

Education Committee

Agenda for the meeting to be held on Tuesday 5th May 2020 at 10.00am

1.	Welcome and Apologies for absence	
2.	Declarations of interest	
3.	Minutes of meeting held on 11 February 2020	Paper attached
4.	Matters arising	
5.	Education Department update	Oral report
6.	CPD <ul style="list-style-type: none"> a. Change to CPD requirement for 2020 due to Covid 19 Pandemic b. CPD Audit c. Update from referral group: non-compliance procedure 	Paper attached Paper attached Paper attached
7.	Graduate outcomes <ul style="list-style-type: none"> a) Day 1 Competences Update b) VetGDP Update <ul style="list-style-type: none"> i. EPA task & finish group ii. Prioritisation / timeline review in light of COVID-19 	Paper attached Oral Report Oral report
8.	Accreditation Review <ul style="list-style-type: none"> a) Minutes from the meeting b) Proposed overarching principles for new accreditation process c) Literature Review 	Paper attached Paper attached Paper attached
9.	Statutory Membership Examination <ul style="list-style-type: none"> a) SME Guidance – Addendum and new proposals b) Temporary refund policy due to Covid 19 pandemic 	Paper attached Paper attached
10.	Primary Qualifications Sub-Committee (PQSC) <ul style="list-style-type: none"> a. Reports of sub-committee meeting held on 17th March 2020 and 21st April 2020 b. Temporary changes to Education Policy agreed by RCVS COVID-19 Taskforce (to note) <ul style="list-style-type: none"> i. EMS / Assessment (March & April 2020) ii. Accreditation (April 20) c. Amended assessment plans submitted by schools to date 	Paper attached Paper attached Paper attached Paper attached
11.	Certificate in Advanced Veterinary Practice <ul style="list-style-type: none"> a. Minutes from the meeting held on 26th March and CertAVP Survey 	Paper attached
12.	Advanced Practitioner <ul style="list-style-type: none"> a) List of new approved and re listed advanced practitioners b) List of re-listed Advanced Practitioners 	Paper Attached Paper Attached

	c) Providing evidence of professional key skills for Advanced Practitioner status re-applications	Paper Attached
13.	Qualifications approved for inclusion on the Registers	Paper attached
14.	Nottingham MOOC	Oral Report
15	Brexit Taskforce Update	Paper attached
16.	Risk register	Paper attached
17.	Any other business	
	Date of next meeting	15th SEPTEMBER 1.30

Britta Crawford
 Committee Secretary
 April 2020
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 020 7202 0777

Education Committee membership

Professor Ewan Cameron

Mr Danny Chambers

Ms Linda Ford

Mrs Susan Howarth

Dr Richard Hammond

Mrs Susan (Sue) Paterson (Chair)

Dr Cheryl Scudamore

Professor Kenneth Smith

Professor James Wood

Student Members:

Mr Tobias Hunter

Ms Katie Fox

Ops Board member as observer: Ms Amanda Boag

Chairs of Education Subcommittees:

Professor Susan Dawson, PQSC

Professor Jill Maddison, CertAVP

Dr Joanne Dyer, EMA co-ordinators Liaison Group

Professor Stephen May, Graduate Outcomes Working Group

Mr John Fishwick, Specialist Recognition Subcommittee

Full terms of reference agreed by Council June 2015

1. The Education Committee shall set the policy for undergraduate and postgraduate education and training of veterinary surgeons and determine the requirements for those seeking registration, for the award of qualifications under the Charter, for continuing professional development, and for recognition as RCVS Advanced Practitioner and RCVS Specialist.
2. The Committee shall develop and keep under review education and training requirements for registration, and in particular shall:
 - define "day 1 competences" and advise on the content of the veterinary undergraduate curriculum;
 - oversee the approval process and ongoing monitoring of veterinary degrees and international recognition agreements, considering sub-committee reports on appointment of visitors, visitation reports, follow-up reports and annual monitoring reports from veterinary schools, sub-committee reports on overseas degrees from other accrediting bodies, and sub-committee reports on operation of the statutory membership examination;
 - make decisions on recognition of registrable veterinary degrees;
 - make recommendations to Council on the regulations governing the statutory membership examination and on the regulations governing practice by students.
3. The Committee shall develop and keep under review policy for continuing professional development, revalidation and postgraduate training and qualifications, and in particular shall:
 - define "year 1 competences" and monitor the postgraduate development phase;
 - set the requirements for and monitor continuing professional development within the profession;
 - develop and maintain a framework of College postgraduate awards, receiving reports from sub-committees on the standards for College-awarded certificates, diplomas and fellowships, examinations and accreditation of other recognised postgraduate qualifications as part of the framework;
 - define the requirements for RCVS Advanced Practitioner and RCVS Specialist status, receiving reports from sub-committees on the maintenance of lists for Advanced Practitioners and Specialists; and
 - recommend to Council amendments to the certificate and diploma and Fellowship bye-laws.

The Committee shall recommend fees to the Operational Board for candidates, examiners and visitors, Advanced Practitioners, Specialists and Fellows.

Summary	
Meeting	Education Committee
Date	05 May 2020
Title	Education Committee Minutes of the meeting held on 11 February 2020
Summary	Education Committee Minutes of the meeting held on 11 February 2020
Decisions required	To note
Attachments	Classified appendix
Author	Britta Crawford Education Manager b.crawford@rcvs.org.uk / 020 7202 0777

Classifications		
Document	Classification¹	Rationales²
Paper	Unclassified	
Classified appendix	Confidential	4

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'.
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²Classification rationales

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Private	<ol style="list-style-type: none"> 5. To protect information which may contain personal data, special category data, and/or criminal offence data, as listed under the General Data Protection Regulation

Education Committee

Minutes of the meeting held on 11 February 2020

Present:	Professor Ewan Cameron		
	Mr Danny Chambers		Also Adv Practitioner Panel Chair
	Ms Linda Ford	-	Lay member
	*Professor Richard Hammond		
	Mrs Susan Howarth		
	Dr Susan (Sue) Paterson	-	Chair
	**Dr Cheryl Scudamore		
	Professor Kenneth Smith		
	Professor James Wood		
	*Ms Katie Fox	-	Student representative
	Mr Tobias Hunter	-	Student representative
By invitation:	Professor Susan Dawson	-	PQSC Chairman
	*Professor Jill Maddison	-	CertAVP Sub-Committee Chair
	Mr John Fishwick	-	Chair of Specialist Sub-Committee
	Dr Joanne Dyer	-	EMS Co-ordinators Liaison Group
	*Professor Stephen May	-	Graduate Outcomes Working Group
In attendance:	Mr Duncan Ash	-	Senior Education Officer
	Mrs Britta Crawford	-	Committee Secretary
	Mr Jordan Nichols	-	Senior Education Officer
	Dr Linda Prescott-Clements	-	Director of Education
	Mr Jonathan Reid		Examinations Manager
	Ms Jenny Soreskog-Turp	-	Senior Education Officer
	Ms Laura Hogg		Senior Education Officer
	Ms Sam Eady		Education Assistant
	Ms Lizzie Lockett	-	CEO
	Dr Niall Connell	-	President

* Absent

** by phone

Apologies for absence and welcome

1. Apologies were received from Stephen May, Jill Maddison, Richard Hammond and Katie Fox.

Declarations of interest

2. Linda Prescott-Clements informed the Committee that she is now a Board member and Chief Scientific Officer for the European Board of Medical Assessors (EBMA) and Cheryl Scudamore

informed the Committee that she is the South West Regional advisor for the clinical excellence awards in the NHS.

Minutes

3. The minutes of the meeting held on 12 November 2019 were approved.

Matters arising

4. The Chair updated the Committee as to relevant matters which had been discussed at Council. It was reported that regarding the Statutory Membership Exam (SME), Council had agreed that candidates who failed the OSCE component of their exam but passed the written could re-sit the OSCE the following year at a reduced cost. This would require an update to the Statutory Instrument and therefore need to be approved by the Privy Council Office.

ACTION: Education Department to organise the update and approval of the Statutory Instrument. To go to Council for approval.

5. The Committee heard that Council approved an update to the CertAVP Bye-laws (which had since been repealed) which had been amended to Rules and the accompanying Accreditation Agreement updated accordingly to reflect the changes.
6. It was reported that Council had received a report of the Graduate Outcomes work to date and approved the way forward for the different areas of work.
7. The Fellowship diploma, which was recommended by Education Committee to be approved by Council, was missed at the January Council meeting and would be brought forward for ratification at the March Council meeting. The candidate in question had been contacted to apologise for the delay.

ACTION: Fellowship proposal to go to Council in March

Education Department update

8. The Director of Education, Dr Linda Prescott-Clements, gave an oral update on the work of the Education Department. The Committee heard that that discussions had continued with senior team members around support for refugees taking the statutory membership exam. Discussions were being held with the Refugee Council around administration and proposals were moving forward.
9. The Committee members were given a brief update on the Statutory Membership Exam informing them that the deadline for applications is Friday 14th February and there were currently 20 applications (expected to rise before the deadline), which is an increase on last year.
10. Regarding the Global Agenda and the potential marketing of RCVS Advanced Practitioner status, the Committee heard that Ben Myring from the Communications department has been tasked with exploring European networks to see if there is an appetite for using the status in Europe.

11. The Committee were pleased to hear that the Education Department were to be involved in presenting at external conferences: abstracts have been submitted to present the CPD work at the Association for Medical Education in Europe (AMEE); the new style Statutory Exam at EBMA conference and Graduate Outcomes work at this year's VetEd conference in Surrey. Susan Dawson informed the Committee that Liverpool would also be presenting at AMEE on the Mind Matters Initiative.

CPD Audit

12. The Committee received the results from the 2019 CPD audit. A full report including trends and comparisons to previous years will be presented at the next meeting in May.
13. Following several years of falling levels of CPD compliance, the committee was pleased to see improvements with an increased response rate and more importantly that CPD compliance had increased.

Update from the CPD Referral Group

14. The committee received the minutes from the Referral group meeting on the 10th January 2020. Ms Ford briefed the committee about some of the discussions at the meeting.
15. The group had considered how CPD non-compliance should affect Practice Standards Scheme (PSS) accreditation and if practices should still be able pass an accreditation if vets/nurses in the practice had not met the CPD requirement. The Education Committee felt that the PSS scheme was a good opportunity to promote the CPD requirement and encourage engagement.
16. Following the introduction of the new policy and annual CPD requirement, the group will review the current procedures and the process for dealing with non-compliance in a separate workshop and report back to Education Committee in May.
17. The group reviewed cases of serial non-compliance that were referred last year; 69 vets were referred, 47 are now compliant and 9 will change their status to non-practising.

CPD Policy Working Party

18. The committee received and noted the minutes from the CPD Policy Working Party's meeting on the 30 January.
19. The feedback from the 1CPD trial had been positive and in the two weeks since the launch 13,105 users had logged in to either use the app or the website.
20. There had been discussions about whether veterinary surgeons who report their CPD to other professional organisations/regulators, such as the Royal College of Pathologists or specialist associations, need to record their CPD using 1CPD, or if their current records can be shared with RCVS. The Royal College of Pathologists are reviewing the format of recordings from 1CPD and they will contact the Education Department to explore whether it will be possible for members to

export data to share with both organisations. The Committee felt that although ease of recording should be a priority, it is important to differentiate the emphasis and need of different organisations and one record might not necessarily fill the same requirement. RCVS will explore options to export and share data within the next year.

Graduate Outcomes

Day 1 Competences (D1C)

21. A recent draft of the guidance for the new conceptual model for the D1Cs and an updated list of competences was received and noted by the committee. The draft had also been circulated to the D1C sub-group of the Graduate Outcomes Working Party for comment, and it was anticipated that a final version would be put to the next Education Committee meeting for approval.

Professional Development Phase

22. The committee considered the purpose statement of the new programme presented in the paper, and approved it.
23. The Committee discussed the potential name of the new programme and felt that it should describe the purpose. The word 'graduate' was supported as this distinguished from postgraduate certificate programmes and was still relevant to others who might complete the programme such as those returning to work after time away from practice. The Committee settled on the name 'Veterinary Graduate Development Programme'.
24. The Committee agreed the proposed make-up of the Entrustable Professional Activities (EPA) task and finish group but felt that it lacked membership from those in first opinion practice. They advised the Department to advertise for new members of the group who were general practitioners.

Action: Education Department to recruit practitioners to the EPA group

Extra-Mural Studies (EMS) / Clinical Education

25. Education Committee were asked to approve the Project Initial Document (PID) which outlined the proposed approach and methodology for the work on this area.
26. There was a question on the timeline for the project and if an end date had been set. As this work needed significant input and consultation with other groups, and was expected to be an iterative process, it was considered too early to set a definite date yet. Updates on the project would be a standing item on agendas going forward, and a more definitive schedule for completion of the work would be presented as soon as possible.
27. It was proposed that the same sub-group that had been formed for recent meetings would again be used, however members agreed that the make-up should be reviewed so it had further

representation from first opinion practitioners on the group, as well as sufficient numbers of vet school representatives.

Action: Education department to recruit first opinion practitioners to this group

28. Education Committee approved the PID.

Review of Accreditation Standards and Processes

29. An update was presented to Education Committee on the progress with the review of RCVS accreditation standards and processes. It was reported that a literature review had been commissioned to look at the evidence published on accreditation processes and their impacts, both positives and negatives, as well as identifying methods which drive forward quality assurance. After receiving a number of high quality bids, RCVS chose to award the contract to the Australian Council for Educational Research (ACER), who produced an excellent presentation that demonstrated the best understanding of the RCVS' aims for this review.

30. Whilst the company is based in Australia, with a branch in the UK, the review was being undertaken against published and grey literature on an international scale, although they have limited the search to English language publications. The scope of the review will encompass literature relating to a variety of professional degree programmes and not just the veterinary sphere.

31. As part of the review of standards, a comparison of accreditation standards across the international veterinary accreditation organisations that RCVS works closely with had been completed, which captured where there were gaps or differences, as well as similarities, to the RCVS standards. The next step in this process will be to incorporate the standards from other, non-veterinary, professions in order to see if there are any areas that should be adopted by the RCVS.

32. In parallel, a review of the processes used to accredit programmes is under way. A series of semi-structured interviews with other regulators is being conducted to look at their processes of accreditation, again to highlight similarities or differences to those used by RCVS, or to identify any techniques which could help RCVS to put in place more robust measures of quality assurance. It had also been agreed that a sample of vet schools, covering the various curricula models, would be interviewed to gather their perspective on the accreditation process.

33. A comparison of accreditation processes against the other veterinary regulators was also being undertaken. RCVS had already observed an American Veterinary Medical Association (AVMA) visitation in Auburn, Alabama, as well as a European Association of Establishments for Veterinary Education (EAEVE) visitation to Helsinki in Finland. An opportunity to observe a South African Veterinary Council (SAVC) visit to Pretoria in South Africa had also been scheduled. The

observations already undertaken had highlighted some key differences in processes, but also emphasised certain strengths of the current RCVS procedures.

34. It had been agreed amongst the working party that once RCVS had a better idea of what shape accreditation would take moving forward, attention would be turned towards developing visitor training.
35. Education Committee felt that there would be merit in talking to the veterinary nursing department, as part of the semi-structured interviews, as they had recently changed their accreditation processes.

Action: interview with VN dept to be arranged

36. Assurance was also sought that this work would be undertaken with the EAEVE/Brexit discussion in mind. It was commented that a similar timeline was envisioned with the project being reported through the committees to Council in early 2021. It was also noted that RCVS was hosting the next meeting of the International Accreditors Working Group (IAWG) in June 2020, and as this was a closed session there would be an opportunity to present the direction of travel so that other accreditors were aware of the potential changes to come.
37. It was reported that the next review working party meeting was scheduled for March 2020 and that another update would be presented to Education Committee in May.

Primary Qualification Sub-Committee (PQSC)

Report of sub-committee meeting held on 10 December

38. The report of the PQSC meeting held on 10 December 2019 was received and noted. It was reported that the annual monitoring cycle had been completed and the veterinary schools had been written to with the outcomes of this review. A change in the Dean at CityU, Hong Kong, was noted and the new Dean had reaffirmed the University's commitment to obtaining RCVS accreditation. It was also reported that after some delay to the signing of the Recognition Order (RO) for Surrey University, this had now been laid in Parliament and was due to come into force on the 18th February. Congratulations were again given to Surrey for this achievement.

Charles Sturt University (CSU)

39. It had previously been agreed to grant CSU the status of 'Accreditation for a shorter period' following identification of some deficiencies at their 2017 visitation. After a series of progress reports, which had been considered by PQSC and Education Committee, a report was presented in November 2019 that gave a detailed timeline for addressing the remaining minor deficiencies. Committees felt satisfaction that CSU was working towards meeting the recommendations from

the last visit report and agreed to recommend full accreditation until the next scheduled visitation in 2024.

ACTION: RCVS grants Charles Sturt University in Australia “Full Accreditation” until their next scheduled visitation in 2024, subject to satisfactory annual monitoring reports.

Veterinary Council of Ireland (VCI)

40. An addendum to the Mutual Recognition Agreement (MRA) between the RCVS and the VCI was presented to the Committee, to state that where a veterinary surgeon had previously sat and failed the statutory membership examination, this MRA would not apply to their eligibility for registration and that they would need to pass the statutory membership examination before being admitted to the register of members.
41. The committee were in agreement that this closed an unintended loophole whereby a previously failed stat exam candidate could register under the terms of the MRA instead. The addendum had been agreed to by the VCI and Education Committee were content to approve the addition.

ACTION: Addendum to go to Council for approval.

Certificate in Advanced Veterinary Practice (CertAVP)

Minutes from the meeting held on 28th November 2019

42. Education Committee noted the minutes of the CertAVP sub-committee from the 28th November 2020.
43. Education Committee heard that to achieve a designated certificate in advanced veterinary practice you must take 60 credits of modules in the appropriate combination and then a synoptic examination. There is a significant amount of overlap of eligible modules between some designations. Currently, to gain a further designation, candidates are only required to take one further module to be eligible to take a second designation, assuming that the correct combination of modules have been acquired. The CertAVP sub-committee have put forward, that from May 2021 candidates will need to take at least three further modules in order to be eligible to take a second synoptic exam. This would bring the practice in line with those designations that do not have a significant overlap of modules between designations. Education Committee agreed with the recommendation.

Action: BC to write to update the CertAVP rules.

Project Plan for the CertAVP review

44. Education Committee approved the plan for the CertAVP review and noted that there would be some joint-working with the Advanced Practitioner review in order to avoid duplication.

Advanced Practitioner Status Review

45. The Committee received two draft questionnaires to be included in the Advanced Practitioner status evaluation. The first questionnaire will be sent to all currently listed and previously listed Advanced Practitioners. The second questionnaire will be sent to a random sample of veterinary surgeons who are not listed as Advanced Practitioners nor undertaking a CertAVP. There will also be a third questionnaire which is currently being drafted, that will be sent to all vets that either have or are undertaking a CertAVP, BSAVA or Harper Adams certificate but are not an Advanced Practitioner.
46. The Committee discussed whether there should be a survey for the public to determine their understanding of Advanced Practitioner status. It was determined that it would be more valuable to assess the understanding of the profession, at least in the first instance, as previous research had shown that the public are happy to trust their vet to take the appropriate action when referring. It was also suggested to contact the British College of Veterinary Specialists (BCVS) who may be doing some similar work in this area, which could feed into the research. The Committee approved the draft questionnaires.

Action: BCVS to be contacted for any relevant information

Specialist Sub-Committee

47. The minutes from the Specialist Sub-Committee (SSC) held in January were received and noted.
48. The Committee approved the additions and re-additions to the List of Specialists, as recommended by SSC.
49. SSC had also received a proposal from the Royal College of Pathologists, requesting a similar streamlined system to that of DipECVP and DipECVCP holders for new applications from holders of the FRCPath and DipACVP. If agreed, it was proposed that the full application would need to be provided for re-accreditation with RCVS after 5 years. SSC agreed that the proposal should be approved, but for holders of the FRCPath only, and recommended to Education Committee to approve the proposal on these grounds.
50. It was reported that the veterinary exam for the FRCPath was equivalent to a medical consultant level, and was also more than equal than the European College Diploma examinations in pathology. Therefore, Education Committee were in agreement, and the recommendation to allow for a streamlined system for *new* applications from holders of FRCPath, where they are required to provide proof of award and two references, was approved.

Risk Register

51. The Committee considered the departmental risk register. It was suggested that as Hong Kong is being treated as a new vet school that it should be added to the Risk register with the other new schools working towards accreditation.

52. The committee added a further risk to the register. Details are available in the classified appendix available in the appendix at paragraph 55.

Any other business

53. There was no other business.

Date of next meeting

54. Tuesday 5 May 2020 at 10am

Britta Crawford
Committee Secretary
February 2020
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Summary	
Meeting	Education Committee
Date	5 May 2020
Title	Temporary changes to the CPD Requirement due to Covid-19 pandemic
Summary	This paper includes the paper sent to the RCVS Council Taskforce (Covid-19) where they agreed a 25% reduction in the CPD requirements for veterinary surgeons and nurses in order to support them during these exceptional circumstances. The situation will be kept under review, with the possibility of extending these measures for a further three months if necessary.
Decisions required	Education Committee to note changes agreed
Attachments	None
Author	Jenny Soreskog-Turp Senior Education Officer j.soreskog-turp@rcvs.org.uk

Classifications		
Document	Classification¹	Rationales²
Paper	Unclassified	
¹Classifications explained		
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²Classification rationales

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Meeting	RCVS Council Taskforce (Covid-19)
Date	30 March 2020
Title	Temporary changes to the CPD Requirement due to Covid-19 pandemic
Classification	Unclassified
Summary	This paper proposes a 25 % reduction in CPD hours for veterinary surgeons and nurses in 2020 to support them during these exceptional circumstances. The situation would be kept under review, with the possibility of extending these measures for a further three months if necessary.
Decisions required	To agree a three months CPD pause for both veterinary surgeons and nurses.
Attachments	None
Author	Jenny Soreskog-Turp Senior Education Officer j.soreskog-turp@rcvs.org.uk

Background

1. The completion of CPD is mandatory for both veterinary surgeons and nurses in accordance with the RCVS professional code of conduct. Veterinary surgeons are required to undertake 35 hours of CPD per calendar year while the requirement for veterinary nurses is 15 hours.
2. The RCVS CPD requirement is very flexible and allows for a range of activities to be counted, including self-directed or distant learning.
3. Within the CPD policy it is possible for individuals to 'pause' their CPD requirements due to exceptional circumstances and planned periods away from work but this requires them to identify the time period required in advance, which is clearly not possible in relation to the Covid-19 pandemic. Furthermore, this would result in a high volume of requests that would need processing and the education department would not have the resources available to do this in a timely manner.

