
 - Practice uses a dedicated out-of-hours service provider
 - Practice co-operates with other local practices to share out-of-hours work
 - Practice is primarily or wholly an out-of-hours provider
 - Don't know
 - Other (please specify)
16. Do you personally do any out-of-hours work? Yes (Continue); No (Go to F20)
17. Does this out-of-hours work include visits to clients? Yes (Continue); No (Go to F20)
18. What is the *average* one-way distance you travel to an out-of-hours call? (miles)
19. What is the *maximum* one-way distance you travel to an out-of-hours call? (miles)
20. With regard to the minimum rest period of 11 hours in each 24-hour period specified by the Working Time Directive, do you personally have this 11-hour rest period? Yes, always; Yes, usually; Seldom; Never; Not applicable
21. Have you signed up to a workforce agreement that provides other compensatory rest? Yes/No/Don't know/Not applicable
22. Have you discussed a workforce agreement with your employer? Yes/No/Not applicable

-
23. Do you have at least two days' rest every 14 days? Yes, always; Yes, usually; Seldom; Never; Not applicable
24. Do you have at least 20 days' paid holiday per year (plus bank holidays), pro rata for part time? Yes/No/Not applicable
25. How many full time equivalent veterinary surgeons work in the premises where you usually or mainly work? NN / Don't know
26. How many full time equivalent qualified veterinary nurses work in the premises where you usually or mainly work, including you (if you are qualified)? NN / Don't know
27. How many full time equivalent student veterinary nurses work in the premises where you usually or mainly work, including you (if you are a student)? NN / Don't know

Section G: All veterinary nurses working within the veterinary nursing profession

1. What are your typical basic working hours per week in your job(s) within the veterinary nursing profession, excluding on-call and overtime? (For employed veterinary nurses, this is contracted hours)
2. How many additional hours do you work in a typical week in your job(s) within the veterinary nursing profession, excluding on-call, either paid or unpaid?
3. Do you receive any of the following benefits at work? (Please select all that apply)
 - Time off (paid) for training/CPD
 - Time off (unpaid) for training/CPD
 - Financial support for training/CPD
 - RCVS retention fees (whole or part)
 - Professional subscriptions (e.g. BVNA)
 - Professional indemnity insurance
 - Membership of a technical/scientific library
 - Access to scientific literature and research papers
 - Employee Assistance Programme
 - Other (please specify)

4. Other than your primary veterinary nursing qualification, which of the following do you hold, are you studying for, or do you plan to study for in the next five years? (Please select all that apply)

Qualification	Hold	Studying for	Plan to study for
RCVS DipAVN			
Veterinary nursing degree (top-up)			
Bachelor's degree (veterinary-related)			
Master's degree (veterinary-related)			
PhD or other professional doctorate (veterinary-related)			
Business qualification (e.g. MBA), relevant to running or managing a business			
Other veterinary-related qualification (please specify)			

5. In the past 12 months, what proportion of your CPD has fallen into the following categories? This should include clinical and non-clinical CPD. Please note that the total of all the percentages in the table should equal 100.

Formal CPD delivered by a third party	CPD focusing on own practice or performance	Self-directed learning
Attending courses, seminars etc _%	Significant event analysis from within own practice _%	Reading veterinary press _%
Conferences _%	Case discussions or discussions with colleagues _%	Research _%
Distance learning _%	Clinical audit _%	Peer discussions _%
Other _%	Other _%	Other _%

6. In the past 12 months, what proportion of your formal CPD (i.e. where costs were incurred) was funded by the following means?

Funding source: %

Yourself

Commercial sponsorship

Employer or practice

Grant

Other (please specify)

7. Are you using the RCVS Professional Development Record (PDR) to record your CPD online? (www.vnpdr.org.uk) Y (Go to G9) N (Continue)

8. Why are you not using the PDR? (Please select all that apply)

Prefer paper records; Use a different computerised/online recording system; No Internet access; PDR not intuitive/too complex; Not aware of the PDR; Other (please specify)

9. [The following set of questions is only for student veterinary nurses and recently-qualified veterinary nurses.] Are you: A student veterinary nurse (Go to Section H); A recent qualifier (2016 onwards) (Go to Section H); Neither of the above Y (Go to Section I)

Section H: Student veterinary nurses and recently qualified (2016 onwards) veterinary nurses

1. Which of the following are you? Student (Continue); Recent qualifier (2016 onwards) (Go to H4)

2. When you qualify, what do you intend to do?

Remain employed in your training practice (TP)

Move from your TP to another practice

Take up your first postgraduate position (from Higher Education) at the clinical practice where you trained

Take up your first postgraduate position (from Higher Education) at a clinical practice other than the one in which you trained

Other (please specify).....

3. How many practices did you approach before finding a position as a student veterinary nurse?

One

Two to five

Six to ten

Eleven to twenty

Over twenty.....