Covid-19

4. Following the spread of the Covid-19 virus and the new measures introduced by the government, the RCVS has been receiving calls and emails from members concerned about how they will meet the CPD requirement.
5. Although our requirement is very flexible and allows for a range of activities to count as CPD we feel it is essential to support both veterinary surgeons and registered veterinary nurses in fulfilling their CPD requirements during these exceptional times.
6. Many people are juggling family life, child care and their professional responsibilities and therefore it would be entirely in line with our ethos as a compassionate regulator to help support members by pausing the CPD requirement for three months with immediate effect.
7. A three months CPD pause would mean a 25% reduction in hours for both veterinary surgeons and nurses, therefore the new CPD requirement for 2020 would be 26 hours for veterinary surgeons and 11 hours for veterinary nurses.
8. It is important to give veterinary surgeons and nurses some breathing space by reducing the CPD burden but it could also be a good opportunity to remind members of the many resources currently available online and encourage members to still undertake some CPD if at all possible.
9. Whilst the health and welfare of members is our top priority it is also important to remember that if we significantly reduce the CPD requirement many CPD providers that have moved their learning online will suffer in these already difficult times. Therefore a careful balance is required.

10. It is suggested that this policy change is reviewed in 6 weeks and extended for a further 3 months if deemed appropriate.

Decision Required

11. The RCVS Council Taskforce (Covid-19) is asked to approve these temporary changes to the CPD policy, which has been considered by, and is supported by, the Education Committee, VN Council and the CPD Policy Working Party.

Summary	
Meeting	Education Committee
Date	5 May 2020
Title	2019 Monitoring of Registered Veterinary Surgeons' CPD
Summary	This paper provides the analysis of the 2019 audit of CPD records of veterinary surgeons.
Decisions required	Education Committee is asked to agree the suggestions for the 2020 CPD audit
Attachments	Annex A – Analysis of the audit results.
Author	Jenny Soreskog-Turp Senior Education Office j.soreskog-turp@rcvs.org.uk / 0207 202 0701

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Background

1. In February 2020, Education Committee received a paper about the progress of the 2019 CPD audit of Veterinary Surgeons. This paper contains the full analysis for the group of vets that were asked to send in their CPD records and raises some of the issues that have been identified through the audit process.

Outcomes of the audit

2. Letters were sent in September 2019, to a total of 1074 veterinary surgeons, including:
 - a. Group 1: A random sample of vets (670)
 - b. Group 2: Vets who submitted a return in 2018 but fell some hours short of the overall requirement. (177)
 - c. Group 3: Any vet that was included in the 2017 CPD audit but did not respond to any communication from the RCVS (28).
 - d. Group 4: Any vet who did not respond to any communication re PDP (55)
 - e. Group 5: Any vet that selected 'no- they are not compliant' as part of the 2019 annual renewal.(144)
3. Responses were received from 1010 vets (94% compared to 92% in 2018 and 85% in 2017) :
 - a. 820 vets whose records show that they are compliant with the CPD requirement for a three-year period (81 % of respondents).
 - b. 190 vets whose records show that they are not currently compliant.
4. 64 vets have not responded either to the initial letter requesting their records or to the subsequent reminder.

Analysis of CPD records and key issues

5. Annex A provides a further analysis of the audit results.
6. The median number of CPD hours across the groups was 114. The mean number of hours was 166. The range of hours was 0-5102. Whilst 5102 was the maximum number of hours recorded in the 3-year period covered by the audit, there were several records that showed over 1000 hours (approximately) of CPD.
7. 58 vets had recorded less than 10 hours over the three years. The majority (60%) were either included in Group 1 or 5 (the random sample or vets who declared themselves non-compliant as part of the renewal)
8. The breakdown of CPD hours by age shows compliance was higher than 70% in all groups under the age of 60. In previous years the youngest age group have always had the highest rate of compliance but last year compliance was highest in the age group between 51-60 with 83% compliance compared to 73% for 26-30 year olds.

9. The breakdown of CPD hours by years on the register show that vets that have been on the register between 7-12 years have the highest percentage of compliance followed by vets who had been on the register between 3-6 years. Compliance was more than 75% in all groups except the vets who had been on the register for more than 40 years.
10. 79 % of all respondents were using the PDR compared to 74% in the 2018.
11. The most common types of CPD activity were the different kinds of formal learning such as, attending lectures or seminars/workshops and formal distance learning. These three activities accounted for 59 % of all recorded CPD hours compared to 44% in the audit of 2018.
12. There were no major differences in recorded CPD activities between compliant and non-compliant vets except for external qualification and webinars. 12% of the recorded hours for compliant vets are recorded as external qualification while that only account for 1% for anyone who is non-compliant. Webinars accounts for 16% of all recoded CPD for non-compliant vets but only 7% for compliant ones.
13. Over the last three years, distance learning has become more popular. In 2019 21% of activities were some form of distance learning compared to 19% in 2018 and 13% in 2017.
14. CPD activities by age shows that formal external activities accounts for almost 50% of all recorded activities in the age groups under the age of 50. In the age group under 30 only 25% of recorded activities are either self-directed learning or work-based learning.

Non-compliance

15. 255 vets were not compliant with the CPD requirement of 105 hours over 3 years. 30% did not give any reason for being non-compliant. The main reasons given for non-compliance were:
 - a. Parental leave (14%)
 - b. Not kept appropriate records (9%)
 - c. Illness (9%)
 - d. Family commitments (8%)
 - e. Time/Opportunity (7%)
16. Vets that were non-compliant recorded an average of 48 hours over the three years. 37% (94) had recorded less than 49 hours over three years.
17. 53 % of vets in this group were included in their first audit but 21% had been included in more than 3 audits and still non-compliant. The average number of CPD hours for non-compliant vets included in their first audit was 38 hours compared to 43 hours for vets that had been included in three audits.

CPD Referral Group

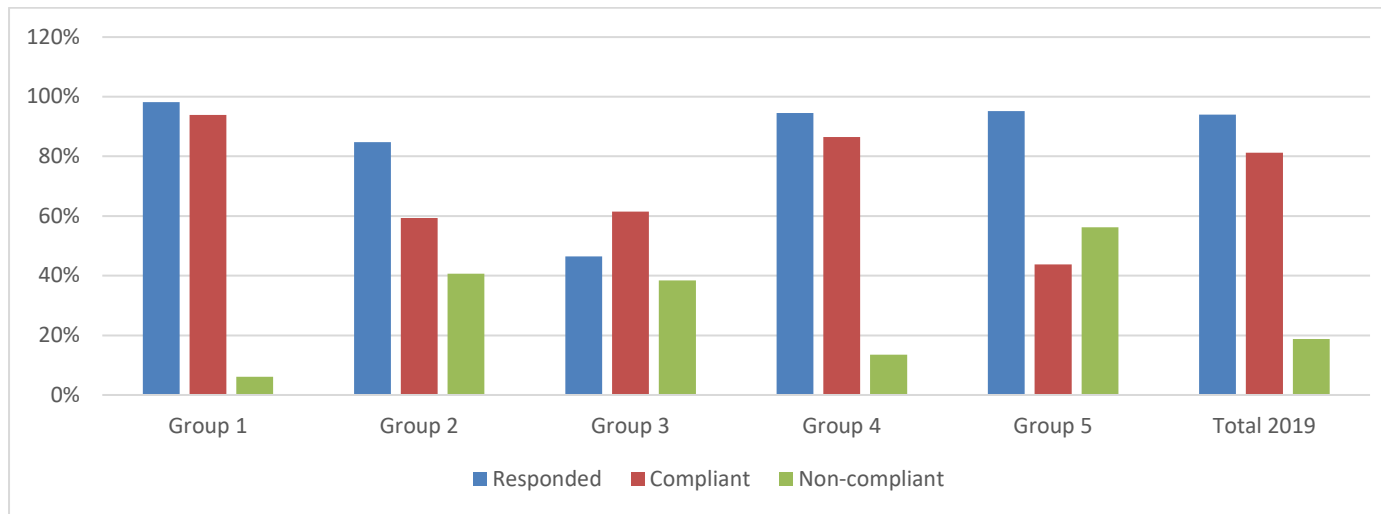
18. 24 vets who had been included in three audits but not responded to any audit requests and 54 have been included in three audits but are still non-compliant so they will have be referred to the CPD Referral Group.

Next steps

19. At the last meeting of the CPD Referral group it was decided that due to the Covid-19 pandemic, in this year's audit we should only follow up on non-compliant and non-respondents veterinary surgeons but not contact anyone as part of a random sample.
20. It is important that we still monitor compliance and trends, especially in relation to the policy change in 2020, therefore it is suggested that we include a random sample of anonymised 1CPD users in this year's audit.
21. It is proposed that the next audit of CPD records should take place in October 2020 and include:
 - a. A random anonymised sample of 8% of 1CPD users.
 - b. Vets who submitted a return in 2019 but fell some hours short of the overall requirement.
 - c. Any vet that was included in the 2019 CPD audit but did not respond to any communication from the RCVS.
 - d. Any vet that selected 'no- they are not compliant' as part of the 2020 annual renewal.
22. Education Committee is invited to discuss this paper and agree the process for this year's audit.

Annex A

	Included in sample	Responded		Compliant		Non-compliant (NC)	
Group 1	670	658	98%	618	94%	40	6%
Group 2	177	150	85%	89	59%	61	41%
Group 3	28	13	46%	8	62%	5	38%
Group 4	55	52	95%	45	87%	7	13%
Group 5	144	137	95%	60	44%	77	56%
Total 2019	1074	1010	94%	820	81%	190	19%
Total 2018	973	891	92%	609	68%	282	32%
Total 2017	1011	862	85%	601	70%	259	30%
Total 2016	1396	1210	87%	899	74%	311	26%
Total 2015	931	711	76%	566	80%	145	21%
Total 2014	4885	3981	81%	3264	82%	717	18%

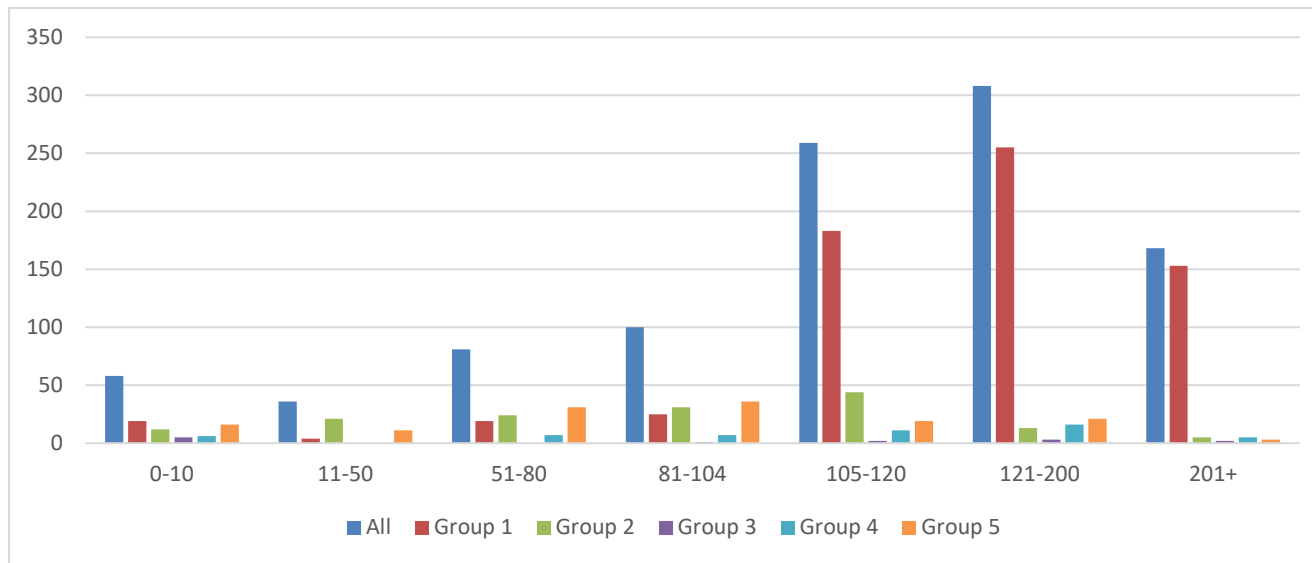


Returned records

PDR	800	79%
Email	123	12%
Letter	35	3%
Blanks	52	5%

Average number of CPD Hours									
	Average over 3 years	Non-Compliant	Compliant	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6
2019	156	48	206	198	84	41	127	80	-
2018	136	40	207	197	76	113	117	90	-
2017	128	63	179	141	93	131	117	106	137

CPD hours over the 3 years (2016-2018)						
	All	Group 1	Group 2	Group 3	Group 4	Group 5
0-10	58	19	12	5	6	16
11-50	36	4	21	0	0	11
51-80	81	19	24	0	7	31
81-104	100	25	31	1	7	36
105-120	259	183	44	2	11	19
121-200	308	255	13	3	16	21
201+	168	153	5	2	5	3
Range: 0-5102						

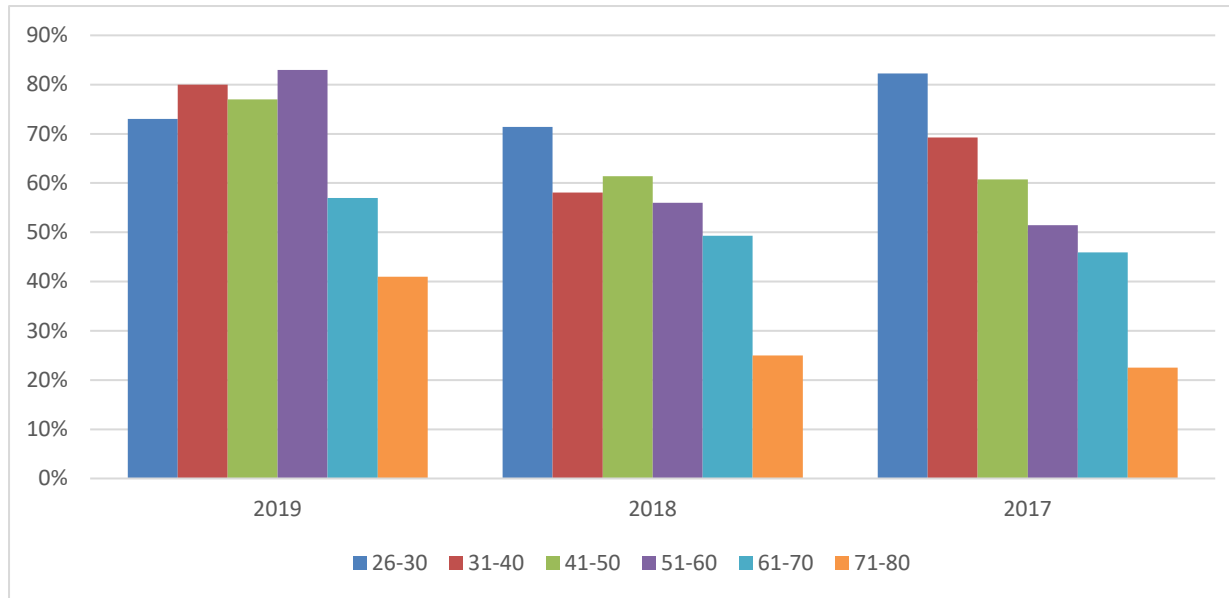


Compliance by age			
	All	C	NC
26-30	98	72	26
		73%	27%
31-40	382	306	76
		80%	20%
41-50	285	220	65
		77%	23%
51-60	193	160	33
		83%	17%
61-70	89	51	38
		57%	43%
71-84	27	11	16
		41%	59%

Compliance by years on register			
	All	C	NC
3-6	176	130	46
		74%	26%
7-12	266	219	42
		82%	16%
13-19	221	170	51
		77%	23%
20-29	203	161	42
		79%	21%
30-39	146	110	36
		75%	25%
40-49	47	25	22
		53%	47%
50 +	15	5	10
		33%	67%

Compliance by age over last 3 years

	2019	2018	2017
26-30	73%	71%	82%
31-40	80%	58%	69%
41-50	77%	61%	61%
51-60	83%	56%	51%
61-70	57%	49%	46%
71-80	41%	25%	23%



Non-compliance

Reasons for non-compliance

36	14%	Maternity leave	
		Lost/Did not keep accurate records for all years	
24	9%		
24	9%	Illness	
20	8%	Family commitments	
19	8%	Time/opportunity	
11	4%	Will send records	
11	4%	Changing to NP	
9	4%	Other/Exceptional Circumstances	
5	2%	Semi retired	
5	2%	Sent NC form	
4	2%	PDP Completed	
4	2%	Extension	
2	1%	Will come off register	
4	2%	Retired	
75	30%	No reason	
253			

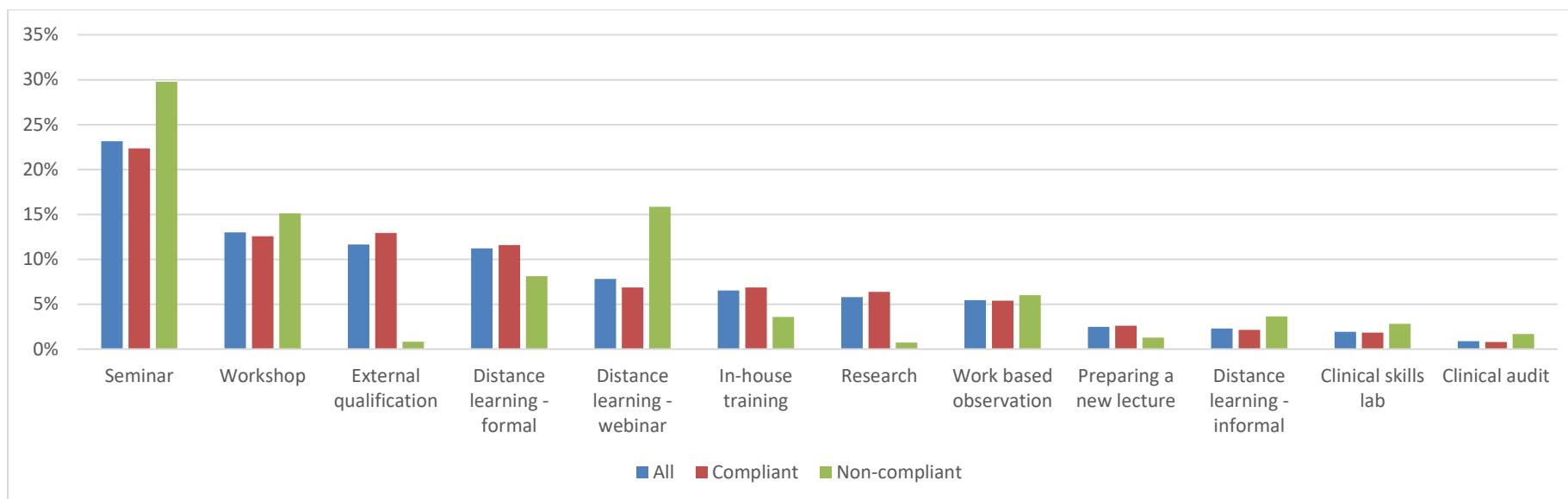
Non-compliant responders included in number of audits

1	134	53%
2	65	26%
3	43	17%
4	10	4%
6	1	0%

Breakdown of recorded hours for non-compliant responders by number of audits

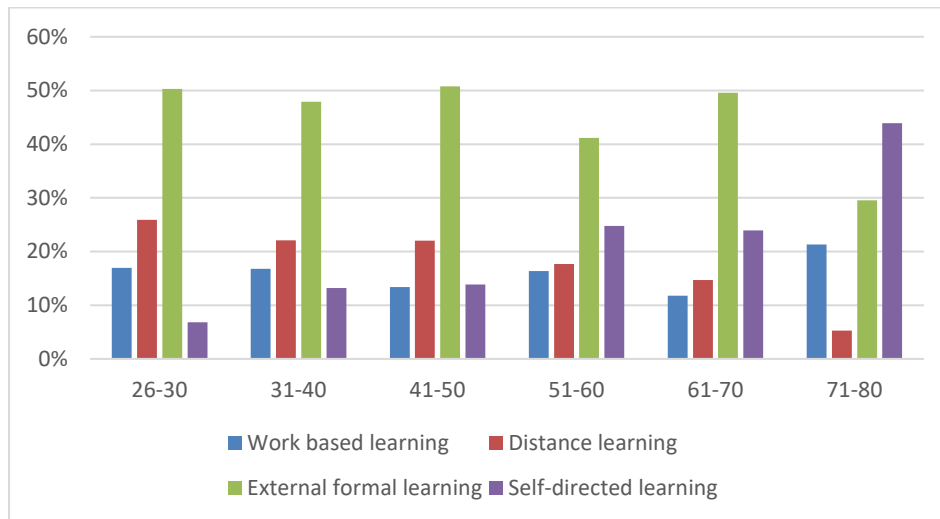
		0-10	11-50	51-80	81-104	Avg hours
1	134	62	15	28	29	38
		46%	11%	21%	22%	
2	65	26	8	16	15	43
		40%	12%	25%	23%	
3	43	26	7	4	6	23
		60%	16%	9%	14%	
4	10	8	2	0	0	8
		80%	20%	0%	0%	
6	1	0	1	0	0	NA
		0%	100%	0%	0%	

	All	Compliant	Non-compliant
Seminar	23%	22%	30%
Workshop	13%	13%	15%
External qualification	12%	13%	1%
Distance learning - formal	11%	12%	8%
Distance learning - webinar	8%	7%	16%
In-house training	7%	7%	4%
Research	6%	6%	1%
Work based observation	5%	5%	6%
Preparing a new lecture	2%	3%	1%
Distance learning - informal	2%	2%	4%
Clinical skills lab	2%	2%	3%
Clinical audit	1%	1%	2%
Other	8%	8%	11%



Percentage of activities per age group

Age Range	Work based learning	Distance learning	External formal learning	Self-directed learning
26-30	17%	26%	50%	7%
31-40	17%	22%	48%	13%
41-50	13%	22%	51%	14%
51-60	16%	18%	41%	25%
61-70	12%	15%	50%	24%
71-80	21%	5%	30%	44%



Summary	
Meeting	Education Committee
Date	05 May 2020
Title	Day One Competences
Summary	<p>A further update of the new Day One Competences document.</p> <p>Education Committee are asked to note the update, but any comments are also welcomed on the format.</p>
Decisions required	To note
Attachments	Annex 1: alternative draft with different heading formatting
Author	Duncan Ash Senior Education Officer d.ash@rcvs.org.uk / 020 7202 0736

Classifications		
Document	Classification¹	Rationales²
Paper	Unclassified	n/a

¹Classifications explained

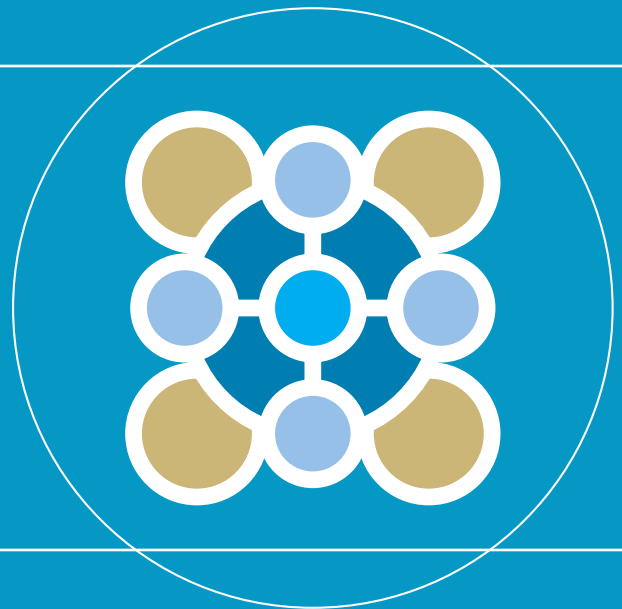
Unclassified	Papers will be published on the internet and recipients may share them and discuss them freely with anyone. This may include papers marked 'Draft'.
Confidential	Temporarily available only to Council Members, non-Council members of the relevant committee, sub-committee, working party or Board and not for dissemination outside that group unless and until the relevant committee or Council has given approval for public discussion, consultation or publication.
Private	The paper includes personal data which should not be disclosed at any time or for any reason, unless the data subject has agreed otherwise. The Chair may, however, indicate after discussion that there are general issues which can be disclosed, for example in reports to committees and Council.

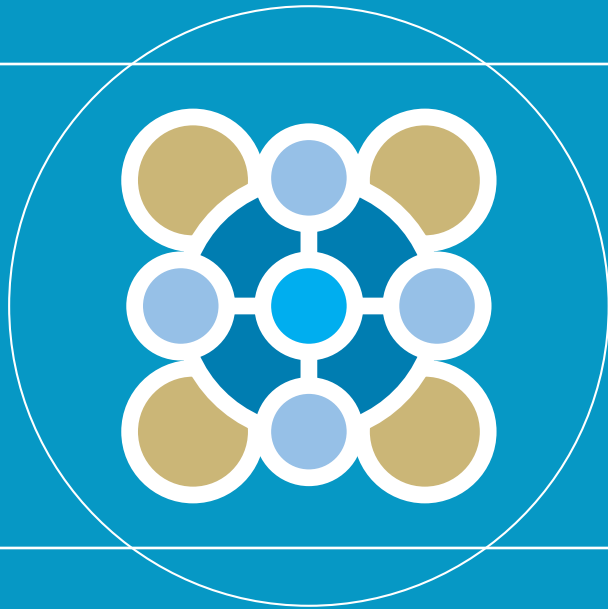
²Classification rationales

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

The Royal College of Veterinary Surgeons

Day One Competences





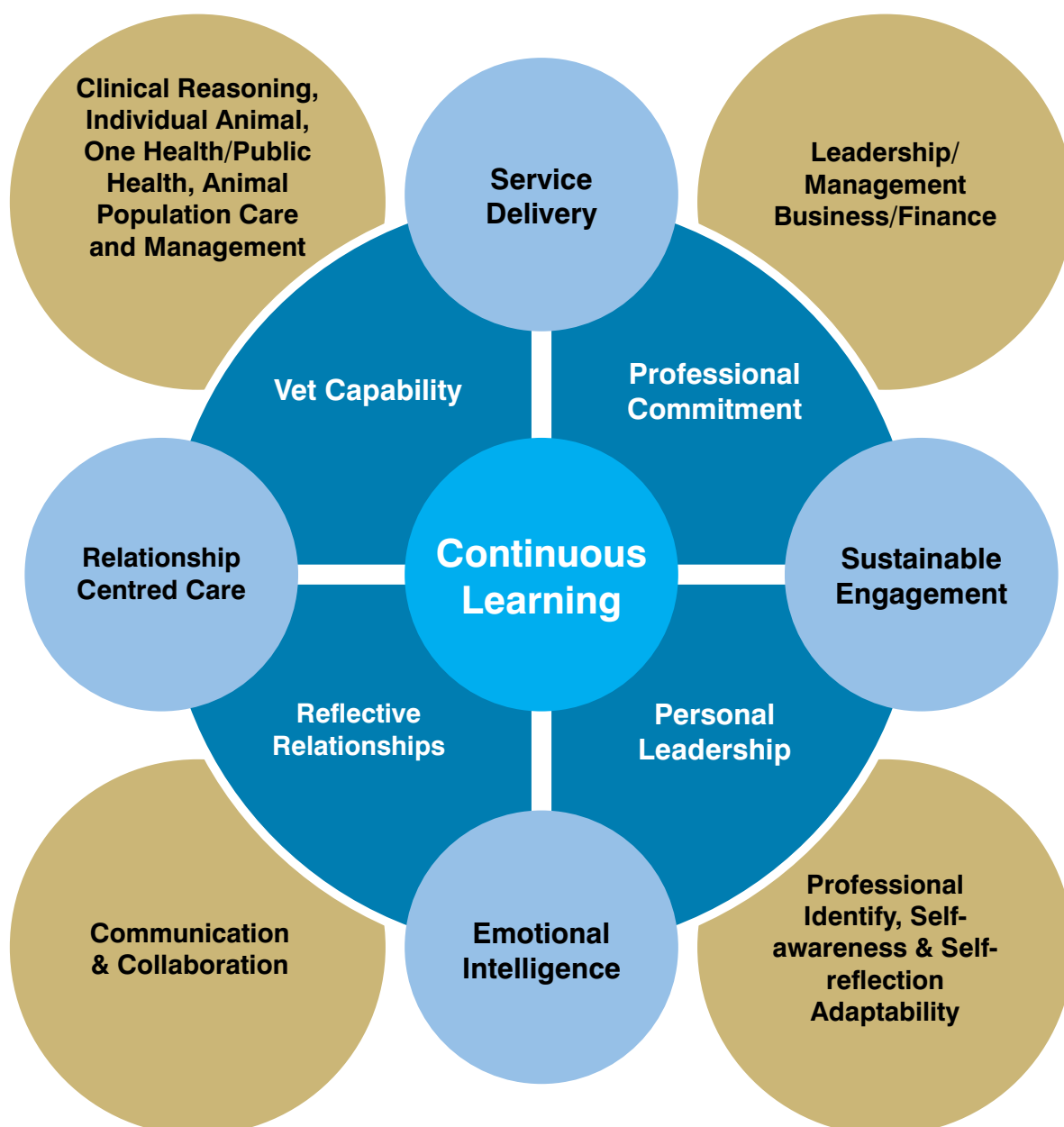
Introduction

The RCVS has a statutory duty to set and monitor the standards of veterinary degrees for registration into the profession. The “Day One Competences” describe the knowledge, skills and attributes required of veterinary students upon graduation to ensure that they are prepared for their first role in the profession and safe to practise independently.

Competence in a job has been defined as “the ability to perform the roles and tasks required by one’s job to the expected standard.” The standard of competence expected at any given time will vary with experience and responsibility, and it is recognised that the Day One Competences represent a graduate at the start of their career. Competence is therefore a relative term, both in terms of task and fluency in its execution, and increasing levels of competence will be expected throughout the professional’s career.

Conceptual Model for the Day One Competences

Each competence is listed individually, and each one is part of a separate domain. However, the reality of professional practice is that competences are carried out holistically in an integrated manner, rather than as separate entities. The model below is designed to show the differing overarching areas and domains in which each veterinary surgeon will have displayed as being competent in upon graduation:



Animal Welfare

Although not mentioned explicitly within the Model, “animal welfare” is implicit to the idea of a qualified veterinary surgeon, and is at the heart of each individual section of the Model and individual competence. It is at its essence, bigger than the Day One Competences and where each

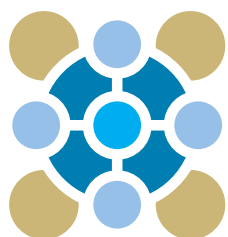
competence is born from, and what each sets out to maintain. It is completely central to a veterinary surgeon in any veterinary duty that they perform from graduation and throughout their career. It is the core of veterinary medicine, and everything begins and ends with animal welfare.

Continuous Learning

The Model itself is designed to be conceptual, showing how the different areas overlap or interact with each other. “Continuous learning” is considered to be at the heart of what it is to be a veterinary professional, framing every veterinary surgeon’s progression.

The four areas that link directly from this in the dark blue boxes are the domains, in which individual competences are described: Vet Capability; Professional Commitment; Reflective Relationships; and Personal Leadership. These are described in more detail within each section of the competences. The gold boxes are the sub-sets of these main domains.

Whilst specific competences are placed within the domains, the Model also shows how, although they are separate, they do interact. The Model should be considered as a framework which represents the competences as a whole, and how each domain will contribute to the development of a student and their professional identity as they become ready to graduate. The light blue boxes illustrate this, as whilst not “domains” in themselves, they form part of the philosophy and attributes of the professional veterinary surgeon, whilst also linking into the central idea of “continuous learning” that the Model is formed around.



General Professional Skills and Attributes Expected of Newly Qualified Veterinary Surgeons - Personal Leadership

The competences within this domain describe the attributes and behaviours of a professional veterinary surgeon. Competences within this domain include knowing the Code of Conduct and understanding professional procedures, recognition of one's own abilities and limitations, and how to act and/or react to different situations and circumstances.

Personal Leadership - Professionalism

1	Act professionally, as informed by the RCVS Code of Professional Conduct.	The RCVS Code of Professional Conduct is available on the RCVS website at www.rcvs.org.uk/vetcode . The Code sets out veterinary surgeons' professional responsibilities, and along with supporting guidance provides advice on the proper standards of professional practice.
2	Act in a way that shows understanding of ethical and legal responsibilities, appropriately balancing competing interests.	To abide by the principles in the Code of Professional Conduct, veterinary surgeons need to be able to make professional judgements based on sound principles. They must be able to think through the dilemmas they face when presented with conflicting priorities and be prepared to justify the decisions they make. As well as decisions relating to individual patients, animal groups, populations of animals and clients, veterinary surgeons must take account of the possible impact of their actions beyond the immediate workplace, for example, on public health, the environment and society more generally.
3	Demonstrate the ability to critically review and evaluate evidence, in support of practising evidence based veterinary medicine.	New graduates must be able to appreciate the difference in value to be attached to different sorts of literature, presentations and evidence, for example, recognising commercial and other forms of bias.
4	Apply principles of clinical governance.	More guidance on clinical governance is included in the supporting guidance to the Code of Professional Conduct. It includes critically analysing the best available evidence for procedures used, reflecting on performance and critical events and learning from the outcome to make changes to one's practice.
5	Contribute as appropriate to the advancement of veterinary knowledge, in order to improve the quality of animal care and public health.	The veterinary surgeon must think beyond the immediate case or work in hand, and take up opportunities to contribute to the processes of continuous improvement. This may include clinical audit, case discussions, research and adding to the evidence base for others to draw on in the future.
6	Apply the RCVS Ten Principles of Certification.	The Principles of Certification are described in the supporting guidance to the Code of Professional Conduct, available on the RCVS website. New graduates must be familiar with the Principles and follow the RCVS supporting guidance.

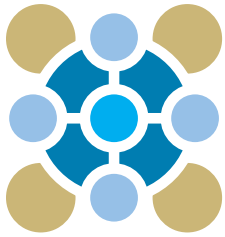
7	Prescribe and dispense medicines correctly and responsibly in accordance with legislation and latest guidance including published sheets.	New graduates must understand the requirements of the “Cascade” in prescribing. In particular, when prescribing or using antimicrobial agents, care must be taken to minimise the risk of antimicrobial resistance, risks to food safety, and risks to the person dispensing or damage to the environment.
8	Report suspected adverse reactions effectively.	The veterinary surgeon should follow the Veterinary Medicines Directorate procedures for reporting.

Personal Leadership - Self-awareness & Self-Reflection

9	Demonstrate situational awareness through navigating(?) and responding to the economic and emotional context in which the veterinary surgeon operates.	Veterinary surgeons need to be resilient and confident in their own professional judgements to withstand the stresses and conflicting demands they may face in the workplace. They should know how to recognise the signs of excessive anxiety which may lead to stress and how to seek or give support to mitigate this in themselves and others.
10	Demonstrate self-awareness of personal and professional limits, and know when to seek professional advice, assistance and support.	Veterinary surgeons should at all stages in their careers be competent in their performance, or be under the appropriate supervision of those so competent until such time as they can act alone.
11	Demonstrate a commitment to learning and professional development, including recording and reflecting on professional experience and other learning aimed at improving performance and competence.	It is a requirement of the RCVS Code of Professional Conduct that veterinary surgeons must maintain and develop their knowledge and skills relevant to their professional practice and competence. This includes being able to reflect, learn, and share information gained with others. New graduates must be prepared to take part in the RCVS Professional Development Phase (PDP) and be ready on graduation to make the transition to being an independent learner responsible for their own professional improvement and development.
12	Engage with self-audit and peer-group review processes in order to improve performance.	Veterinary surgeons must regularly review how they are performing in their day to day professional work, and play an active part in performance appraisal. New graduates in clinical practice must take part in the RCVS Professional Development Phase and keep a record of their continuing progress until they have met the year one competence level.

Personal Leadership - Adaptability

13	Demonstrate ability to manage in situations where information is incomplete, deal with contingencies, and adapt to change.	Veterinary surgeons must be able to manage cases and make decisions where there is incomplete or unclear data. For example, it is not always possible to run a full set of tests or range of diagnostic procedures which may preclude the investigation of the 'perfect' case. They need to be able to adapt their approach to fit changing circumstances, know how to cope appropriately when either making other plans or adapting to contingencies and the unexpected, and identify appropriate options for further diagnosis, treatment and/or referral, should a case require it.
14	Adapt knowledge and skills to varied scenarios and contexts.	Knowledge may sometimes be extrapolated to novel species and/or situations, and new graduates should be able to adjust existing protocol when standard measures are unavailable.



Professional Commitment

The competences in this domain, as the name suggests, describe a graduate's professional capabilities around the business aspects of veterinary practise. Competences in this domain recognise that graduates are not expected to have full knowledge of how to run a successful business, but that they should be aware of the way the profession operates, both in terms of businesses that exist within the profession and also outside the profession in related areas.

Professional Commitment - Business/Finance

15

Demonstrate a basic knowledge of the organisation, management and legislation related to a veterinary business.

This includes:

knowing one's own and the employer's responsibilities in relation to employment, financial and health and safety legislation, and the position relating to non-veterinary staff, professional and public liability awareness of how fees are calculated, of income, overheads and other expenditure •involved in running a veterinary business

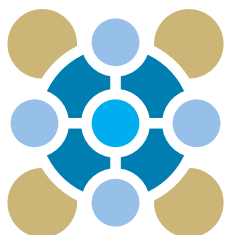
- ability to work with various information systems in order to effectively communicate, share, collect, manipulate and analyse information
- importance of complying with professional standards, protocols and policies of the business knowledge of legislation affecting veterinary businesses, such as the disposal of clinical waste and safety of medicines.

Professional Commitment - Leadership/Management

16

Promote health and safety of patients, clients and colleagues in the veterinary setting, including applying the principles of risk management to practice.

This includes knowledge and explanation of the procedure for reporting adverse incidents and the procedures for avoiding them. It also includes following safe practices relating to the dangers in the workplace

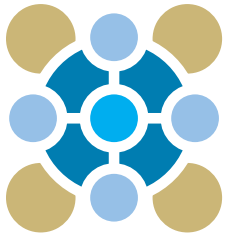


Reflective Relationships

Professional relationships form an important part of a veterinary surgeon's career, from working directly with colleagues within the same institutions, to those based in other locations and/or areas of the profession and relationships with clients. Therefore, understanding how to communicate and collaborate effectively is key for the competences within this domain, as they are central to forming and maintaining the relationships that will exist within a veterinary surgeon's professional life.

Reflective Relationships – Collaboration & Communication

17	Communicate effectively with clients, the public, professional colleagues and responsible authorities, using language appropriate to the audience concerned.	Effective communication includes active listening and responding appropriately, both verbally and non-verbally, depending on the context.
18	Demonstrate inclusivity and cultural competence, and encourage diverse contributions within the workplace.	Cultural competence is the ability to understand, communicate with and effectively interact with people from all cultures. The veterinary profession is diverse, and veterinary surgeons will need to act professionally and show a respect for colleagues from all backgrounds.
19	Work effectively as a member of a professional/ inter-professional team, fully recognising the contribution of each professional, and demonstrate an understanding of cognitive diversity.	The team may include veterinary nurses, practice managers, technicians, farriers, nutritionists, physiotherapists, veterinary specialists, meat hygiene inspectors, animal handlers and others. The veterinary surgeon should be familiar with and respect the roles played by others in the team and be prepared to provide effective leadership when appropriate, and contribute to the synthesis that ensures that team outputs are always optimal.
20	Prepare accurate professional records and case reports, in a form appropriate to relevant audiences.	Patient records should be clear enough that they can be referred to by others and (if written by hand) legible, avoiding idiosyncratic abbreviations or jargon, so that the case can be taken over by another professional for ongoing treatment if necessary. If for a client and/or member of the public, records should be written in plain English and free from jargon.
21	Communicate clearly and collaborate with referral, diagnostic and other professional services.	This includes passing on all relevant information, including providing an appropriate history and other details.



Practical and Clinical Competences Expected of Newly Qualified Veterinary Surgeons - Vet Capability

This domain describes the clinical competences, and encompasses the practical skills, techniques and underlying veterinary scientific knowledge that veterinary surgeons must possess upon graduation. By meeting these competences, graduates demonstrate that they are ready to carry out clinical procedures independently (to a day one competence standard). The majority of the competences lie within this domain.

Vet Capability - Clinical Reasoning

22	Obtain an accurate and relevant history of the individual animal or animal group, and its/their husbandry and environment.	This will depend on context and, in particular, how extensive this is, including husbandry and environment. It will be affected by whether it is a first opinion or referred case and any proposed treatment. Also the nature of the case and what species, and whether a herd or individual and whether there is a disease profile or risk.
23	Develop appropriate treatment plans and administer treatment in the interests of the patient and with regard to the resources available and appropriate public health and environmental considerations.	This is centred around informed consent. It includes being able to tailor a treatment plan when there may be financial or other constraints. Veterinary surgeons must be mindful of the welfare of the patient(s), whether for an individual animal or the group, for example, anti-microbial resistance or appropriateness of treating animals with zoonosis.
24	Synthesises and prioritises problems to arrive at differential diagnoses.	New graduates should be able to identify different problems, creating refined problem lists to prioritise differential diagnoses.
25	Prioritise situational urgency and allocate resources.	New graduates will need to be able to triage cases to address the most urgent and important problems first, recognising emerging situations and directing action. They should also recognise and respond to notifiable, reportable, transboundary, epizootic and emerging/re-emerging diseases.
26	Act professionally in complex situations where there is ambiguity and uncertainty where there may be no clear diagnoses.	

Vet Capability – Individual Animal

27	Handle and restrain animal patients safely and humanely, and instruct others in helping the veterinary surgeon perform these techniques.	Safety applies not only to the animal, but also to yourself and others nearby. The newly qualified veterinary surgeon should be able to make a timely risk assessment of all procedures as duties are performed, as dangers may arise in situations that initially appear to be safe. They should be prepared to take a range of measures including adaptation, seeking assistance or retreating from the task until safety measures can be put in place.
28	Perform simple, elective surgeries in an aseptic fashion.	The new graduate must appreciate the requirement for asepsis during procedures, and be able to perform simple, elective surgeries within the limitations of their experience, in an aseptic fashion.
29	Perform a complete clinical examination relevant to presentation and context.	Whilst the newly qualified veterinary surgeon should be competent to perform a complete examination, they should know when it is appropriate to adapt their examination to the circumstances.
30	Attend all species in an emergency and perform first aid.	The new graduate must be willing to perform basic first aid, and know when and how to request assistance from others if called to deal with an animal outside their immediate area of competence or where there are potential risks to health and safety. This involves being able to make a rapid risk assessment of the situation and take appropriate action to protect the health and safety of themselves and those around them.
31	Collect, preserve and transport samples, select appropriate diagnostic tests, interpret and understand the limitations of the test results.	New graduates are expected to have a working knowledge of relevant tests for the condition under investigation. They should seek assistance to interpret results when appropriate, and recognise the way these tests perform in primary care and hospital based contexts.

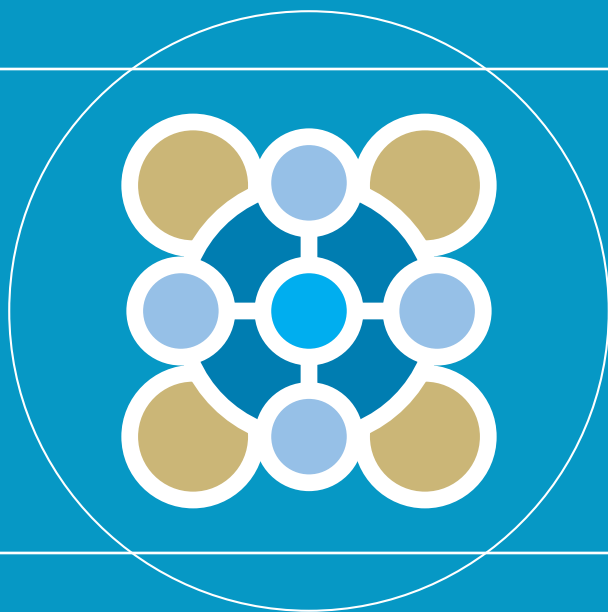
32	Use diagnostic techniques and use basic imaging equipment and carry out an examination effectively as appropriate to the case.	This competence includes taking images of diagnostically-useful quality, as well as the safe use of equipment (e.g. ionising radiation regulations) in accordance with best practice ('ALARA' principle – as low as reasonably achievable, and where possible with no exposure). 'Basic' equipment includes, for example, x-ray, ultrasound and endoscopes, but a new graduate would not be expected to perform an MRI or CT scan. New graduates should be able to interpret common findings and know when to refer or seek more experienced interpretation if appropriate. Veterinary surgeons should act in accordance with good health and safety practice and current regulations.
33	Safely perform sedation, and general and regional anaesthesia; implement chemical methods of restraint.	
34	Assess and manage pain.	The new graduate should be able to score, evaluate and treat pain.
35	Recognise when euthanasia is appropriate and perform it humanely, using an appropriate method, whilst showing sensitivity to the feelings of owners and others, with due regard to the safety of those present; advise on disposal of the carcass.	
36	Perform a systematic gross post-mortem examination, record observations.	The new graduate should be aware of the limitations of such investigations, and the potential for conflict of interest where they have previously been involved with the case. It is important that they are able to differentiate between normal and abnormal, and that good quality records are kept, as well as samples for further investigation by a pathologist if necessary.