Go to H9

4. When you qualified, what did you do?

- Remained employed in your training practice (TP)
- Moved from your TP to another practice
- Took up your first postgraduate position (from Higher Education) at the clinical practice where you trained
- Took up your first postgraduate position (from Higher Education) at a clinical practice other than the one in which you trained
- Other (please specify).....

5. Are you still in your first post-qualification position? Yes (Go to H7)/No (Continue)

6. For how many months did you remain in your first post-qualification position, before leaving?

7. Did you / do you receive appraisals or performance reviews in your first post-qualification position? Yes/No

8. As a student, do you (or did you, if now qualified) receive appraisals or performance reviews while training? Yes/No

9. As a student, how satisfied are you (or were you, if now qualified) with the following?

- Clinical placement
- Quality of training practice experience
- Quality of college university experience

Go to Section I

Section I: Your views about the veterinary nursing profession

1. We would like to gather your views about various aspects of the veterinary nursing profession. Please indicate the extent to which you agree or disagree with the following statements, by selecting one response for each statement. If a statement is not relevant to you, or you do not know how to answer, or you would prefer not to answer, please leave blank. [Scale: Strongly disagree, Disagree, Neither agree or disagree, Agree, Strongly agree]

The veterinary nursing profession is a "family friendly" profession in which to work

The veterinary nursing profession offers good opportunities for those wishing to work part-time

Over the next ten years, the demand for qualified veterinary nurses will increase overall in the UK

Veterinary nursing work is stressful

Veterinary work gives me job satisfaction

The veterinary profession gives me variety

The quality of newly-qualified veterinary nurses is higher now than in the past

Newly-qualified veterinary nurses have the necessary skills required for general practice employment, from day one

Veterinary nurses are valued by veterinary surgeons

Veterinary practices are training too many veterinary nurses for available future work

Newly-qualified veterinary nurses need more support now than in the past

Clients value the work of veterinary surgeons

Clients value the work of veterinary nurses

Veterinary nursing offers good opportunities for career progression

(For employed veterinary nurses) I am satisfied with the support given by my employer

I am satisfied with the support given by others in the workplace

I am satisfied with my salary/remuneration level

I am familiar with the concept of evidence-based medicine

I actively use published evidence as part of my clinical decision-making

I am familiar with the concept of quality improvement

I actively use quality improvement in my practice

I feel able to critically appraise a research study

Over the past five years, I have participated in scientific research

The veterinary nursing profession has a culture of sharing and learning from mistakes

In my workplace I feel comfortable reporting and sharing mistakes

Veterinary nurses are recognised in society as a leading force for animal health and welfare

Veterinary nurses are recognised in society for their role in public health

The RCVS Practice Standards Scheme should be mandatory

The veterinary nursing profession nurtures innovation

The veterinary nursing profession pays sufficient attention to the development of leadership skills

The veterinary nursing profession pays sufficient attention to its environmental footprint

I am able to be myself in my workplace.

2. If you could start your career again, would you still opt to become a veterinary nurse?
Y/N/Unsure

3. What are the best things about being a veterinary nurse? (Please select up to three of the following, which have been derived from previous RCVS surveys)

Job satisfaction

Client relationships

Working with animals

Challenge / stimulus

Making a difference

Autonomy

Status

Workplace relationships / colleagues

Work-life balance

Working hours

Ability to choose working location

Financial reward

Other (please specify)

4. What, for you, would make veterinary nursing a better profession in which to work? (Please select up to three of the following, which have been derived from previous RCVS surveys)

Better financial reward

More responsibility

Less out-of-hours / on-call

Better work-life balance

More flexibility of working hours

Shorter hours

Less regulation/bureaucracy

More support staff

More respect / recognition from the public

More respect / recognition from veterinary surgeons

Better opportunities for career progression

Less workload pressure

More variety

Other (please specify)

5. In your opinion, what are the main challenges currently facing the veterinary nursing profession? (Please select up to three of the following, which have been derived from previous RCVS surveys)

Economic climate

Client expectations / demands

Misinformation / bad PR

Affordability of veterinary services

Changing structures in veterinary practice ownership

Stress levels

Poor financial reward

Lack of respect / recognition for the profession from the public

Lack of respect / recognition from employers

Lack of respect / recognition from veterinary surgeons

Lack of career progression

Brexit

Other (please specify)

Section J: Your wellbeing

1. The following statements relate to current feelings about your life in general, not just in the work setting. The responses will be used to track the mental well-being of the profession at a population level over successive years of this survey. Please answer as honestly as possible. You do not have to answer these questions if you would prefer not to, in which case please leave them blank.

Below are some statements about your overall feelings and thoughts. Please select the answer that best describes your experience of each **OVER THE LAST TWO WEEKS**.