Vet Capability - Animal Population Care and Management

37	Assess the physical condition, welfare and nutritional status of an animal or group of animals and advise the client on good practice of husbandry and feeding.	This applies to commonly presented cases and does not include advanced advice for complex cases.
38	Recognise suspicious signs of possible notifiable, reportable and zoonotic diseases and take appropriate action, including notifying the relevant authorities.	This applies to all areas of veterinary practice. All veterinary surgeons must maintain high standards of biosecurity at all times in order to minimise the risk of contamination, cross-infection and accumulation of pathogens in the veterinary premises and in the field. It involves identifying the clinical signs, clinical course and transmission potential (including vectors) of pathogens associated with common zoonotic-, food-borne-, and transboundary animal diseases.
39	Apply population principles in compliance with legal regulations and economic realities.	New graduates should be able to recommend disease prevention measures; advise on nutritional management; recommend housing and husbandry protocols; and design therapeutic plans for disease management.
40	Recommend and evaluate protocols for biosecurity, and apply principles of biosecurity correctly, including sterilisation of equipment and disinfection of clothing.	New graduates should be able to develop bespoke biosecurity protocols tailored to the situation, covering isolation, disinfection, animal and people movement, and waste disposal.
41	Advise stakeholders on practices that promote animal welfare	New graduates should be advocates for animal welfare through communication of the physical, affective and natural needs of an animal. They should be able to explain ethical and welfare-related aspects of production processes and slaughter, and recognise proper handling and/or adequate production facilities by interpretation of appropriate animal behaviours and advise on animal husbandry and transport.

Vet Capability – One Health/Public Health

42	<p>Perform ante-mortem inspection of animals destined for the food-chain, including paying attention to welfare aspects; correctly identify conditions affecting the quality and safety of products of animal origin, to exclude those animals whose condition means their products are unsuitable for the food-chain.</p>	<p>Not all graduates will work in food-animal practice, but the ability to undertake a health and welfare assessment is an important competence. It is required of all new graduates in order to comply with European and OIE international recognition requirements. Further postgraduate training will be needed before the new graduate can take up official veterinarian duties.</p>
43	<p>Advise on, and implement, preventative programmes appropriate to the species and in line with accepted animal health, welfare and public health and environmental standards.</p>	<p>New graduates will need to be able to assess health and welfare records (and production records where appropriate) and implement health plans. This does not only apply to production animals but is important for any kept animals, particularly those kept in groups.</p>
44	<p>Promote the health and safety of people and the environment.</p>	<p>New graduates should be able to make recommendations for management of animal waste, carcasses and by-products and implement safety and infection control practices. They should also be able to advise on disaster/emergency preparedness and response, whilst practising responsible use of antimicrobial agents and describe the role of the veterinary profession in food safety.</p>



General Professional Skills and Attributes Expected of Newly Qualified Veterinary Surgeons



Personal Leadership

The competences within this domain describe the attributes and behaviours of a professional veterinary surgeon. Competences within this domain include knowing the Code of Conduct and understanding professional procedures, recognition of one's own abilities and limitations, and how to act and/or react to different situations and circumstances.

Personal Leadership - Professionalism

1	<p>Act professionally, as informed by the RCVS Code of Professional Conduct.</p>	<p>The RCVS Code of Professional Conduct is available on the RCVS website at www.rcvs.org.uk/vetcode. The Code sets out veterinary surgeons' professional responsibilities, and along with supporting guidance provides advice on the proper standards of professional practice.</p>
2	<p>Act in a way that shows understanding of ethical and legal responsibilities, appropriately balancing competing interests.</p>	<p>To abide by the principles in the Code of Professional Conduct, veterinary surgeons need to be able to make professional judgements based on sound principles. They must be able to think through the dilemmas they face when presented with conflicting priorities and be prepared to justify the decisions they make.</p> <p>As well as decisions relating to individual patients, animal groups, populations of animals and clients, veterinary surgeons must take account of the possible impact of</p>

		<p><i>their actions beyond the immediate workplace, for example, on public health, the environment and society more generally.</i></p>
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Summary	
Meeting	Education Committee
Date	5 May 2020
Title	Accreditation standards review – minutes of the working party meeting held on 31 March 2020
Summary	The accreditation standards review working party met in March 2020. The minutes from this meeting are presented to Education Committee for note.
Decisions required	None, to note.
Attachments	Minutes of the working party meeting held on 31 March 2020. Classified Appendix.
Author	Jordan Nicholls Senior Education Officer j.nicholls@rcvs.org.uk / 020 7202 0704

Classifications		
Document	Classification¹	Rationales²
Paper	Unclassified	N/A
Classified Appendix	Confidential	1
¹Classifications explained		
Unclassified	Papers will be published on the internet and recipients may share them and discuss them freely with anyone. This may include papers marked 'Draft'.	
Confidential	Temporarily available only to Council Members, non-Council members of the relevant committee, sub-committee, working party or Board and not for dissemination outside that group unless and until the relevant committee or Council has given approval for public discussion, consultation or publication.	
Private	The paper includes personal data which should not be disclosed at any time or for any reason, unless the data subject has agreed otherwise. The Chair may, however, indicate after discussion that there are	

	general issues which can be disclosed, for example in reports to committees and Council.
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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
Private	<ol style="list-style-type: none"> 5. To protect information which may contain personal data, special category data, and/or criminal offence data, as listed under the General Data Protection Regulation

RCVS Accreditation Standards Review

Working Party meeting

Minutes of the meeting held on 31 March 2020

Members:	Professor David Church	
	Professor Kate Cobb	
	Professor Susan Dawson	
	Professor Nigel Gibbens	Chair
	Ms Joanna Green (QAA)	
	Professor Mike Herrtage	
	Mrs Lynne Hill	
	Dr Kamalan Jeevaratnam	
	Ms Jessica Lichtenstein (GMC)	*
	Dr Christina Paish	*
	Mr James Statton (student)	*
	Mrs Clare Tapsfield-Wright	

In attendance:	Mr Duncan Ash
	Mr Jordan Nicholls
	Dr Linda Prescott-Clements

*absent

Welcome and apologies for absence

1. Members were welcomed to the meeting and apologies were received from Dr Paish and Mr Statton.

Declarations of interest

2. Mrs Hill declared that she was now a member of the Mars Veterinary Advisory Board.

Minutes of the previous meeting and matters arising

3. The minutes were accepted as an accurate reflection of the previous meeting.
4. Although it had been suggested that the reports comparing visitation processes might be discussed at this meeting of the Working Party, it was reported that this meeting had a full agenda focusing on the literature review report and the comparison of standards, and therefore the discussion on processes would instead be brought to the next meeting in May.

Revised GANNT Chart

5. As agreed at the January meeting, an updated GANNT chart with the revised end date being Council in March 2021 was received and noted by the Working Party.
6. There was a question about whether or not the dates may again be pushed back due to the COVID-19 pandemic, however it was reported that as the majority of work was desk based and all Committee meetings were set to go ahead, it was still intended to continue with the project as planned. It was agreed, however, that the chart should remain fluid and be reviewed if and when any developments arose that could cause further delays.
7. Members were happy to approve the updated GANNT chart.

Literature Review Report

8. The final report on the Systematic Review of the Professional Accreditation Literature, completed by the Australian Council for Educational Research (ACER), was presented for review. Amendments had been made to the initial draft following comments from the working party, and further recent references (grey literature) on the adoption of risk-based approaches in programmatic contexts were identified within the report.
9. A report from the Leadership Development Programme run by the European Association for Quality Assurance in Higher Education (ENQA), which investigated to what extent agencies can and do accommodate and support quality assurance innovation in higher education was also presented.
10. It was agreed that the literature review was well structured and well written, and could be used as a sound basis to evidence the next steps of the project, and the approach proposed for future RCVS accreditation. Whilst some members expressed the wish to have more time to further read some of the key papers identified, it was felt that there was enough evidence presented to determine that no single model of accreditation ticked all boxes and that a hybrid approach would be good, selecting the methodologies that would work best for the RCVS.
11. Dr Prescott-Clements put forward an idea for a direction of travel for the accreditation process that favoured a more hybrid approach. Details can be found in the classified appendix at paragraphs 21-23.
12. The working group were thanked for their comments and it was agreed that Dr Prescott-Clements would write up the high level details for the approach taking the further input into account and circulate it with the minutes of the meeting for comment. Then, this could be worked up before being put to PQSC and Education Committee for general approval of the direction of travel.

Action: Dr Prescott-Clements

13. It was reported that ACER had requested permission to publish the review, and it was agreed that RCVS would work together with them to publish this in an academic journal.

14. During the discussions, there were some suggestions around other potential data which could contribute to the evidence supporting accreditation, e.g. the Practice Standards Scheme.. However, it was noted that in terms of facilities this might be useful, the focus needed to remain aligned with evidencing how educational standards were being met.
15. Further suggestion can be found in the classified appendix at paragraph 24.

Veterinary School Interviews

16. The working party had previously decided that veterinary schools representing the different models of curricula should be included in the interviews on accreditation processes, to gain their perspective. The semi-structured interview template used during the interviews with other professions was amended to fit this new context and a draft presented to the group for comment.
17. A number of suggestions to the wording of the questions were made, and Mr Nicholls agreed to amend the template, and arrange the interviews, accordingly.

Action: Mr Nicholls

18. It was also agreed that the questions would be sent to the schools in advance, so that they could consult on which staff members were appropriate to be present in order to best answer the questions.

Comparison of Standards

19. In advance of the meeting this afternoon, members were sent a list of GMC/NMC/GDC standards that have been proposed as useful to bring into RCVS standards. There were a number of standards that were repetitive and it was agreed to take the principles forward rather than a blanket inclusion of all of the standards in the document.
20. Further input had also been requested by members of the Working Party on the comparison of veterinary standards, but as yet not everyone had responded. It was requested that responses should be submitted by 7th April so that a draft set of standards could be worked up and brought to the group at its next meeting.

Action: Working Party and Mr Nicholls

Date of next meeting: Wednesday 13 May at 11am

Summary	
Meeting	Education Committee
Date	5 May 2020
Title	Statutory Membership Examination guidance addendum
Summary	<p>Due to the lockdown and the travel restrictions implemented to slow the spread of COVID-19, the College has postponed the 2020 diet of the Statutory Membership Examination.</p> <p>The written component will be run online, remotely in August and the aim is to reschedule the OSCE for late 2020.</p> <p>As the written component will be run remotely using different examination software, this will require the existing guidance to be temporarily updated to take these changes into account.</p> <p>Attached are the addendum, the proposed dates and timings for the rescheduled written component and a copy of the original guidance for reference.</p>
Decisions required	<p>To approve the wording of the addendum</p> <p>To approve the new date and timings for the written component</p>
Attachments	<p>Annex A – Revised examination dates and timings</p> <p>Annex B – Statutory Membership Examination Guidance (for reference)</p>
Author	<p>Jonathan Reid</p> <p>Examinations Manager</p> <p>j.reid@rcvs.org.uk / 020 7965 1104</p>

Classifications		
Document	Classification¹	Rationales²
Paper	Unclassified	XX
Annex A	Unclassified	XX
Annex B	Unclassified	XX

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

²Classification rationales

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Private	<ol style="list-style-type: none"> 5. To protect information which may contain personal data, special category data, and/or criminal offence data, as listed under the General Data Protection Regulation

Addendum

Temporary Policy Changes to the 2020 diet of the Statutory Membership Examination in response to COVID-19

The lockdowns and travel bans implemented to slow the spread of COVID-19 have made running the Statutory Membership Examination under the exact published guidance and to its regular schedule impossible. In response, the RCVS explored options for running the examination in 2020 under these difficult circumstances, rather than cancel the examination until next year.

The RCVS arrived at the decision to postpone the written examination components to August 2020 and run it remotely so that candidates can sit it in their country of residence, as well as to postpone the OSCE (held in Glasgow, UK) until towards the end of 2020.

The following temporary changes to the previously published guidance for the 2020 Statutory Membership Examination (which can be downloaded [here](#)) are itemised based on sections of the guidance which have been updated in light of these changes. Sections which do not feature in this addendum remain unchanged.

1.4 Pathway to RCVS membership

The written examinations will be held from Monday 17th to Friday 21st August 2020. They will be administered remotely via secure computer delivery rather than at a test centre in the UK.

The OSCE is planned for late 2020 at a veterinary school in the UK. However, this is dependent on the course of the current coronavirus pandemic and international travel and UK government policies. In the unlikely event that the OSCE cannot be held late 2020 we will hold it as soon as practicable.

The registration ceremony which normally takes place in late August or early September will now be rescheduled for 4-6 weeks after final results have been issued.

3. Preparing yourself for the examination

The online formative assessment material will be migrated to the new software. This will allow you to familiarise yourself with the new system ahead of the examination itself.

4.2 English language test report

English language test scores are normally valid for two years and must be in date on all days that candidates intend to sit the examination. This is usually from April/May to August. In light of the postponement of the 2020 diet of the examination, the validity period for candidates' English language test scores will be extended to the end of the current diet.

4.7 Withdrawal and refunds

You will be given the opportunity to apply for a full refund of the examination fee. The RCVS must receive notice that you wish to apply for a full refund no later than **2 weeks** from the date of receipt of the addendum. After this 2-week period, the refund policy will revert to the policy outlined in section 4.7 of the guidance.

5.1 Admissions ceremony

The registration ceremony which normally takes place in late August or early September will now be rescheduled for 4-6 weeks after final results have been issued. If you are unable to attend the ceremony then you will be able to register at one of the regular RCVS registration sessions. These are normally held in person at the RCVS offices but are currently being carried out remotely. You can find up to date information on registration at <https://www.rcvs.org.uk/registration/>

6.1 General information

Due to the postponement of the OSCE, we cannot guarantee that you can be told your OSCE dates when the written results are disseminated. We will aim to circulate dates no later than 8 weeks before the OSCE.

6.2 Venues

The 2020 written examination will be administered online on five consecutive days in August. You will be able to take the examination from a secure, appropriate location of your choosing in your own country of residence. You must inform the RCVS Examinations Manager no later than eight weeks prior to the date of the first written examination the country in which you will be sitting.

The examination will be invigilated remotely through the software by utilising the your webcam and microphone to capture a video record of you during the examination session. The software will lock down your computer for the duration of the examination session: you will not be able to navigate away and access the internet or other files/programs stored on your machine. The hardware requirements are as follows:

-  *Insert system requirements from ExamSoft here.*

It is your responsibility to ensure that you have the necessary hardware to run the examination software and it (including the webcam and microphone) is in full working order. There will be no opportunity to re-sit any components of the examination due to hardware failure.¹ Re-sits will only be considered for a verifiable fault with the examination software which was outside the your control.

¹ This is only related to re-sits due to hardware failure: the COPC re-sit will still go ahead as per the original guidance (see section 6.7.2 for the new date)

The RCVS will run a mock-test of the formative assessment which will allow you to determine whether your hardware is compatible, and to familiarise yourself with navigating through an exam using the software. Any issues must be raised with the Examinations Manager as soon as possible.

The software utilises advanced artificial intelligence to detect potentially suspicious behaviour in the video record, such as eye movements suggesting that a candidate is reading a study aid or noises in the room which could suggest a candidate is being fed answers. Any suspicious behaviour suggestive of cheating will be referred to the Examination Board and the Registrar, who will review all reports of the alleged misconduct and consider if there is sufficient evidence for the allegation to be pursued (see section 6.14 of the 2020 Statutory Membership Examination Guidance published on our website for further information on the examination misconduct policy).

You must conduct yourself during this examination no differently to if it were being held in a regular, invigilated test centre.

If you pass companion animal, production animal and equine domains of the clinical paper as well as the Code of Professional Conduct paper then you will proceed to the OSCE.

The College will aim to run the OSCE in late 2020 at a veterinary school in the UK. Candidates will be notified as soon as dates have been confirmed.

Please note that, as per the guidance, compensation of marks across domains will not be permitted in either the written component or the OSCE component.

6.4 Identification

You will be invited to set up an account in advance with the examination software. You will be asked to submit a scan of your photo identification. You must present this identification again when you log in to sit the examination on the exam date.

6.5 Prohibited items

For the written examination, the following items must not be present in the room whilst the examination is in session:

- Any educational, test preparation or study materials
- Electronic devices other than the computer on which you will be taking the examination. These include mobile phones, hand-held computers, pagers and smartwatches
- Bracelets or jewellery which bang or scratch on the table must be removed to prevent any unnecessary noise which could trigger the invigilation software

The prohibited items listed in the guidance are still applicable to the OSCE.

6.6 Fit to sit the examination

By presenting yourself at the examination centre (which in the case of the written examination shall be interpreted as logging onto the software), you are indicating that you are fit to sit the examination. If you become unwell at any point during the examination, you should inform one of the test administrators or examiners immediately. This can be done during the written examination by calling the Examinations Manager on the provided contact number.

6.7 Written examinations

The written examinations will now take place remotely rather than at a UK test centre.

6.7.1 Clinical exam

Ensure that you allow yourself enough time to log into the software before the examination is due to start. The formative assessment mock test will have given you an idea of how much time you will require.

The clinical examination will take place across four consecutive dates from Monday 17th August to Thursday 20th August 2020. The 2-hour examination sessions have been spread out in order to compensate for the wide range of time zones in which the 2020 cohort of candidates will be sitting.

Your start time for each day will depend upon which country you are taking the examination from. You will be notified individually with your start time.

6.7.2 Code of Professional Conduct exam

As with the clinical examination, please ensure that you leave yourself enough time to log in before the exam begins.

In order to allow you to access a searchable PDF copy of the Code of Professional Conduct, this examination will not utilise the invigilation feature of the examination software. Please note, however, that you are still expected to complete this paper under examination conditions and that any allegations of misconduct, such as communication between candidates, will be referred to the Examination Board and the Registrar in line with section 6.14 of the guidance.

The length of this examination session will remain at 2 hours 15 minutes as per the original guidance.

6.7.3 Candidate examination conduct (written exam)

When logging into the software to take the examination, you will need your username and password as well as the photo identification you submitted when setting up your account.

You will be expected to behave as if you were sitting the exam in a physical examination centre. Mobile phones, pagers and electronic devices must be turned off and stored away from your desk. Revision notes, textbooks, articles, journals and study aids must not be present in the room whilst the examination is in session.

It will not be possible to take toilet breaks whilst the examination is in session. Please ensure that you are comfortable and prepared before the examination session begins.

No other person is permitted to be in the room with you whilst the examination is in session.

You must not leave the room for any reason other than an emergency whilst the examination is in session.

Communication of any kind with anyone else during the examination is strictly forbidden

You will have the option to finish the examination early if you desire. Once you have finished the examination and submitted your answers the invigilation conditions will be lifted until the start of the next session. You will not be permitted to re-visit your answers once you have completed and submitted your examination.

If you experience any problems with the computer during the examination, notify the invigilator immediately using the provided contact details.

6.7.4 Sample questions

There will be a mock test of the formative assessment scheduled which will give you the chance to take it under the same invigilated conditions that will be in place during the written examination. It will be an opportunity to test whether your hardware, including your microphone and webcam, is sufficient to run the examination and that you are comfortable navigating the software. If you have any concerns after taking this mock test, you should contact the Examinations Manager as soon as possible at rcvsexams@rcvs.org.uk

6.8 Objective Structured Clinical Examination

It may not be possible to provide your OSCE schedule with your written results. We will aim to circulate dates no later than 8 weeks before the OSCE.

Appendix 2

The following resource will be added to the suggested reading list:

- NADIS Animal Health Skills (subscription required): <https://clinicaallibrary.nadis.org.uk/>

SME Diet 2020 – Exam Dates and Timings Proposal

The following dates were agreed by the Statutory Examination Board on Thursday 9 April 2020 and the Professional Qualifications Sub-Committee on 21 April 2020:

Dates

Exam Day	Domain(s)	Session Length	Date
Day 1	Companion Animal	2 hrs	Monday 17 August
Day 2	Companion Animal	2 hrs	Tuesday 18 August
Day 3	Equine, Production Animal and VPH	2 hrs	Wednesday 19 August
Day 4	Equine, Production Animal and VPH	2 hrs	Thursday 20 August
Day 5	COPC	2 hrs 15 mins	Friday 21 August

Timings (all days)

= Examination in session

London (BST)	St Kitts and Nevis / Trinidad and Tobago (BST -5)	UAE (BST +3)	India (BST +4:30)	China (BST +7:00)
11:00 - 12:00	06:00 - 07:00	14:00 - 15:00	15:30 - 16:30	18:00 - 19:00
12:00 - 13:00	07:00 - 08:00	15:00 - 16:00	16:30 - 17:30	19:00 - 20:00
13:00 - 14:00	08:00 - 09:00	16:00 - 17:00	17:30 - 18:30	20:00 - 21:00
14:00 - 15:00	09:00 - 10:00	17:00 - 18:00	18:30 - 19:30	21:00 - 22:00

Statutory Membership Examination Guidance

You are advised to read this guidance carefully and to refer to it as necessary at the different stages of the exam process. It describes the exam application process, the format and content of the exam and gives some advice about preparing yourself to sit the exam.

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1. Introduction

Only veterinary surgeons and veterinary nurses registered with the RCVS can practise veterinary medicine in the United Kingdom. The entitlement to be registered as a member of the RCVS is determined by the **Veterinary Surgeons Act 1966**.

If you would like to register to practise in the UK as a veterinary surgeon but your veterinary degree is not recognised by the RCVS, you must pass the RCVS Statutory Membership Examination.

Membership of the RCVS is not a substitute for a work permit or for meeting UK immigration regulations.

This guidance outlines the process of applying to sit the Statutory Membership Examination. It describes the exam application process, the format and content of the examination and gives some advice about preparing yourself to sit the examination.

You are advised to read this guidance carefully and to refer to it as necessary at the different stages of the exam process

If after reading the guidance, you have questions or require further information, please contact the Examinations Manager on 020 7965 1104 or rcvsexam@rcvs.org.uk. Please note that office hours are 9.15am - 5pm. We aim to respond to emails within three working days of their receipt.

1.1. Legislative framework

The Statutory Membership Examination is held under the provisions of Section 6 of the Veterinary Surgeons Act 1966, and in accordance with the Regulations made under sub-section (4) of that section. The examination is designed for veterinarians who qualified overseas and who wish to obtain the right to practise in the UK. The examination tests whether a candidate has the knowledge and skills for practising veterinary surgery in the UK. The standard of knowledge and skill required to be shown by candidates in order to satisfy the examiners in the statutory examination shall be not less than the standard required to qualify as a veterinary surgeon under section 3(1) of the Act.

Success in the examination leads to the right to register and to practise in the UK. However, candidates must be aware that the UK is a member state of the European Union (EU). The UK is therefore subject to EU as well as national (UK) Legislation. This means that veterinary surgeons who work in the UK must be aware of both UK and EU legislation as it relates to their veterinary activities in the UK. Candidates should also be aware of any changes in legislation between the devolved regions within the UK. The UK is in the process of leaving the EU. Any implications this has for the statutory membership examination will be published on the RCVS website.

1.2. RCVS Day One Competences

The Statutory Membership Examination is set to the standards outlined in the RCVS Day One Competences. These are the minimum essential competences that the RCVS expects all veterinary students to have met when they graduate. Further information on the Day One Competences can be found in section 6.1.

1.3. Format of the Examination

The Statutory Membership Examination will normally be held once a year. It will cover the underpinning knowledge and understanding, and practical and professional competences required to practise as a veterinary surgeon in the United Kingdom. This includes coverage of veterinary public

health, medicine, surgery and the husbandry associated with companion animals, production animals and horses.

The Statutory Membership Examination consists of the following components:

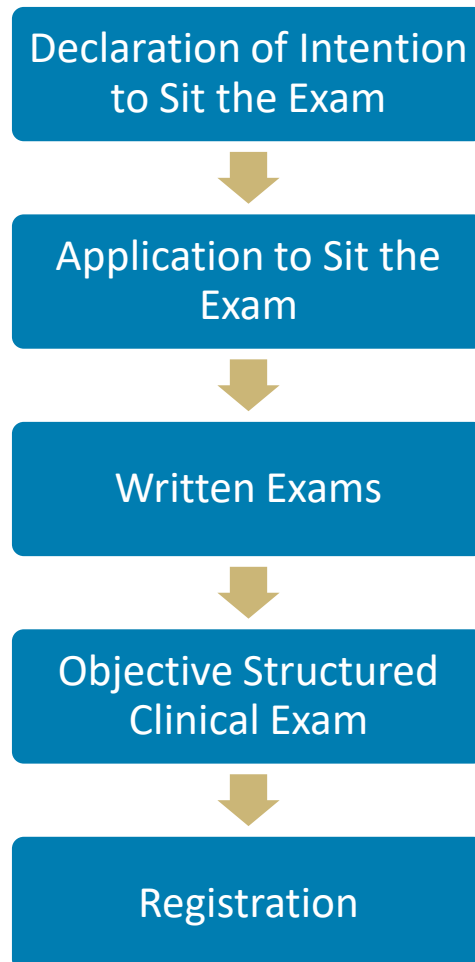
- Written examinations consisting of Multiple-Choice Questions (MCQs) testing the candidate's clinical knowledge across three clinical domains (companion animal, production animal (including veterinary public health) and equine), and their knowledge of the RCVS Code of Professional Conduct.
- An Objective Structured Clinical Examination (OSCE) across three clinical domains (companion animal, production animal (including veterinary public health) and equine).

Candidates must pass the written component before being allowed to proceed to the OSCE.

Further information about the content and format of the examination can be found in sections 6.7 and 6.8.

1.4. Pathway to RCVS membership

There are five stages that potential registrants must complete before they can practise veterinary medicine in the United Kingdom:



These stages are described below:

Stage 1 – Declaration of your Intention to Sit the RCVS Statutory Membership Examination.

Submit a declaration of intention to sit form and provide proof of your veterinary degree, identity and a completed self-assessment skills list. If you wish to request a reasonable adjustment due to a disability or particular need (see section 2.6) or apply for an exemption for the English-language test (see section 2.7) then this is the stage at which to do so. This information will be checked by the Examinations Manager and if you meet our requirements, your name will be added to our active list of individuals preparing for the examination and you will be given permission to 'see practice'. The process is covered in section 2 of this guidance.

Stage 2 – Application to Sit the Examination

If you are eligible to sit the examination, you will be sent the examination application form. This form must be returned to us by **14 February** in the year in which you wish to sit the examination, along with the entry cost of £2,500 and proof of your International English Language Test System (IELTS) or Occupational English Test (OET) score and letter(s) or Certificate(s) confirming your good standing. The exam application process is covered in section 4 of this guidance.

Stage 3 – Written Examinations

The written examinations will be held in April/May. They will be administered via secure computer delivery at a test centre in the UK. You must pass all three domains of the clinical paper (companion animal, production animal (including veterinary public health) and equine) as well as the Code of Professional Conduct paper before you can proceed to the OSCE. See section 6.7 for more information.

Stage 4 – Objective Structured Clinical Examination (OSCE)

The final part of the examination is the Objective Structured Clinical Examination (OSCE). This is a practical examination and will be held in July at a veterinary school in the UK. As with the clinical written examination, you must pass all three domains (companion animal, production animal (including veterinary public health) and equine) in order to pass the OSCE. See section 6.8 for further information.

Stage 5 – Registration

Examination results will be sent via email 4 weeks after the final part of each section (written examinations or OSCE). Successful candidates will be invited to attend the RCVS offices in person in order to register and be admitted to membership (it is not possible to do this remotely). The RCVS holds a short ceremony for candidates who have passed the examination. This normally takes place in late August or early September a few weeks after the results have been issued.

1.5. Working as a Veterinary Nurse

All veterinary nurses in the UK have to be registered with the RCVS. Veterinary surgeons who do not also hold an appropriate veterinary nursing qualification may not apply for registration as a veterinary nurse. This is because the required competences and skills (and their education and training) have significant differences from those of veterinary surgeons. If you wish to 'see practice' at a UK veterinary surgery, information about how to do so can be found in section 3.3.

2. Declaring your intention to sit the RCVS Statutory Membership Examination

The declaration of intention to sit form can be found on the RCVS website here:

<https://www.rcvs.org.uk/registration/applications-veterinary-surgeons/statutory-membership-exam>. If

you hold a veterinary degree and intend to sit the RCVS Statutory Membership Examination, you must:

- a. Declare your intention by completing the 'declaration of intention to sit' form
- b. Provide proof of your primary veterinary degree or diploma (see section 2.1)
- c. If available, provide university issued transcripts of your studies (see section 2.2)
- d. Provide your registration certificate or veterinary licence if you have one (see section 2.3)
- e. Provide proof of your identity (see section 2.4)
- f. Confirm your belief that you have the relevant knowledge and skills by completing the self-assessment skills list (see section 2.5)
- g. Submit an application for exemption from IELTS/OET, if applicable. **Exemptions must be submitted no later than 1 December of the year preceding the exam** (see section 2.5)
- h. Complete a reasonable adjustment application, if required (see section 2.6).

2.1. Proof of primary veterinary degree

The examination regulations require you to provide proof of your primary veterinary qualification (normally a copy of the certificate or diploma that you received upon graduation from your university).

You must send us a copy (photocopy or electronic scan) of your veterinary degree certificate and transcripts (with translations if the documents are not written in English) when you send us your declaration of intention to sit form. Please **do not** send your original veterinary degree certificate, as we cannot be held responsible for any loss if you ignore this instruction.

Please keep your original certificate safe and ensure that it is available for you to bring to your registration appointment after you pass the examination. If we need to see your original veterinary degree certificate beforehand, we will contact you to make an appointment.

The RCVS normally accepts applications from veterinary surgeons who hold a degree or diploma awarded after at least 5 years of full-time study from institutions listed on the World List of Universities or the AVMA-Listed Veterinary Colleges of the World. Where this is not the case the RCVS may require further information to allow us to establish that the national government in the country which awarded the qualification allows you to practise veterinary medicine in that country.

2.2. Transcripts

If your university issued transcripts of your studies, you must send these to the RCVS as part of your declaration of intention to sit the examination. As with your degree, if your transcripts are not in English then you must provide a professionally translated version alongside a copy of the original.

2.3. Registration certificate or veterinary licence

If you are currently, or have at any time, been on a register of persons qualified to practise veterinary surgery in any country or state you must provide details including the registration certificate or licence if this has been issued. This must also be professionally translated into English with a copy of the original also provided.

2.4. Proof of your Identity

You are required to provide a copy of your passport photo page. If your name differs from that on your degree or diploma you must also send a copy of the relevant legal document linking both names e.g. marriage/divorce certificate. If your name differs between documents for another reason, please contact the Examinations Manager for further instruction at rcvsexam@rcvs.org.uk. Please **do not** send your original passport, as we cannot be held responsible for any loss if you ignore this instruction.

2.5. Self-assessment skills list

Applicants must complete a self-assessment of their skills and knowledge to demonstrate that they have previously acquired knowledge and experience of the clinical activities featured in the RCVS Day One Competences document. Candidates must meet a minimum required standard in the companion animal, production animal (including veterinary public health) and equine domains in order to pass the examination. The self-assessment skills list form provides the opportunity for applicants to reflect on the skills they have and make an informed decision about their likelihood of passing the examination. If there are a few areas on the list which need to be covered the applicant should complete an action plan identifying how they will address these areas prior to the examination. This may include undertaking additional training, seeing practice, CPD or other suitable activity.

2.6. Candidates with special requirements or requests for reasonable adjustment

If you need reasonable adjustment or special provision to be made for you in the examination because of a disability or other particular need, you should submit a completed reasonable adjustment form, available on the RCVS website, **as early as possible** in the examination application process. We must be notified no later than the examination entry closing date, otherwise it may not be possible to make the necessary arrangements for you in time.

The RCVS will discuss what arrangements can be made, with you, the Chair of the Statutory Membership Examination Board and medical advisers as appropriate. Applications made for medical reasons must be accompanied by a current medical letter or certificate (translated into English).

Assessments for special educational needs must have been made after your sixteenth birthday.

In some exceptional cases, you may be asked to contribute towards any additional costs incurred depending on the circumstances.

If you are pregnant, and your due date is after the OSCE, please inform us as soon as possible as additional health and safety precautions may have to be arranged for you.

2.7. English language test exemption

All RCVS registrants must be able to communicate effectively in English at an appropriate level. This can be demonstrated by passing either the International English Language Testing System (IELTS) or the Occupational English Test (OET) at the minimum required standard. Further information about these assessments can be found in section 4.2.

If you can demonstrate that your first, native language is English **and** that your veterinary degree was taught and assessed entirely in English then you may apply for an exemption from the language test as part of your declaration of intention to sit the RCVS Statutory Membership Examination. In addition to providing evidence that your degree was taught and assessed entirely in English, you must provide supporting evidence from one of the following categories:

- Documentary evidence (e.g. a letter from your school/college or qualification certificates obtained through a recognised awarding body) that you have been educated in English at primary and/or secondary level in, for example, Australia, Canada (except Quebec), Ireland, New Zealand, South Africa, USA, or the UK for at least 5 years
- Certificates of secondary school or further education qualifications examined in the medium of English and awarded by an accredited UK awarding body, such as GCSEs, A levels, Scottish Standard Grades or Highers, the International Baccalaureate
- Certification of a course of higher education in the UK of at least 3 years duration leading to a degree awarded by a recognised UK university.

If you wish to apply for the exemption, then this must be done **no later than 1 December the year prior to the exam**. If we do not accept your exemption then this will allow you enough time to sit one of the English-language tests.

You must arrange for your university to write a letter to the RCVS to formally confirm that your whole veterinary degree was obtained at an English-speaking University where the whole course was taught and assessed solely in the medium of English. This letter must be written in English and be sent directly from the University to the RCVS at rcvsexam@rcvs.org.uk.

We will treat each application on its individual merit. If you are unable to provide this evidence, you will need to take the IELTS or OET test.

2.8. Translations of documents

If any documents submitted as part of the declaration of intention to sit or examination application are not written in English, you must provide an English translation alongside the photocopy of the original document.

All translations must be made by a professional translator and certified by the translator or a university or regulatory body.

2.9. Recent graduates

If you have recently completed your studies and know that you have passed your degree, but your certificate has not yet been issued you are advised to contact the Examinations Manager on 020 7965 1104 to discuss the likelihood of you being able to enter the examination. You should be prepared to provide specific information such as the date that your certificate will be available.

2.10. Submitting your application

You may submit your declaration all year round. If you intend to enter the next examination, we must receive completed declarations and supporting documents by **31 January** otherwise we cannot guarantee that we will have sufficient time to carry out the necessary checks before the examination closing date of 14 February. We recommend starting the declaration process around 5 months before the exam.

You should aim to send all the documents together. Once all the evidence has been submitted your declaration will be reviewed to establish if you meet our requirements. You will normally receive a written response from us outlining the outcome of your declaration within two weeks of receiving a completed submission. Please note that if we have to ask for additional documentation from you then it may take even longer to process your submission. If you are eligible to apply to sit the examination, you will be sent an examination application form and a letter confirming that you may “see practice” (see section 3.3). You will also be added to our active list of individuals preparing for the examination.

The evidence you provide will be kept on file as long as you confirm that you are intending to sit the examination. If we believe that you are no longer intending to sit the examination (i.e. five years after last communication) your documents will be destroyed, and you will be required to submit a fresh declaration.

2.11. Renewal of your Declaration of intention to sit

Accepted declarations of intention to sit expire on 31 September each year. Once your declaration expires, you will be removed from our active list and will no longer be eligible to see practice. If you submitted an initial declaration of intention to sit and did not enter the examination but wish to do so in the next diet, please submit a renewal of intention to sit form between 14 February and 31 September. This also applies to candidates who failed the examination but wish to re-enter in the next diet.

You will not be eligible to see practice unless you have an in-date confirmation of intention to sit letter from the RCVS. If you wish to continue seeing practice after the 31 September, please ensure you submit your renewal of intention to sit in good time to rcvsexam@rcvs.org.uk. Please allow up to two weeks for your renewal of intention to sit to be processed and for a new letter to be generated for you.

3. Preparing yourself for the examination

You are responsible for preparing yourself to sit the examination. We provide information about the examination to assist candidates in their preparation as well as the following support:

- Access to an online formative written assessment for candidates who submit a completed application. This contains a number of questions in the same MCQ format and to the same standard as those that will feature in the written examinations.
- An extensive suggested reading list in appendix 2 of this document
- A familiarisation session for candidates who pass the written component and proceed to the OSCE. This will feature models and equipment commonly used in UK veterinary OSCEs. This is an optional session, and will not contain any information about the content of the OSCE stations. This will normally be held on the day before the OSCE.

The examination is set to the standard of the RCVS Day One Competences. It is therefore recommended that candidates familiarise themselves with the RCVS Day One Competences documents available on our website here: <https://www.rcvs.org.uk/document-library/day-one-competences/>.

3.1. Courses of study

There are currently no courses specifically designed to prepare candidates for the examination. If we receive details of a course aimed at preparing candidates for the examination, we will pass on this information to candidates. The RCVS does not offer or endorse any course of this type and it would be up to you to decide whether it would be useful to you to attend a course, or not. Please direct any enquiries to the provider of the course you are interested in.

3.2. Studying and access to libraries

Once you have met the examination entry requirements and have been accepted as a candidate to sit the next examination you will be able to obtain membership of the RCVS Knowledge Library.

Examination candidates are offered a special library membership category which allows them to borrow books. There is a fee of £25 for 6 months' membership and an additional fee for sending books in the post. The Knowledge Library is open Monday to Friday, 9.15am - 5pm. Please contact the RCVS Knowledge Library by email at library@rcvsknowledge.org or telephone 020 7202 0752 in advance to arrange an appointment and let us know the material you would like to use. Membership forms are available on request.

You may be eligible to apply for a reader's pass to the British Library's science collections. For information about the British Library's admission arrangements please contact them directly or visit their website.

3.3. Practical and clinical experience – Seeing Practice

As well as studying, spending time at UK veterinary practices will help you to gain practical and clinical experience in preparation for the examination. This is referred to as "seeing practice". You may see practice under the Veterinary Surgeons (Practice by Students) (Amendment) Regulations 1993. The regulations described below allow you to attend veterinary practices in the UK for the purpose of seeing practice.

You may not see practice without a valid, in-date letter from the RCVS confirming that you have submitted a completed declaration of intention to sit.

These Regulations permit overseas veterinarians to gain clinical experience in UK veterinary procedures by attendance at a UK veterinary practice for the purpose of entering for the examination. The supervising veterinary surgeon is responsible for what a veterinary student or a candidate for this examination does and, therefore, has discretion to decide what procedures you may carry out. The Regulations set down different degrees of supervision for different procedures.

The Veterinary Surgeons Act 1966 provides, subject to a number of exceptions, that only registered members of the RCVS may practise veterinary surgery and the RCVS Code of Professional Conduct for Veterinary Surgeons states that 'Veterinary surgeons must ensure that tasks are delegated only to those who have the appropriate competence and registration'.

Exceptions to this rule are described in the Code's supporting guidance under the heading, 'Treatment of animals by unqualified persons'. The exception at 19.6 enables a registered vet, at his or her discretion, to supervise your seeing practice in the same way that he or she would supervise a veterinary student as part of their clinical training, and the levels of supervision that apply are described in paragraph 19.7. Both paragraphs are set out below:

19.6 "The Veterinary Surgeons (Practice by Students) (Amendment) Regulations 1993 identify two categories of student, full time undergraduate students in the clinical part of their course and overseas veterinary surgeons whose declared intention is to sit the MRCVS examination within a reasonable time. The Regulations provide that students may examine animals, carry out diagnostic tests under the direction of a registered veterinary surgeon, administer treatment under the supervision of a registered veterinary surgeon and perform surgical operations under the direct and continuous supervision of a registered veterinary surgeon.

19.7 The RCVS has interpreted these as follows:

- (a) 'direction' means that the veterinary surgeon instructs the student as to the tests to be administered but is not necessarily present
- (b) 'supervision' means that the veterinary surgeon is present on the premises and able to respond to a request for assistance if needed
- (c) 'direct and continuous supervision' means that the veterinary surgeon is present and giving the student his/her undivided personal attention"

If you see practice under these Regulations you must notify the RCVS of your arrangements using a "seeing practice" form and provide updates as appropriate. This form is available on the RCVS website at <https://www.rcvs.org.uk/registration/applications-veterinary-surgeons/statutory-membership-exam/>.

The RCVS cannot help you find a veterinary practice or recommend any establishments and so you must make your own arrangements. The RCVS Find a Vet database allows you to search for veterinary practices by geographical location and is available on the RCVS website at <https://findavet.rcvs.org.uk/find-a-vet-surgeon/>

It is for you to decide how much time you need to spend “seeing practice” based on your assessment of your abilities and knowledge of UK veterinary practice. You may need to arrange to spend time at several different veterinary practices and/or one or more of the animal charities to gain practical experience with horses, production and companion animals and veterinary public health.

4. Applying to sit the examination

Application forms will be sent out to all of those on the active list prior to the opening of the application window (normally 1 October). Anyone who submits a declaration/renewal of intention to sit during the application window will be sent an application form once their declaration/renewal is accepted by the RCVS.

When you submit the application, you must provide the following:

- a. A completed examination application form (see section 4.1)
- b. An English language test report confirming you have achieved the minimum standard (see section 4.2) or confirmation of your exemption
- c. Evidence (certificate/letter) of your good professional standing (see section 4.3)
- d. One recent passport-style photograph (see section 4.4)
- e. Examination fee (see section 4.5)

You will be accepted as an examination candidate only after we have received all the items that make up a complete application. Upon completion of all entry requirements, you will receive written confirmation from the RCVS that you have been accepted as a candidate to sit the next examination.

In addition to meeting the RCVS examination entry requirements, you may also need to obtain entry clearance from the British Embassy or High Commission in the country you are living in, or a national of, in order to enter the UK to take the examination. The RCVS is unable to offer advice with regard to your visa status or work permit status. For such advice, please contact the Home Office.

4.1. Examination application form

The closing date for entry for the examination is **14 February** each year. It is your responsibility to complete and submit your application by the closing date. We recommend sending your application form via email to rcvsexam@rcvs.org.uk. If you send your application by post, you should obtain proof of posting. Applications will be accepted if they reach the RCVS after 14 February provided you can provide proof of posting dated on or before 13 February (UK first class post only).

4.2. English language test report

If you did not apply for an exemption then you must provide proof that you meet the minimum required standards in the English language. This can be demonstrated via either of the following assessments:

International English Language Testing System (IELTS): Achieving a score of at least **7.0** in the listening, reading, writing and speaking components of the **academic** version of the International English Language Testing System (IELTS): <https://www.ielts.org/>

Occupational English Test (OET): Achieving at least a **grade B** in the listening, reading, writing and speaking sub-tests of the **veterinary** version of the Occupational English Test (OET): <https://www.occupationalenglishtest.org/test-information/healthcare-professions/veterinary-science/>

Once you have achieved the required standard in one of these assessments you must arrange for the results to be provided to us. This will be a **Test Report Form** if you took the IELTS or a **Statement of Results** if you took the OET. You can send your test results to us by post or provide a good quality scanned copy by email (we cannot accept photocopies). Alternatively, you can arrange for your test centre to post them directly to us.

Test scores must be in date on all days you intend to sit all examinations i.e. April to July. They are valid for **two years** from the date of your test. We do not accept scores from any English tests other than IELTS or OET.

If you pass some sub-tests of the OET but fall below the required standard in others then you may re-sit those failed sub-tests. Please note that all of the sub-tests must be in date for the duration of the examination period. IELTS do not allow candidate to re-sit individual components, therefore if you fall below the required standard in any component of the IELTS test you will need to retake it in its entirety.

We will confirm that we have received the test report once we have verified your scores through the IELTS/OET verification service. For OET users, please ensure that you add the Royal College of Veterinary Surgeons to the list of verifier institutions permitted to access your results.

IELTS test results are normally available to collect from the test centre 13 days after taking the test, whilst the OET results are normally available 17 days after the test. **We strongly advise you aim to take your test as far in advance of submitting your application as possible.** Failure to meet this requirement on the closing date of the examination will result in your application being denied.

4.3. Evidence of your good professional standing

Before an examination entry is accepted, the RCVS must be satisfied that:

- you are of good standing, i.e. that there is no charge of, or ongoing investigation of, crime or unprofessional conduct outstanding against you;
- you are of good character in general terms;
- the information provided relates to your most recent period of veterinary employment and registration or student activity;
- the evidence provided is current and up-to-date. We accept letters dated within the examination entry period (1 October – 14 February). We do not accept letters dated or received outside this time (15 February - 30 September).