None of the time Rarely Some of the time Often All of the time

I've been feeling optimistic about the future

I've been feeling useful

I've been feeling relaxed

I've been feeling interested in other people

I've had energy to spare

I've been dealing with problems well

I've been thinking clearly

I've been feeling good about myself

I've been feeling close to other people

I've been feeling confident

I've been able to make up my own mind about things

I've been feeling loved

I've been interested in new things

I've been feeling cheerful

Section K: RCVS

We would like to understand your perceptions of the Royal College of Veterinary Surgeons: how you feel it safeguards the health and welfare of animals through the regulation of veterinary surgeons and veterinary nurses; and where it could improve.

1. **Perceptions:** What are your perceptions of the RCVS? Please give a rating for each based on your impression, even if you do not have much contact.

	1 Disagree strongly	2. Disagree	3 Neither agree nor disagree	4 Agree	5 Agree strongly
RCVS registration provides good value for money	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It commands my respect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is empathetic and understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is good at communicating with veterinary surgeons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel I can approach the organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is highly professional	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The RCVS VN Council members understand the challenges of modern veterinary work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It has a good international reputation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Its processes reflect best practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is in touch with the issues facing veterinary surgeons and nurses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It supports the development of the professions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. **RCVS values:** The RCVS has a number of stated behaviours that it aspires to as an organisation. In your interactions with the RCVS, how well does it meet these stated behaviours?

	1 Not at all	2 Partially	3 Mostly	4 Totally	No opinion / Don't know / Not relevant
Good judgement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Forward-looking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In-touch	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compassionate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Straight-talking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. **Contact with the RCVS:** Over the last year, have you had cause to make contact with the RCVS? Y(Continue)/N(Go to K5)

4. When you contacted the RCVS, how would you rate communication with RCVS staff in terms of the following?

	1 Very poor	2 Poor	3 Satisfactory	4 Good	5 Excellent	Do not know / no opinion / not relevant
Professionalism	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Helpfulness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compassion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Approachability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tone when addressing you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to solve your issue/answer your question	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. In general terms, how would you rate communication with the RCVS on each of the following?

[Same response scale as for K4 above]

Clarity of communication	<input type="checkbox"/>
Transparency of communication	<input type="checkbox"/>
Speed of response	<input type="checkbox"/>
Understanding your point of view	<input type="checkbox"/>
Once a decision has been agreed upon, implementing in a timely manner	<input type="checkbox"/>

6. Which, if any, of the following initiatives are you aware of, and which have you used or engaged with in any way?

	Aware	Used/Engaged with
Mind Matters	<input type="checkbox"/>	<input type="checkbox"/>
ViVet	<input type="checkbox"/>	<input type="checkbox"/>
RCVS Leadership	<input type="checkbox"/>	<input type="checkbox"/>
VN Futures	<input type="checkbox"/>	<input type="checkbox"/>

7. In which of the following RCVS consultations have you taken part?

- Graduate Outcomes Consultation (2018 - 2019)
- Proposed new framework for post-registration qualifications for veterinary nurses (2018)
- Review of Schedule 3 (2017)
- Review of the use of telemedicine within veterinary practice (2017)
- Review of Continuing Professional Development (2016)
- Review of Year-One Competences for veterinary surgeons (2015)
- Review of Day-One Skills for veterinary nurses (2015)
- Practice Standards Scheme review - final stage consultation (2015)
- Use of the courtesy title 'Doctor'/'Dr' by RCVS-registered veterinary surgeons (2015)
- Proposals for the future of the RCVS Fellowship (2014)
- None of the above

[If 'None', go to K9. Otherwise, continue]

8. With regard to consultations, in general to what extent did you feel the RCVS did the following? [Same response scale as for K2]

Listened to your point of view

Understood your point of view

Took on board your comments when formulating its response

Once made, acted in a timely manner to implement the decision

9. The RCVS's purpose: On a scale of 1 to 5, where 1 is not at all and 5 is totally, to what extent do you personally feel that the RCVS:

Is fit for purpose

Spends money appropriately

Is trusted by the veterinary nursing profession

Pays sufficient attention to the development of leadership skills within the profession

Has a global reach (i.e. improves animal health and welfare internationally)

Is a service-oriented organisation

Is forward-focused (e.g. embraces change, is open to ideas)

Sets appropriate standards within the veterinary nursing profession

Upholds standards within the veterinary nursing profession

Advances standards within the veterinary nursing profession

Supports the health and welfare of the veterinary nursing profession

Is a positive force for animal health and welfare

Promotes and facilitates innovation in the veterinary nursing profession

Supports the development of a learning culture in the veterinary nursing profession

10. Taking everything into account, overall, using a scale of 1 to 10 where 1 is very poor and 10 is excellent, how would you rate the RCVS?
11. What ONE thing would you like the RCVS to do MORE of? [Free text box]
12. What ONE thing would you like the RCVS to do LESS of? [Free text box]

Section M: Finally...

1. Do you have anything else you would like to say about the veterinary nursing profession, your role, the RCVS or this survey? [Free text box]