You must provide the RCVS with up-to-date evidence of your good standing each time you apply to sit our examination. Letter(s)/certificates/other documents must be posted directly to the RCVS registration department by the originator to:

Registrations
Royal College of Veterinary Surgeons
Belgravia House
62-64 Horseferry Road
London
SW1P 2AF

If a letter is sent by email, the original, signed, letter must also be posted to the RCVS before we can confirm that you have met our requirement.

4.3.1. Who may provide evidence of your good standing?

We require a letter or certificate from the veterinary licensing authority of the country in which you are currently registered or were last registered. This must be accompanied by a notarised English translation where necessary. It should be noted that in some cases, the RCVS may require additional evidence of good character, especially if your registration is not current or you have not practised within the last 3 months. If a letter provided on your behalf does not meet RCVS requirements, we will inform you as soon as possible and the RCVS Registration department will discuss provision of additional suitable documentation with you.

If you are a recent graduate and have not previously been registered, you should obtain a letter or certificate of good professional standing from the Dean or Principal of the university or college at which you obtained/will obtain your primary veterinary qualification.

The RCVS will not normally accept evidence which is presented by the candidate. However, if your veterinary licensing authority or university cannot provide a letter or certificate written in English, a copy of the letter or certificate may be sent to you, so that you can get it translated. You must then send the original notarised translation to the RCVS. The original copy must still be sent directly from the originator.

It is our experience that some organisations take several months to provide the evidence of good professional standing. You should therefore request the document at the earliest opportunity.

It is your responsibility to ensure that the RCVS receives your letter or certificate of good professional standing. The RCVS is not responsible for chasing up these letters. If the evidence is not provided by the examination entry closing date, then it is possible that you will not be able to enter the examination.

If you cannot provide a letter as described above, you will have to arrange for the RCVS to receive evidence of your good standing from other sources. Please send an email to rcvsexam@rcvs.org.uk outlining your query. If necessary, you will be sent a form to complete which will allow the registration team to consider your circumstances and advise you how to meet our requirement.

4.4. One recent passport-style photograph

You must provide a recent passport-style photograph with your full name, date of birth and signature on the back which was taken within the 12 months prior to your application.

4.5. Number of examination attempts

Candidates may attempt the examination as many times as they wish. For each attempt, you will be required to pay the full examination fee. The RCVS Education Committee may, if it sees fit, withdraw the right to sit the examination from a candidate. If the committee decides to use their power to do this, that decision will override their rule allowing unlimited attempts at the whole examination.

4.6. Examination fees

The cost of the examination is £2,500. This is made up of the examination fee of £2,200 and a non-refundable administration charge of £300. The examination fees are reviewed on an annual basis.

Each fee allows one attempt at the examination. If you are not successful and decide to sit the examination again a separate application form must be completed, and another fee and administration charge paid.

Payment by bank transfer is preferred. Details are provided on the examination application form. Please note, all international bank charges are incurred by the person paying the fee, including those levied by our bank, which is approximately £7.00.

Cheques must be drawn in pounds sterling only and made payable to the 'Royal College of Veterinary Surgeons'.

4.7. Withdrawal and refunds

If you wish to withdraw from the examination, you must notify the RCVS in writing. If notification is sent by email, a letter, signed by the candidate who has withdrawn, must follow by post. Any refund of an examination fee will be made payable to the person who paid the fee. The administration fee will not be refunded.

The size of the refund you will be eligible for is dependent on when you choose to withdraw:

Time of Withdrawal	Eligible Refund
Before the closing date of 14 February	The examination fee of £2,200, not including the non-refundable £300 administration charge
More than 28 days before examination	Half the examination fee: £1,100
28 days or fewer before the examination	No refund
Failure to attend the examination	No refund

Discretionary refunds on medical or compassionate grounds

If you have to withdraw from the examination for medical or compassionate reasons, you may be eligible for a discretionary refund of some or the whole examination fee.

You must submit your request in writing with documentary evidence to support the medical or compassionate grounds cited no later than 28 days after the part of the examination that you missed. You may have to wait several months for a decision because the RCVS committees which have discretion to grant refunds meet at fixed times during the year and it may not be possible to reach a decision outside the meetings.

4.8. Reapplications following failure or withdrawal

Each time you apply to enter the examination you must

- complete a new application form
- pay the appropriate examination fee
- arrange for the RCVS to receive up-to-date evidence of your good professional standing
- meet any other entry requirements. You will have to sit another academic IELTS or OET test if your previous report is out of date (more than two years old)

5. Admission to the Register

Candidates who pass the whole of the Statutory Membership Examination are eligible for admission to the Register of the RCVS. It is a legal requirement under the Veterinary Surgeons Act 1966 that you register and are admitted to membership of the RCVS before engaging in any type of veterinary work in the UK or using the letters MRCVS after your name.

Some successful candidates will also have to meet UK Home Office immigration criteria to work in the UK and may require a work permit. These requirements are separate from the requirement to be registered with the RCVS. Further information on work permits can be found on the Home Office website. Any queries must be directed to the Home Office.

Successful candidates must attend the RCVS offices in person in order to register and be admitted to membership. You must bring your passport or identity card with you and also your original veterinary degree certificate or diploma. Registration fees must be paid before you attend to register. Full details will be sent with your examination results.

5.1. Admissions ceremony

The RCVS holds a short ceremony for candidates who have passed the examination. This takes place in late August or early September a few weeks after the examination results are issued.

If you cannot attend this ceremony, you can register at one of the RCVS' regular routine registration sessions. Dates are available from the RCVS Registration department. Please note appointments are provided on a first come first served basis. If you need to attend a registration appointment because you have been offered a veterinary position in the UK, and there are no available dates listed ahead of your start date, please submit a copy of the job offer letter you received from your new employer (ensuring it includes your start date) with your Registration Form. Please note this will usually be dependent on the cancellation of an existing appointment, so we are not able to guarantee you an earlier appointment, but we will do our very best.

Registration fees and retention fees are reviewed annually and are increased from 1 April. Please look at the RCVS website for details of current fees <http://www.rcvs.org.uk/about-us/fees/>. If you do not pay your annual retention fee, your name will be removed from the Register and you will not be able to practise as a veterinary surgeon in the UK.

6. About the examination

This section of the guidance provides information about the scope, standard, format and content of the written examinations and the Objective Structured Clinical Exam (OSCE).

The examination is conducted in English and all communication with candidates, before, during and after the examination will be conducted in English.

6.1. General information

The RCVS Day One Competences are the minimum essential competences that the RCVS expects all veterinary students to have met when they graduate, to ensure that they are safe to practise on day one, in whichever area of the profession they start to work. Veterinarians who qualified overseas are also expected to meet these minimum standards and therefore the examination is designed to provide candidates the opportunity to demonstrate that they meet or exceed this minimum standard. You are advised to read the RCVS Day One Competences document carefully and refer to it throughout your exam preparation. The document can be downloaded from the RCVS website.

The clinical written papers and the OSCE are split into three domains: companion animal, production animal (including veterinary public health) and equine. Candidates **must** meet a minimum required standard in each of the three domains, and **will not be able to compensate across them**. If a candidate falls below the standard in one domain then they will not pass the examination, regardless of how well they performed in the other domains. This applies to both the written and OSCE components of the examination.

The examination will cover the underpinning knowledge and understanding, clinical reasoning, and practical and professional competences required to practise as a veterinary surgeon in the UK including coverage of veterinary public health, medicine, surgery and the husbandry associated with companion animals, production animals and horses.

Only veterinary surgeons who have submitted an examination application form and supporting documents, paid the examination fee and had their application accepted may attend the examination.

If your application to sit the exam is accepted, you will receive confirmation of the date and time of your written examinations by 28 February.

Candidates who pass the written component will receive the location and date(s) on which their OSCE takes place along with their written examination results.

Candidates **must achieve a pass in all three domains of the clinical paper as well as the Code of Professional Conduct paper before they can proceed to the OSCE**. All components of the exam must be sat in the same year.

The examination should not be taken without thorough preparation.

6.2. Venues

All parts of the examination are held in the UK. It is not possible to sit any part of the examination outside the UK.

The clinical and Code of Professional Conduct written examinations take place under strict supervision at a secure computer delivery test centre in the UK. The Code of Professional Conduct re-sit will take place at the RCVS offices in London.

Candidates who pass the written component will proceed to the OSCE. This will take place at a UK veterinary school in July.

Candidates are responsible for making their own travel and accommodation arrangements.

It should be noted that the examination is designed and delivered by the RCVS and therefore all correspondence should be directed to us. Candidates must not contact the test centre or the vet school directly as they will not be able to offer assistance.

6.3. Emergency evacuation procedures

If you are instructed to evacuate the examination room you should follow instructions provided by the invigilator, examiner or other test centre personnel. You should leave the examination area in an orderly way, without taking anything with you. You must assemble at the designated area and not leave this area. If you are permitted to return to the examination room, you should do so immediately when you are instructed. Candidates who are absent once the examination has re-started will not be readmitted.

6.4. Identification

You must bring identification to the examination. We accept an in-date/unexpired passport or identification card. If your name on your identification document differs from that on the booking confirmation for the RCVS, you must contact us to discuss what additional documentation you need to bring.

6.5. Prohibited items

You are not permitted to take any of the following items into either the written examinations or the OSCE.

- Any educational, test preparation or study materials
- Personal items, including mobile phones, hand-held computers, pagers, smartwatches or other electronic devices (clocks will be provided where required)
- Bags, purses, wallets
- Coats and outdoor wear not required for the examination
- Bracelets or jewellery which bang or scratch on the table must be removed to prevent disturbance to other candidates
- Pencil cases or stationery (these will be provided for you).

Secure space will be provided at the venue for you to store your personal belongings.

6.6. Fit to sit the examination

By presenting yourself at the examination centre, you are indicating that you are fit to sit the examination. If you become unwell at any point during the examination, you should inform one of the test administrators or examiners immediately.

6.7. Written examinations

The written examination consists of three clinical domains (companion animal, production animal (including veterinary public health) and equine) as well as an examination testing your knowledge of the RCVS Code of Professional Conduct. You must pass all of these components in order to be eligible to proceed to the OSCE. The written examination will take place across three consecutive days at a test centre in the UK.

6.7.1 Clinical exam

This examination consists of 350 clinically relevant Multiple-Choice Questions (MCQ) that test both knowledge and clinical reasoning. These will cover three domains:

- Companion animals – approximately 50% of total questions
- Production animals (including veterinary public health) – approximately 30% of total questions
- Equine – approximately 20% of total questions

The questions typically consist of a clinical vignette (a clinical scenario which you might come across in your day-to-day practice), with five answer options. Candidates are required to select the **single best answer**. With this type of question, several of the options are potentially correct but one is a better match to the question than the others by a clear margin.

You must meet a minimum required standard in each of the three domains. There will be **no compensation across domains** i.e. if you fall below the required standard in one domain, then you will fail the examination regardless of how well you did in either of the other domains.

You will have a total of 8 hours over two days to complete the clinical exam. Each day will involve a 4-hour exam session starting at 10:00am, with an hour break from 12:00-1:00pm, and will conclude at 3:00pm. The first day will cover the companion animal domain, with equine and production animal assessed on the second day.

Please arrive at the centre at least 30 minutes before the beginning of the exam.

Negative marking will not be applied.

6.7.2. Code of Professional Conduct exam

This is an open book MCQ examination designed to test your knowledge of the RCVS Code of Professional Conduct and its application to veterinary scenarios. It will also test knowledge of key organisations and standards relevant to a veterinary surgeon practising in the UK. You will be provided with access to an on-screen, searchable copy of the RCVS Code of Professional Conduct and Supporting Guidance which you can refer to during the examination (you may not bring in your own copy). The delivery time is 2 hours 15 minutes. The exam will be delivered in a single session on the third examination day.

We strongly recommend that you familiarise yourself with the RCVS Code of Professional Conduct and Supporting Guidance when preparing for the exam.

Please arrive at the centre at least 30 minutes before the beginning of the exam.

Negative marking will not be applied.

6.7.3. Candidate examination conduct (written examinations)

When you arrive at the test centre, your ID will be checked. Your personal belongings must be placed in the locker or secure area indicated by the test centre staff. Mobile phones, pagers and electronic devices must be turned off before being placed in the secure storage area. Neither the test centre nor the RCVS will be held responsible for lost, stolen or misplaced items.

Friends, relatives or children are not allowed to wait in the test centre.

You will receive a summary briefing before the examination begins.

When you enter the examination room you will be told where to sit. You must use the computer, keyboard and mouse provided to you. You will be given time to adjust your chair and make yourself comfortable.

The following equipment will be provided for you:

- A desk with a computer on which you will take the exam
- Small whiteboard and pen to make notes
- Calculator
- Ear plugs

You must not tamper with or attempt to tamper with the computer or use it for anything other than taking the examination.

The invigilator will provide you with instructions for logging onto the computer and starting the examination.

If you need to attract the invigilator's attention for any reason during the exam, raise your hand.

Toilet breaks can be requested by notifying the invigilator. You will be escorted to the facilities by an invigilator. You will not be granted extra time for any toilet breaks you take during the examination.

If you experience any problems with the computer during the examination, notify the invigilator immediately. All questions you have previously answered will be saved and any lost time caused by a computer fault will be added back on at the end of the session.

If you wish to leave the venue before the end of the exam then notify the invigilator. When the examination is over you must leave quietly. Do not talk to other candidates until you are outside the building. Once you have left the exam hall you will not be permitted to re-enter while the current session is still ongoing.

Communication of any kind with other candidates during the examination is strictly forbidden.

6.7.4. Sample questions

We have provided a small sample of clinical MCQ questions in Appendix 1 so that you can see what format of questions will be included in the examination.

Once your examination application is accepted you will be provided with access to a formative assessment with 110 MCQ questions to aid your exam preparation (100 clinical MCQs and 10 relating to the RCVS Code of Professional Conduct). These questions reflect the breadth and scope of the questions that you can expect to see in the paper and will provide you with an opportunity to

experience the style of questions contained within the actual examination. Feedback will be provided for all questions to aid your learning. This formative assessment will be in the same computer-based test format as the actual examination to help familiarise you with the software you will be using on the day.

6.8. Objective Structured Clinical Examination

The clinical, practical examination will be in the form of an Objective Structured Clinical Examination (OSCE). The RCVS has decided to use OSCEs as this is in line with current best practice in veterinary medical assessment. OSCEs are a fair, valid and reliable assessment method; all candidates will be assessed on identical practical tasks, asked the same questions and be scored with a standardised methodology.

The OSCE is a multi-station circuit of practical scenarios which candidates have a fixed period of time to complete. Each station within the OSCE assesses a range of skills, which may include animal handling, clinical examination, technical skills (e.g. surgical skills, injection techniques), communication, professionalism, clinical reasoning and other RCVS Day One Competences. These skills will be assessed across companion animal, production animal (including veterinary public health) and equine domains. Candidates must meet a minimum required standard in each of these three domains in order to pass the examination. There will be **no compensation across domains** i.e. if you fall below the required standard in one domain, then you will fail the examination regardless of how well you did in either of the other domains.

The OSCE will normally take place over two days, however this may be liable to change depending on the number of candidates who enter the examination. Your schedule will be provided to you, along with your written examination results letter, no later than four weeks after the date of the written examination.

The OSCE consists of thirteen stations in separate circuits, such as a clinical skills lab, equine centre or production animal centre.

There will be two examiners per OSCE station. They will mark you against a standardised scoring rubric. This will describe to the examiners the performance (skills, behaviours) they need to see you demonstrate before you can achieve the allocated marks. All candidates will be marked against the same scoring rubric. The scenarios which feature in these OSCE stations are based on common and/or important clinical scenario you might encounter in veterinary practice. They will be at the level of the RCVS Day One Competences.

The examiners record their marks independently. During the examination no examiner knows the marks you have scored at any other station. They will not provide you with any feedback on your performance whilst the exam is in session.

The content of the examination reflects the minimum essential competences that the RCVS expects all new registrants to have met. These may differ from other countries and therefore you should ensure that you are familiar with the methodology you are required to follow.

Please note that the format of this OSCE differs to those that feature in final-year examinations at UK veterinary schools. Whilst they both assess the same standard (Day One Competence), the statutory

membership examination OSCE aims, as far as possible, to mimic scenarios that candidates would come across in their day-to-day practice.

6.8.1. Examiners

The examiners are appointed by the RCVS. There will be two examiners per OSCE station. They will observe you during the examination. The examiners will be experienced veterinary surgeons who have received training and standardisation to ensure that the assessment is valid and reliable.

6.8.2. Candidate examination conduct (OSCE)

When you arrive at the examination centre you will be shown to a waiting room and your identity will be checked. You will be given a badge that displays your candidate number. This badge must be visible for the duration of the OSCE so that the examiners can identify you. You will also receive a briefing about the examination process.

Your personal belongings must be placed in the locker or secure area indicated by the test centre staff. Mobile phones, pagers and electronic devices must be turned off before being placed in the secure storage area. Neither the test centre nor the RCVS will be held responsible for lost, stolen or misplaced items.

Friends, relatives or children are not allowed to wait in the test centre.

Examination administrators will ensure that you are at the correct circuit and have plenty of time to change into the correct clothing before the exam start time.

At the allocated start time, you will be taken to the examination area where you will be shown to your first OSCE station. You will be given 5 minutes to read the instructions outside the station. This will include a brief background related to the clinical scenario and instructions for completing the task(s). These instructions contain all of the information required for you to complete the station so ensure you take the time to read them very carefully. Once the 5-minute reading time has elapsed, you will enter the station and begin the task(s). A copy of the station instructions will be available inside for your reference.

You will have 20 minutes to complete each station. **You are responsible for managing your own time in the station.** Each station will include a mechanism by which you can monitor your time for the duration of the scenario. Note that some stations may contain more than one practical task; therefore, you are advised to plan your time carefully. If you are unable to carry out a particular task, you may bypass it and forgo its marks in order to focus on other tasks within the station. Once the station's time has elapsed, you will move on to the next station.

Stations that assess communication skills may include an actor playing the role of the client or other relevant party. Other stations may involve clinical models/simulators and some may involve the use of cadavers. Some stations may have a live animal and a model and/or cadaver in separate areas. In all cases, you will be expected to perform tasks as if you were treating a live animal, and behave as you would when working in a practice in the UK. Other than as directed in the candidate instructions, you should refrain from initiating conversation with the examiner or any other personnel present during a station.

You are advised to check carefully that you have completed all the tasks before leaving the station as once you leave you will not be permitted to re-enter. When you finish each station, you may leave and

sit on the chair indicated by the invigilator and wait until the audio announcement tells you to move to the next station. You are not permitted to communicate with other candidates while waiting.

Scheduled breaks will be provided as appropriate. If you need to use the toilet during the OSCE an invigilator will escort you. You will not be given additional time to complete the examination if you do take an unscheduled break. When you have completed all stations in the circuit, you will be taken back to the waiting area.

You will not be permitted to take any equipment into the examination (except for the items detailed in section 6.11). Everything else you require will be provided.

6.8.3. Health and safety

Working with animals carries with it an element of risk which you are consenting to by entering this examination. In the process of running the examination, the RCVS and the venue will take appropriate steps to mitigate any such risks as far as possible. Neither the RCVS nor the venue may be held responsible for any injuries sustained by a candidate as a result of his/her negligence either through their actions during the examination or their failure to wear adequate protective gear (see section 6.8.4).

As the examination involves the use of live animals, the examiner may stop you at any time during the examination if it appears that your level of competence is such as to jeopardise the safety and/or welfare of the animal or examination personnel.

6.8.4. Dress code, Personal Protective Equipment (PPE) and equipment

Candidates are required to follow the dress code outlined in this section. Clothing and footwear are not provided by the RCVS or the examination centre, therefore candidates are required to bring their own. It is important that these have been thoroughly cleaned to prevent cross contamination.

You will be expected to bring the following equipment with you:

- Stethoscope
- Fob watch or wristwatch (smart watches are prohibited)

Jewellery including piercings must be removed and hair should be tied back out of the face.

Clothing requirements for each section of the OSCE are as follows:

Component	Clothing Requirements
Companion Animal	Clean scrubs and suitable footwear (no open toe shoes)
Production Animal and Veterinary Public Health	Clean overalls or boiler suit and clean wellington boots. Waterproofs may be worn if preferred but are not mandatory. After the exam, candidates must carry out a complete hand and boot wash, remove any waterproofs and change into regular shoes.
Equine	Clean overalls and sturdy boots (preferably steel toe-capped). No waterproofs or wellington boots are allowed in the stables. Protective headgear will be provided by the RCVS.

6.9. Notification of examination results

Examination results will be sent via email no longer than 4 weeks after the final part of the section (written exams or OSCE). Please note that no results are given by telephone.

6.10. Examination Outcomes and Re-sit Policy

The pass mark for each examination you will have to achieve in order to pass is determined using a recognised standard setting methodology. This evidence-based approach takes into account the relative difficulty of each of the questions in the exam in order to determine a fair pass mark in line with the standard expected. Candidates will be notified whether they have achieved the pass mark or not – pass marks will not be published.

If you fail the clinical written examination, you will not be permitted to proceed to the OSCE. If you pass all three domains in the clinical written examination but fail the Code of Professional Conduct examination, you will be invited to re-sit the Code of Professional Conduct exam. If you pass this re-sit exam, you will be eligible to proceed to the OSCE. Please see the website for the re-sit date and location.¹

If you pass the written examinations and the OSCE you will be invited to apply to register.

Please note that you are not able to carry marks over from previous sittings.

6.11. Examination appeals

The RCVS has an examination appeals procedure carried out in accordance with Examination Appeals Rules made by the Council. An appeal may be made only in respect of the conduct of the

¹ Please note that the Code of Professional Conduct re-sit policy is currently under review. If a decision is made that there should be no resit option for the COPC, then this will be communicated early 2020 via the RCVS website and implemented from 2021. The 2020 diet will not be affected.

examination and not against the academic judgment of the examiners. Appeals must be made using an appeal form obtainable from the RCVS and submitted to rcvsexam@rcvs.org.uk within 28 days of the date of the letter advising you of the examination result.

6.12. Mitigating circumstances

If you feel there are serious mitigating circumstances (such as a sudden onset of illness) affecting your performance at the examinations you must report these to rcvsexam@rcvs.org.uk at the earliest opportunity. If you become ill during the exam session you must notify an invigilator immediately.

If you cannot attend the examination because of serious illness or another overwhelming problem, you should notify us that you will not be attending as soon as possible. After the examination you will be required to complete a mitigating circumstances form providing the circumstances and evidence.

A mitigating circumstances form will be available from the RCVS on request. Completed forms along with supporting information must be supplied within six days of the examination (written or OSCE). Each application will be considered on an individual basis.

6.13. Confidentiality and test security

The results of the examination must be an accurate reflection of the candidate's knowledge and skills as a veterinary surgeon. Any cheating or misconduct before, during or after the examination may raise doubts about your fitness to practise.

All examination material remains the property of the RCVS and you are not permitted to reproduce or attempt to reproduce examination materials through memorisation or other means. You must not share information about the questions or cases used in the examination. You must not provide information relating to the examination content that may give unfair advantage to individuals who may be taking the examination, including, without limitation, posting information regarding the examination content on the internet, on social media or providing it to anyone involved in the preparation of candidates.

If you become aware of or witness any attempt to compromise the examination, please report it to the RCVS.

6.14. Misconduct

If you engage in unacceptable or improper behaviour before, during or after the examination in order to attain success then your results will be annulled and you may be barred from entry to future examinations.

Misconduct includes, but is not limited to:

- Failure to comply with reasonable instruction of an examination official.
- Disruptive behaviour during the examination or during break times.
- Copying or attempting to copy the work of another candidate.
- Disclosing content from an examination to a third party.
- Removing examination materials from the examination that you have not previously been authorised to remove. This includes removing materials by using recording devices and taking photographs.
- Bringing items into the examination other than those you have been permitted to use.

- Communication either verbally or via signals with other candidates whilst under examination conditions.
- Impersonation of a candidate or allowing yourself to be impersonated.
- Bribery, or attempted bribery of any personnel involved in the design, development, delivery of the examination.

Allegations of misconduct will be referred to the Examination Board and the Registrar, who will review all reports of the alleged misconduct and consider if there is sufficient evidence for the allegation to be pursued. Candidates accused of misconduct will have the opportunity to provide a defence. We may withhold candidate results while we investigate an allegation of misconduct.

Appendix 1

Example Clinical MCQ questions

The single best answer is highlighted

1. You are called to see an 8 year old horse with anorexia, signs of depression and weight loss. Your clinical examination reveals no obvious abnormalities with the exception of poor body condition and icterus of the sclera. In light of the history and clinical findings, what are the most relevant plants or trees to look for in the horse's grazing environment?
 - Alfalfa
 - Foxglove
 - Oak trees
 - Ragwort
 - Yew
2. You are at a routine fertility visit at a dairy farm and are presented with a cow listed as 'oestrus not observed'. On trans-rectal ultrasound the cow has a large thick walled ovarian cyst. The cow's blood progesterone is raised (5ng/ml). What would be the most appropriate treatment?
 - Insert an intravaginal progesterone device for 10-12 days
 - Manual rupture of the cystic structure
 - Single injection of pregnant mare serum gonadotrophin (PMSG)
 - Single injection of gonadotrophin releasing hormone (GnRH)
 - Single injection of prostaglandin
3. You detect a grade V/VI pansystolic left apical murmur in a 10 year old Toy Poodle. The heart rate is 140 beats per minute. The owner reports that the dog has recently started coughing at night. What is the most appropriate method of investigation to determine whether treatment for congestive heart failure is required?
 - 2D echocardiography
 - Auscultation
 - Chest radiography
 - Electrocardiography
 - Serum pro-BNP assay

Appendix 2

Suggested Reading list

The reading list is divided into the three clinical domains: companion animal, production animal (including veterinary public health) and equine. This is followed by a general list containing texts which are relevant to more than one species. Websites that give information about current UK and EU legislation of relevance to veterinary surgeons are listed, as well as some recommended veterinary journals and publications. You should read widely and be familiar with current issues and UK-specific problems. The reading list should act as a guide to the depth of knowledge required and should not be considered as a complete summary of the required knowledge.

You are also recommended to review the Day One Competences published by the RCVS (link below). This sets out the minimum essential competences (comprising knowledge, skills and attitudes) required to register with the RCVS.

Equine

Auer, J.A. and Stick, J.A. (eds) (2018) *Equine Surgery* 5th ed Philadelphia: Saunders

Reed, S.M. et al (2017) *Equine Internal Medicine*. 4th ed. Philadelphia: Elsevier. ISBN 9780323443296

Munroe, G.A. and Weese, J.S. (2011) *Equine Clinical Medicine, Surgery and Reproduction* London: CRC Press

Knottenbelt, D.C. and Pascoe, R.R. (2013) *The Colour Atlas of Diseases and Disorders of the Horse*. London: Wolfe. ISBN 9780723436607.

Mair, T. et al (eds) (2012) *Equine Medicine, Surgery and Reproduction*. 2nd ed London: CRC Press

Baxter, G.M. (ed) (2011) *Adams and Stashaks Lameness in Horses*. 6th ed Oxford: Wiley Blackwell

Companion animal

Books covering general medicine and surgery:

Nelson, R. and Couto, C.G. (eds) (2013) *Small Animal Internal Medicine*. 5th ed. St Louis: Elsevier. ISBN 9780323086820

Fossum, T.W. (ed) (2018) *Small Animal Surgery*. 5th ed. St Louis: Mosby

Schaer, M. and Gaschen, F.P. (2016) *Clinical Medicine of the Dog and Cat*. 3rd ed. London: CRC Press

Johnson, A. and Tobias, K.M. (eds) (2018) *Veterinary Surgery: Small Animal*. Philadelphia: Saunders

Hill, P.B. et al (2011) *100 Top Consultations in Small Animal General Practice*. Oxford: Wiley Blackwell

Maddison, J. et al (2015) Clinical Reasoning in Small Animal Practice. Oxford: Wiley Blackwell

Books covering more specific disciplines

DeCamp, C.E. et al (eds) 2015) Brinker, Piermattei and Flo's Handbook of small animal orthopedics and fracture repair. 5th ed. Philadelphia: Saunders

Miller, W.H. et al (2013) Muller and Kirk's small animal dermatology. 7th ed. Missouri : Elsevier Mosby

BSAVA produce a series of books and manuals which provide comprehensive coverage of a wide range of small animal disciplines. The following are some examples which you may find useful. Further information can be found on their website: www.bsava.com.

Hutchinson, T. and Robinson, K. (2015) Manual of Canine Practice: a Foundation Manual. BSAVA Quedgeley: Gloucester

Harvey, A. and Tasker, S. (2013) Manual of Feline Practice: a Foundation Manual. BSAVA Quedgeley: Gloucester

Holloway, A. and McConnell, J.F. (2013) Manual of Canine and Feline Radiography and Radiology: a Foundation Manual. BSAVA Quedgeley: Gloucester

Bains, S.J. et al (eds) (2012) Manual of Canine and Feline Surgical Principles: a Foundation Manual BSAVA Quedgeley: Gloucester

Duke-Novakovski, T., de Vries, M. and Seymour, C. (2016) Manual of Canine and Feline Anaesthesia and Analgesia. 3rd ed. BSAVA Quedgeley: Gloucester

King, L.G. and Boag, A. (2018) Manual of Canine and Feline Emergency and Critical Care. BSAVA Quedgeley: Gloucester

Gould, D. and McLellan, G.J. (2014) Manual of Canine and Feline Ophthalmology. 3rd ed. BSAVA Quedgeley: Gloucester

Harcourt-Brown, F. and Chitty, J. (2013) Manual of Rabbit Surgery, Dentistry and Imaging. BSAVA Quedgeley: Gloucester

Meredith, A. and Lord, B. (2014) Manual of Rabbit Medicine. BSAVA Quedgeley: Gloucester

Meredith, A. and Johnson Delaney, C. (2010) Manual of Exotic Pets. 5th ed. Quedgeley: Gloucester

Production animals

General

Constable, P.D. (2016) *Veterinary medicine: a textbook of the diseases of cattle, horses, sheep, pigs and goats*.

Bovine

Ball, P.J. H. and Peters, A.R. (2004) *Reproduction in cattle*. 3rd ed. Oxford: Wiley

Cockcroft, P. (ed) (2015) *Bovine Medicine*. 3rd ed. Oxford: Wiley

Weaver, A.D. et al (eds) (2018) *Bovine Surgery and Lameness*. 3rd ed. Oxford: Wiley

Blowey, R.W. and Weaver, A.D. (2011) *A Colour Atlas of Diseases and Disorders of Cattle*. 3rd ed. St Louis: Mosby

Sheep

Scott, P.R. (2015) *Sheep Medicine*. 2nd ed. London: CRC Press

Winter, A.C. and Clarkson, M.J. (2012) *A Handbook for the Sheep Clinician*. 7th ed. Wallingford: CABI

Pigs

Taylor, D.J. (2013) *Pig Diseases*. 9th ed London: 5M Publishing

Poultry

Greenacre, C.B. and Morishita, T.Y. (eds) (2015) *Backyard Poultry Medicine and Surgery A Guide for Veterinary Practitioners*. Oxford: Wiley Blackwell

Sainsbury, D. (2000) *Poultry Health and Managements*. 4th ed. Oxford: Blackwell

Veterinary public health

Brown, M. (2000) *HACCP in the Meat Industry*. Boca Raton : CRC Press

Buncic, S. (2006) *Integrated Food Safety and Veterinary Public Health*. Wallingford: CABI

Colville, J. and Berryhill, D. L. (2007) *Handbook of Zoonoses* St Louis: Mosby

Collins, D.S. and Huey, R.J. (2015) *Gracey's Meat Hygiene*. 11th ed. London: Saunders

General reading list

This list contains texts which are relevant to more than one species.

Clarke, K.W., Trim, C.M. and Hall, L.W. (2013) *Veterinary anaesthesia*. 11th ed. London: Saunders

Cockcroft, P.D. (2003) *Handbook of Evidence Based Veterinary Medicine*. Oxford: Wiley

Constable, P.D. et al (2016) *Veterinary Medicine*. 11th ed. London: Saunders

Coombes, N. and Silva-Fletcher, A. (2018) Veterinary Clinical Skills Manual. Wallingford: CABI

McDonald, P. et al (2011) Animal Nutrition. 7th ed. Harlow: Pearson

Gray, C. and Moffet, J (2010) Handbook of Veterinary Communication Skills Oxford: Blackwell

Latimer, K.S. and Robert, D.J. (2011) Duncan and Prasse's Veterinary Laboratory Medicine: Clinical Pathology. 5th ed. Oxford: Wiley

Noakes, D.E., Parkinson, T.J. and England, G.C.W. (2018) Veterinary Reproduction and Obstetrics. 10th ed. London: Saunders

Taylor, R.L. et al (2015) Veterinary Parasitology. 4th ed. Oxford: Wiley

Zachary, J.F. (ed) (2017) Pathologic Basis of Veterinary Disease St Louis: Mosby

Legislation

You should familiarise yourself with UK and EU legislation that may be relevant to veterinary practice in the UK, including the following areas:

- Animal health
- Animal welfare and the health and safety of humans
- Food including milk
- Medicines and residues
- Pet passports
- Slaughterhouses, meat hygiene and meat inspection
- Transport and marketing of animals
- The Veterinary Surgeons Act 1966, available on the RCVS website at <https://www.rcvs.org.uk/document-library/veterinary-surgeons-act-1966/>

You should always check that any legislation you refer to is the current legislation. You can check by referring to www.legislation.gov.uk which contains up to date information.

The Department of the Environment, Food and Rural Affairs (DEFRA) is the UK government department responsible for policy and regulation on the environment, food and rural affairs. The website contains information covering food, farming, wildlife and pets. Website: www.defra.gov.uk

The Animal and Plant Health Agency (APHA) is an executive agency of the Department for Environment, Food & Rural Affairs, and also works on behalf of the Scottish Government and Welsh Government. Its role is to safeguard animal and plant health. Website: www.apha.gov.uk

The Food Standards Agency – website: www.food.gov.uk

The Federation of Veterinarians of Europe website – www.fve.org – contains a section on Veterinary EU Legislation

Information about medicines legislation, control of drug usage, good practice and the cascade can be found in the publications section of the Veterinary Medicines Directorate's website – www.vmd.defra.gov.uk

Animal husbandry

You need to be familiar with the animal husbandry of all species commonly kept as pets in the UK and farmed in British agricultural systems. Books are not listed here. You should seek assistance from a librarian if you have difficulty finding appropriate books. For production animals the following publications are recommended: Livestock Farming, Dairy Farmer, Pig Farming, The Sheep Farmer, What's New in Farming and Farmers Weekly.

Veterinary Publications and Journals

You are advised to read the following journals and publications:

- The Veterinary Record
- In Practice
- Journal of Small Animal Practice
- Equine Veterinary Education
- UK Vet
- Publications from the British Equine Veterinary Association – www.beva.org.uk
- Publications from the British Small Animal Veterinary Association – www.bsava.com

Summary of useful websites

RCVS Knowledge Library - <https://knowledge.rcvs.org.uk/library-and-information-services/>

RCVS Code of Professional Conduct for Veterinary Surgeons – available on the RCVS website at www.rcvs.org.uk/vetcode

RCVS Day One Competencies – available on the RCVS website at <https://www.rcvs.org.uk/document-library/day-one-competences/>

www.beva.org.uk – British Equine Veterinary Association (BEVA)

www.bsava.com – British Small Animal Veterinary Association (BSAVA)

www.bva.co.uk – British Veterinary Association (BVA)

www.defra.gov.uk – Department of the Environment, Food and Rural Affairs (DEFRA)

www.apha.gov.uk - The Animal and Plant Health Agency (APHA)

www.food.gov.uk – Food Standards Agency (FSA)

www.fve.org – Federation of Veterinarians of Europe (FVE)

www.legislation.gov.uk – managed by the National Archives, publishes all UK legislation on behalf of Her Majesty's government

www.rcvs.org.uk – Royal College of Veterinary Surgeons (RCVS)

www.vmd.defra.gov.uk – Veterinary Medicines Directorate (VMD)

www.oie.int – World Organisation for Animal Health

Other support which you might be interested in

The RCVS periodically runs an event aimed at veterinary surgeons and veterinary nurses educated outside the UK. The 'Introduction to the UK veterinary profession – a key CPD course for overseas vets and VNs' provides overseas vets and vet nurses with the necessary information and support needed to practise in the UK. Further details can be found online:

www.rcvs.org.uk/news-and-views/events/introduction-to-the-uk-veterinary-profession--a-key-cpd/

VetAbroad is a company with many years of experience helping non-UK vets understand what the UK veterinary profession, employers and society require of them. This makes for an easier transition into UK practice life and enables individuals to develop successful professional careers. Managing Director Luis Sainz-Pardo can be contacted by email at luis@vetabroad.com. Please mention that you heard about VetAbroad from the RCVS so he can explain the services that can most benefit you. More information is available at www.vetabroad.com.

Summary	
Meeting	Education Committee
Date	5 May 2020
Title	Temporary restrictions to Education Policy as a consequence of the COVID-19 pandemic
Summary	<p>Following a recent decision to suspend the EMS requirements during the pandemic, and allowances for students in year 5 to be able to graduate without the required number of weeks achieved, the policy has since been reviewed and an updated version agreed upon which includes further considerations for those students currently in year 4. Letters from the RCVS President, detailing these agreements, have been sent to all UK veterinary students.</p> <p>Moreover, in light of changes to teaching and assessment strategies being adopted by vet schools, it has been agreed to request that each school submit their temporary plans to RCVS, detailing changes relevant to any of the accreditation standards (including their revised assessment strategies) and QA measures in place.</p>
Decisions required	None, to note and provide feedback as required
Attachments	<p>Appendix A – RCVS Covid-19 Taskforce approved temporary restrictions to education policy (16 March 2020)</p> <p>Appendix B – Letter from RCVS President to all UK veterinary school students regarding EMS requirements (16 March 2020)</p> <p>Appendix C – RCVS Council Approved Temporary Suspension of Requirements for Veterinary Students and Veterinary Programmes, in response to the emerging Covid-19 global pandemic paper (3 April 2020)</p> <p>Appendix D – Letter from RCVS President to all UK veterinary school students regarding EMS requirements (7 April 2020).</p> <p>Appendix E – Template for Notification of Temporary Changes to Veterinary Programmes</p>
Author	<p>Dr Linda Prescott-Clements</p> <p>Director of Education</p> <p>l.prescott-clements@rcvs.org.uk</p>

Classifications		
Document	Classification¹	Rationales²
Paper	Unclassified	N/A

¹Classifications explained	
Unclassified	Papers will be published on the internet and recipients may share them and discuss them freely with anyone. This may include papers marked 'Draft'.
Confidential	Temporarily available only to Council Members, non-Council members of the relevant committee, sub-committee, working party or Board and not for dissemination outside that group unless and until the relevant committee or Council has given approval for public discussion, consultation or publication.
Private	The paper includes personal data which should not be disclosed at any time or for any reason, unless the data subject has agreed otherwise. The Chair may, however, indicate after discussion that there are general issues which can be disclosed, for example in reports to committees and Council.

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

Appendix A

RCVS Council Approved Temporary Suspension of Requirements for Veterinary Students and Veterinary Programmes, in response to the emerging Covid-19 global pandemic.

Following a teleconference between Veterinary Schools Council (VSC) members and the RCVS on 13 March 2020, proposals were put to RCVS Council and the following was approved by Council on 16 March 2020.

Extra-Mural Studies (EMS)

A degree of flexibility around completion of EMS will be granted temporarily. Specifically;

- (i) RCVS recognises that it should not be compulsory for students to complete EMS over the next eight-week period, after which the situation would be reviewed. This would apply to students in any year of their studies.
- (ii) RCVS recognises that for students in their final year of study, it may be difficult for them to make up any missing EMS prior to graduation. Vet Schools should continue to support students and explore alternatives for final-year students' EMS, however any shortfall in up to four weeks' duration in EMS relative to the requirements should not be a barrier to completion of the programme.
- (iii) For students in years one to four of their studies, it would be expected that there will be sufficient time for them to make up the number of weeks' EMS completed prior to finishing the programme. However, this will be reviewed as the Covid-19 pandemic progresses.

A statement will be provided by the RCVS to Vet Schools to enable them to reassure students to this effect.

These measures will be subject to further review/extension depending upon the prevailing situation with the Covid-19 pandemic. RCVS will monitor the impact of this through EMS completion data provided by Veterinary Schools.

Final Examinations and Assessment

The RCVS recognises that, as a result of the measures being implemented to minimise the risk to students and staff due to the Coronavirus pandemic, it may be necessary for Vet Schools to consider alternative methods to assess students in certain areas.

In concordance with the RCVS Standards for Accreditation of Veterinary Programmes, Vet Schools should continue to ensure that any alternative assessment methods continue to be robust, valid and reliable, and ensure students have met the RCVS Day One Competences. RCVS has agreed to provide initial feedback on alternative assessment strategies if requested by Vet Schools.

External Examiners

The RCVS has reassured Vet Schools that future accreditation visits would continue to review internal quality assurance processes over a longitudinal period, and should external examiners not be able to quality assure processes specifically as a result of restrictions implemented due to the Covid-19 pandemic, this would be taken into account.

16 March 2020

Ref:
Telephone: 020 7202 0732
E-mail: President@rcvs.org.uk
Website: www.rcvs.org.uk

Dear Veterinary Student

Re: Temporary suspension of EMS regulations, to support veterinary students during the Covid-19 pandemic

I am writing to you to provide reassurance that the RCVS, working with the UK Veterinary Schools Council, is actively considering measures to support you during the emerging Covid-19 pandemic to ensure that you are able to complete your studies.

Extra-Mural Studies (EMS) are an important and valued part of the veterinary programme, and all students are required to complete a total of 38 weeks across the full programme. However, the health and safety of students and staff are paramount, and we are aware that a number of restrictions are being put in place at this time to ensure your safety and minimise the risk of Covid-19 transmission.

In light of the current situation, the RCVS has agreed to a temporary suspension of EMS regulations; consequently, it will not be compulsory for veterinary students – in any year of their studies - to engage in EMS over the next eight-week period. For students currently in their final year of studies, we recognise that it may be difficult for you to make up any missing EMS prior to graduation. Vet Schools will continue to support students throughout this time and explore alternatives for final-year students' EMS, however any shortfall in up to four weeks' duration in EMS relative to the requirements will not be a barrier to you completing the programme.

It is expected that there will be sufficient time for students currently in years one to four of their studies to make up the number of weeks' EMS prior to finishing the programme. However, this will be reviewed as the Covid-19 pandemic progresses.

Any further updates will be posted on the RCVS website www.rcvs.org.uk, and communicated to you via your school.

I hope you keep safe and wish you well with your studies during this difficult period



Dr Niall Connell
President, RCVS

Appendix C

Temporary restrictions to Education Policy proposed as a consequence of the COVID-19 pandemic.

Introduction

1. In light of the emerging COVID-19 pandemic, and restrictions introduced by the UK Government to reduce the risk of transmission of the Coronavirus, RCVS Council recently agreed temporary changes to educational policy on Extra-Mural Studies (EMS) completion and student assessment. These temporary restrictions to policy were agreed on 16 March 2020 and are set out in Appendix 1 for reference.

2. Since these temporary changes to education policy were approved, additional restrictions have been put in place in the UK to enforce social distancing which will impact further on veterinary programme implementation, particularly in the areas of EMS, assessment and teaching.

3. This paper aims to reassure vet schools that the RCVS recognises these additional constraints, and sets out guidance on where a degree of flexibility against accreditation standards will be permitted as a result of the current pandemic. In line with our statutory function we also set out guidance on how vet schools should provide assurance to RCVS that standards are being maintained and students have acquired the Day One Competences upon graduation. In summary, the RCVS is primarily focused on outcomes and the quality assurance measures in place, and recognises that vet schools may need to use alternative methods to achieve this whilst working within the current constraints.

4. Although specific guidance for EMS, quality assurance and assessment are outlined below, RCVS is introducing a '**Notification of Temporary Changes**' policy and vet schools should inform us of any significant changes made as a result of the pandemic that might impact how they meet the RCVS Accreditation Standards, along with an outline of proposals for mitigation and the alternative support in place for students. A broad template for this purpose is included in Appendix 2. This information will be recorded and considered by future accreditation panel members, to ensure that future accreditation decisions are cognisant of the constraints faced during the pandemic and the efforts of vet schools in providing assurance that minimum standards have not been compromised as a result.

EMS requirements for students currently enrolled in Veterinary degree programmes

5. EMS is an important component of UK Veterinary programmes, enabling students to gain practical experience in a broad range of veterinary work to enhance their university-based studies and support their development of the Day One Competences. EMS placements are also an important opportunity for students to enhance their skills in dealing with clients and working with members of the veterinary team. It is therefore important that, as far as possible within the constraints resulting from the pandemic, the same integrity remains around the requirements for any agreed interim measures. Therefore, Council is asked to consider the following approach for each year group/s:

Final year students

The proposal agreed by RCVS Council on 16 March (Appendix 1) to recognise that students in the final year of their veterinary programme are unlikely to be able to complete their full EMS requirements of 38 weeks, and that they will not be required to make up these weeks prior to graduation, should remain *providing they have undertaken a minimum of 30 weeks*.

Students currently in their 4th year of study

It has been announced by the UK Government in recent weeks that the further restrictions recently imposed on social distancing are likely to remain in place for a number of months, and that the return to 'normal' freedom of movement will be a gradual process. Furthermore,

although the longer term impact on veterinary business is currently unknown, it is reasonable to assume that there may be a longer term negative impact on case-load and businesses in general. RCVS recognises that this presents additional challenges for vet schools, with regard to both clinical teaching on intra-mural rotations as well as EMS, that may continue beyond the time at which restrictions are revoked.

The impact of the constraints imposed will differ across different vet school curricula. However, the impact on all students currently in their 4th year of study is likely to be significant. Clinical rotations for many students will need to be moved to the end of the year when clinics have re-opened, case-loads may be reduced, and there may be fewer EMS opportunities.

Consequently, it is proposed that the temporary restrictions to policy regarding EMS requirements previously agreed for final year students should be extended to students currently in their 4th year of study. Should opportunities for EMS be limited, current 4th year students should not be prevented from graduating providing they have completed their 12 weeks pre-clinical EMS and at least 50% (13 weeks) of clinical EMS, in addition to demonstrated that they have achieved all RCVS Day One Competences.

It is recognised that the vet schools are doing all they can as the situation has developed and these efforts are appreciated. Vet schools should continue to explore and implement all possible alternatives to supplement formal clinical teaching and EMS in order to minimise any negative impact on their overall experience. These measures should be recorded using the template in Appendix 2.

We would encourage the continuation of remote teaching as much as possible while the current restrictions are in place and would recommend schools might explore temporary forms of remote EMS to supplement the minimum requirement where continued challenges are faced as a result of the pandemic, for example following case based teaching based upon existing case histories, so whilst not necessarily being able to practice physical clinical skills, decision making and methodologies can be considered.

Students currently in their 3rd year of study

It is envisaged that the impact on students currently in their 3rd year is likely to be less than those in the 4th year. However, there may still be challenges around meeting the full EMS requirement depending upon how quickly EMS opportunities return to normal.

Where a shortfall in EMS is likely as a direct result of the pandemic, despite the best efforts of vet schools to support students in this respect, this should not present a barrier to progression and / or graduation upon completion of the programme, provided all pre-clinical EMS and a minimum requirement of clinical EMS (number of weeks to be determined following a review of the situation once the constraints are revoked) have been completed, in addition to all Day One Competences having been achieved.

Students currently in 1st or 2nd year of study

The longer term impact on students currently in the first two years of study is likely to be less than those in the final two years; it may be that opportunities for pre-clinical EMS return at an earlier stage than for clinical EMS, as the farming industry continues to operate.

The RCVS will continue to keep the situation for these students under review, and be supportive where necessary.

Assessment Strategies

6. As indicated in the Council paper agreed on 13 March 2020 (Appendix 1) in the context of final year examinations and assessment, RCVS recognises that the constraints resulting from the COVID-19

pandemic mean that vet schools may need to implement alternative methods of assessment and strategies for implementation.

7. The RCVS does not prescribe the specific approach that should be used for assessment, as different approaches may be appropriate depending on the curriculum model. However, the RCVS accreditation standards require the approach to assessment to be demonstrated to be robust, valid and reliable in providing assurance that Day One Competences have been achieved by students upon graduation.

8. As with proposed changes to other aspects within the veterinary programme, Vet schools should notify RCVS of any alternative assessment strategies using the template in Appendix 2 to ensure the strategy, rationale and quality assurance measures put in place are documented. This evidence can then be considered within context during future accreditation, ensuring current constraints are recognised.

9. With regard to assessment for progression through, and / or completion of, the programme, this should include the following;

- Changes to the format, content and implementation of written examinations, and measures in place to ensure the quality and integrity of the exam (for example, security measures adopted where usual approaches to invigilation are no longer possible).
- How alternative approaches to assessment will continue to assure the RCVS that students have met the Day One Competences upon graduation (including steps to ensure content and construct validity, in addition to reliability).
- How standards will be maintained (e.g. changes to standard setting processes and how any constraints will be evaluated post-implementation i.e. outcomes data)
- Measures in place to support student's progression despite constraints around assessment, e.g. where a summative OSCE is not possible as planned, but implemented formatively at a later date for the purpose of feedback to enhance / focus teaching

7 April 2020

E-mail: president@rcvs.org.uk

Website: www.rcvs.org.uk

Dear Veterinary Student

Re: Temporary suspension of EMS regulations, to support veterinary students during the Covid-19 pandemic

Further to my letter of 16 March, I am writing to update you on the situation regarding EMS regulations. In March, when the temporary changes to EMS requirements were first agreed in response to the emerging COVID-19 situation, the immediate focus was on supporting final-year students and removing barriers to graduation caused by the pandemic. We agreed to keep the situation under review for all students, and in light of the additional measures imposed by the Government on social distancing in the last few weeks, we have now considered the EMS requirements further.

Consequently, I'm writing to inform you about the further measures now agreed by the RCVS which are intended to support students at this difficult time and which I hope will offer further reassurance. The suspension of EMS will of course continue during this period when social distancing measures are in place.

First, the initial proposal to allow for a shortfall of four weeks for those of you in your final year of your programme has now been extended to eight weeks. Therefore, provided that you have undertaken a minimum of 30 weeks' EMS so far throughout the five years of the degree course, you will not have to make up any further weeks prior to graduation.

We also recognise that even once the Government relaxes the current constraints, which itself could be within months rather than weeks, opportunities for students to catch up with EMS may be limited in the short term, as things begin to return to normal. Therefore, we have taken the decision that all current fourth-year students should not be prevented from graduating, providing that you have completed your 12 weeks' pre-clinical EMS and at least 50% (13 weeks) of clinical EMS, in addition to also demonstrating that you have achieved all RCVS Day One Competences.

Although longer term impacts on veterinary business are currently unknown, it is reasonable to assume that there may be longer term challenges around EMS placements. For those of you in your third year of study, it is envisaged that the impact for you is likely to be less than those in the fourth year.

However, we recognise that there may still be challenges around meeting the full EMS requirement depending upon how quickly EMS opportunities return to normal. I would like to reassure you that, should this be the case, we will also consider changing the EMS requirements for students currently in their third year of study. We will actively review the position for third-year students once a timeline for relaxing the current lock-down constraints has been released from the Government and the long term situation around the COVID-19 pandemic becomes clearer.

The longer term impact on students currently in their first or second year is likely to be less than for those in the latter years of study; it may be that opportunities for pre-clinical EMS return at an earlier stage than for clinical EMS, as the farming industry continues to operate. We will continue to keep the situation for these students under review, and be supportive.

Any further updates will be posted on the RCVS website www.rcvs.org.uk, and communicated to you via your school.

I hope you are keeping safe and wish you well as this difficult period continues.



Dr Niall Connell
President, RCVS

Summary	
Meeting	Education Committee
Date	5 May 2020
Title	Temporary extension of accreditation periods
Summary	<p>Due to the global pandemic, a number of veterinary school accreditation visits are unable to take place. A policy has been approved by the RCVS Council Covid-19 Taskforce to temporarily extend accreditation periods for those schools impacted, to enable rescheduling to take place once things return to normal.</p> <p>The veterinary schools affected by this situation are Glasgow, Pretoria and Melbourne, whose accreditation visits have been postponed as a result of the pandemic.</p> <p>Discussions with these schools, in conjunction with overseas accrediting agencies, is ongoing to manage the rescheduling around visitations that have already been confirmed. Appendix B shows the schedule for 2021, with proposed times for rescheduled schools.</p>
Decisions required	To note.
Attachments	<p>Appendix A - Agreed policy for a temporary extension of accreditation periods, in response to the Covid-19 pandemic.</p> <p>Appendix B –Schedule of RCVS visits for 2020/2021 with proposed rescheduling for cancelled visitations.</p>
Author	<p>Jordan Nicholls</p> <p>Senior Education Officer</p> <p>j.nicholls@rcvs.org.uk / 020 7202 0704</p>

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

²Classification rationales

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Private	<ol style="list-style-type: none"> 5. To protect information which may contain personal data, special category data, and/or criminal offence data, as listed under the General Data Protection Regulation

Appendix A**Temporary extension of accreditation periods, in response to the Covid-19 pandemic.**

For established veterinary schools due for an accreditation visit during the pandemic:

- (i) It is acknowledged that these visitations are not able to proceed as planned.
- (ii) For those affected, accreditation periods should be extended for 1 year to allow for the rescheduling of the visit. There is precedent for an extension of an accreditation period, where requested by the school in order to align accrediting organisations to facilitate joint visitations.
- (iii) It is recognised that accrediting bodies have schedules planned years in advance, however visitations should be rescheduled as soon as possible once normal business at the school resumes, at a time convenient to both the institution affected and the accrediting agencies involved in the visitation.
- (iv) Where a self-evaluation report (SER) has been completed, it is envisioned that this should be updated with any new data (in an appendix if appropriate), but not completely re-written. An addendum should also be submitted detailing the actions taken by the institution to ensure that standards are being met and any measures put in place to support and protect the students. This evidence can then be reviewed by future visitation panels to explain any deficiencies that have arisen as a result of the pandemic.
- (v) Where possible, accrediting bodies will seek to nominate the same visitation teams for any rescheduled visits, though it is accepted that this may not always be possible.

The following schools are scheduled to have an accreditation visit in 2020 and will be impacted as a result;

Glasgow University	Joint visit scheduled April / May 2020	(RCVS / AVBC / AVMA)
Pretoria University	Joint visitation scheduled May 2020	(SAVC / RCVS / AVBC)
Melbourne University	Joint visitation scheduled August 2020	(AVBC / RCVS / AVMA)

In addition, the visitation to Dublin University is scheduled for November 2020 and may be affected depending on the duration of the pandemic.

Appendix B

Schedule of visitations (italics = not yet confirmed)

Month	School
16-19 November 2020	Dublin
<i>December 2020</i>	<i>Pretoria</i>
<i>15-19 February 2021</i>	<i>CityU Hong Kong</i>
8-12 March 2020	Glasgow
15-19 March 2021	Surrey
<i>May 2021</i>	<i>Melbourne</i>
23-28 May 2021	Massey
November 2021	Bristol
<i>2021</i>	<i>Nottingham</i>
February/March 2022	Edinburgh

Summary	
Meeting	Education Committee
Date	5 May 2020
Title	Certificate in Advanced Veterinary Practice Minutes from the meeting held on 26th March 2020
Summary	Minutes from the meeting held on 26th March 2020 Annex A is an evaluation survey questionnaire for all those working towards a CertAVP; all those who have gained a CertAVP but do not have AP status and those who have completed a Certificate with Harper Adams or BSAVA. To be issued in conjunction with the AP survey already approved by this committee.
Decisions required	Sub- Committee: to note minutes and to approve survey
Attachments	Annex A: CertAVP Survey
Author	Britta Crawford Education Manager b.crawford@rcvs.org.uk / 020 7202 0777

Classifications		
Document	Classification¹	Rationales²
Paper	Unclassified	
Annex A	Unclassified	

Minutes of the CertAVP Sub-Committee meeting held on 26th March 2020

Present:	Sharon Boyd	
	Jill Maddison	Chair
	Cathy McGowan	
	*Lucy McMahon	
	*Lance Voute	
	David White	
	James Horner	
	**Melissa Donald	
Chris Proudman		
In Attendance	Britta Crawford	Education Manager
	Linda Prescott-Clements	Director of Education

*Absent

**from AI 6

The meeting was held remotely by Microsoft teams due to the pandemic.

Apologies for Absence

1. Apologies were received from Lance Voute and Lucy McMahon

Declarations of interest

2. No declarations

Minutes

3. The minutes of the meeting held on 28th November 2019 were approved as a true record.

Matters arising

4. There were no matters arising.

Synoptic Exams

3rd Sit

5. A candidate applied for a 3rd sit at a synoptic exam, having previously failed two GSAS synoptic exams, one at Liverpool and one at the RCVS in London. The sub-committee praised the feedback given from the examiners, particularly for being able to give a negative message in an encouraging manner. The sub-committee agreed that the candidate should be allowed a third sit, consistent with previous decisions. The candidate should be reminded that the feedback is there for their learning and be advised to look at the issues identified by the examiners.

ACTION: BC to inform candidate

Equivalence

6. A candidate applied for equivalence for the CertAVP A-FAVP.1 module having achieved the Harper Adams Advanced Practitioner Module (HAUAP). The candidate was acknowledged for the effort which had been put into the application but it was felt that the examples from the clinical cases weren't meeting the specific professional key skills in the A module. The case studies alone did not in themselves prove that the candidate had learnt about welfare, ethics, biosecurity, etc., as they didn't give evidence that the learning criteria had been met as would be expected on the A-FAVP module.
7. The sub-committee does not believe the methods of assessment used for the qualification which the candidate wishes to use for equivalence, adequately address and assess the learning objectives for the CertAVP A-FAVP.1 module. The sub-committee believe that the depth of knowledge behind the learning objectives cannot be sufficiently examined using case studies of the nature provided.
8. The sub-committee discussed the low success rate of the equivalence applications and the skill it takes to successfully map one qualification to another. They questioned whether the sub-committee could map certain qualifications or even if application for equivalence should be an option. No firm decision was made but the chair expressed the opinion that part of fully understanding the aims of the A-FAVP module involved a candidate being able to demonstrate that their study had met them so providing a template defeated this purpose.

ACTION: BC to feed back to candidate

Veterinary Primary Care Module combination

9. The sub-committee were happy to approve the module combination suggested by the candidate to potentially achieve a designation in Veterinary Primary Care as it gives a broad base of general practice. The sub-committee spent some time discussing the potential make up of a synoptic exam for this candidate, suggesting using three examiners to ensure a breadth of expertise and that cases could be used to ensure that sound clinical decisions are being made, although they did not necessarily need to be tied to a three case format. Further detail would need to be explored.

BC to report back to the candidate

Feedback form Edinburgh Synoptic Exams

10. Sharon Boyd reported back on the recent synoptic exams held at Edinburgh. The Cardiology exam took place but had to be rescheduled on that day due to FlyBe going into administration. The candidate was able to attend in the end but this emphasised how unexpected events can have an impact on Edinburgh for exams. Andrew Gardiner observed the exams and commented on the abilities of the examiners keeping to time in spite of the varying abilities of the candidates. The observer felt that the exam was pitched at the correct standard and that material from the A and B modules were well covered.

11. The Zoological Medicine Exams continued in spite of the pandemic as candidates had already travelled to Edinburgh. Social distancing rules were applied in that the candidates and examiner were in separate rooms and joined by Google classroom. All standards were maintained. One candidate was unable to sit and will be re-scheduled along with those candidates who cancelled.
12. Previously, one candidate had been examined in Edinburgh by Skype. The candidate was in a higher education institution with a verified invigilator. The examiners could “see” the reading time. The fees for the institution were met by the candidate.
13. Liverpool has cancelled the suite of synoptic exams due to the pandemic and are hoping to re-schedule. RCVS cancelled the General Small Animal Surgery exams, these will be re-scheduled for November.

Nottingham Application

14. Following the previous sub-committee meeting, Jill Maddison and Linda Prescott-Cements held a conference call with Nottingham to discuss the new modules. They re-iterated that they welcomed the modules as a potentially valuable part of the modular certificate scheme but felt that they covered too broad an area. Nottingham have subsequently made some changes to the modules which were then discussed at the meeting. Specifically there was a concern over the inclusion of physiotherapy as this would not be professionally appropriate for the work of a veterinary surgeon in primary care. The sub-committee felt that the modules were still too broad and had too much content for a 10 credit module. There was a concern as to how they would/could be assessed appropriately at Level 7 with the proposed assessment plan. The Sub-committee suggested inviting Nottingham for an extraordinary meeting so that they can explain their rationale

Action: BC to arrange meeting

Surgical Content of Laboratory Animal Science (LAS) modules

15. A candidate enquired as to whether they could take the core surgery C module C-SAS.1 as their 4th free choice module to accompany their Lab Animal Science (LAS) designation. In theory they can as the 4th module is free choice, but as the candidate works in LAS they would have been limiting their surgical experience to those animals in the lab and therefore animals which “do not need to be fixed”. This gave rise to the question as to whether there is sufficient surgical content in the LAS modules.
16. The sub-committee discussed the issue and felt that there could be more surgical content in the modules as those in a leadership role in LAS would need to be able to speak from knowledge and experience. Sharon Boyd said that she would take these points back to the LAS team at Edinburgh to review the content and come back to the sub-committee.

ACTION: Sharon Boyd to review with team and report back to the s/c

CertAVP Survey and Letter

17. The sub-committee received the latest version of the survey questions to be sent out to CertAVP participants for the CertAVP review and also the letter which was to be sent to all current CertAVP candidates. The sub-committee felt that to include the survey detail with a letter also referring to the 10 year time period and the rules for sitting subsequent synoptic was too much and that candidates would not read the full letter.

ACTION: BC to amend and send letter

18. The sub-committee questioned the consistency of the question format and available answers and pointed out a couple of grammatical errors, which were noted. There was also a discussion of the social science behind the way in which the questions were asked and the sub-committee were reassured that this was primarily a quantitative survey to gain feedback on a large scale, and which would form the direction and questions asked at the focus groups which would gather richer, qualitative data. The sub-committee would also have input into the questions for the focus groups. As described in the project plan seen at the last meeting, there would also be a significant amount of desk research which would look at all the data held on the RCVS database and look at other providers.
19. The sub-committee asked for a question to be included regarding to what level candidates feel their professional skills (give examples of what these are), clinical decision making and practical skills have been changed by studying towards a Certificate

Action: BC to add question into survey.

Assessment Only

20. Liverpool submitted a request to be able to charge the same fee for Assessment only (AO) candidates and allow them access to the same materials as the full course participants as the candidates take up considerably more time and resources even though the numbers are minimal. There was a positive reaction regarding the AO candidates having the same access to materials as the full programme candidates. However, the "rules for administration" of the CertAVP state that :
- "Candidates must be able to enrol at the university for single modules and for an "assessment only" route if they wish. Fees levied by the university for assessment will need to be clearly differentiated from fees for the provision of courses/training and should not be so excessive as to discourage candidates from taking the "assessment only" route."
21. The application was not accepted. There was debate as to whether the rule should/could be changed and whether it was still necessary. The sub-committee decided to wait until after the review to look again at this rule.

CertAVP Statistics

22. The sub-committee noted the statistics.

Any other business

23. Sharon Boyd informed the group that their team at Edinburgh were reviewing the module content for the Animal Welfare Science Ethics and Law modules as these have become out of date and will submit these for the next meeting.
24. Edinburgh will also be looking at alternatives for the Zoological Medicine synoptic exam in November to contingency plan in case travel is still not possible due to the pandemic.

Date of next meeting

Friday 19th June at 10am

Britta Crawford
Education Manager
March 2020
b.crawford@rcvs.org.uk

Annex A

Evaluation Survey Questions for all those working towards a CertAVP; all those who have gained a CertAVP but do not have AP status and those who have completed a Certificate with Harper Adams or BSAVA

Question	Answer options
1. How would you describe your gender?	<i>Male</i> <i>Female</i> <i>Other [free text]</i> <i>Prefer not to say</i>
2. What age group are you?	<i>Under 25</i> <i>25-30</i> <i>31-35</i> <i>36-40</i> <i>41-45</i> <i>46-50</i> <i>Over 50</i>
3. How long have you been registered with the RCVS?	<i>Under 5 years</i> <i>5-10 years</i> <i>10-20 years</i> <i>20-30 years</i> <i>More than 30 years</i>
4. Which of the following options best describe your current work status as a veterinary surgeon?	<i>Full time</i> <i>Part time</i> <i>Locum</i> <i>Not working in clinical practice</i> <i>Not currently working</i>
5. What type of practice do you currently work in?	<i>TICK ALL THAT APPLY</i> <i>Corporate</i>

	<p><i>Independent</i></p> <p><i>First opinion</i></p> <p><i>Referral</i></p> <p><i>Other</i></p>
<p>6. What area of clinical practice do you work in?</p>	<p><i>Drop down menus with options</i></p> <p><i>Companion animal</i></p> <p><i>Equine</i></p> <p><i>Production animal</i></p> <p><i>VPH</i></p> <p><i>Mixed</i></p> <p><i>Exotics</i></p> <p><i>Other</i></p>
<p>7. Which postgraduate certificate are you currently undertaking/have already achieved?</p>	<p><i>CertAVP</i></p> <p><i>BSAVA PGC</i></p> <p><i>Harper Adams PgC</i></p> <p><i>other</i></p>
<p>8. What motivated you to undertake a postgraduate certificate? [please rank with largest motivator as '1']</p>	<p><i>Options yes / no and 'rank' for each;</i></p> <p><i>Professional recognition in area of interest</i></p> <p><i>Career progression / gain recognition</i></p> <p><i>Increase salary</i></p> <p><i>Own personal development / improve my standard of practice</i></p> <p><i>To increase business</i></p> <p><i>To receive referrals in my area of interest</i></p> <p><i>Increase self-esteem / sense of achievement</i></p> <p><i>To undertake structured CPD</i></p>

	<i>Other [free text]</i>
9. What do you understand by the term 'Advanced Practitioner status' OR To what extent do you understand what an 'Advanced Practitioner' is?	<i>Not at all</i> <i>A little</i> <i>Mostly understand</i> <i>Fully understand</i>
10. Was Advanced Practitioner Status a motivating factor in your choosing to complete a postgraduate certificate?	<i>Yes</i> <i>No</i>
11. Are you planning to apply for Advanced Practitioner status in the future? If no, please state why?	<i>Yes</i> <i>No</i> <i>Free text</i>
12. Did you choose the postgraduate certificate you completed based on those that were eligible for applying for Advanced Practitioner Status?	<i>Yes</i> <i>No</i> <i>Explain: Free text</i>
13. a) Which of the following areas do you think veterinary surgeons are motivated by when signing up for a) veterinary postgraduate certificate? [please rank with largest motivator as '1'] b) Which of the following areas do you think veterinary surgeons are motivated by when signing up for Advanced Practitioner Status? [please rank with largest motivator as '1']	<i>Options yes / no and 'rank' for each;</i> <i>a)Professional recognition in area of interest</i> <i>Career progression / gain recognition</i> <i>Increase salary</i> <i>Own personal development / improve my standard of practice</i> <i>To increase business</i> <i>To receive referrals in my area of interest</i> <i>Increase self-esteem / sense of achievement</i> <i>Focussed plan for their CPD</i> <i>Other [free text]</i> <i>b)Professional recognition in area of interest</i>

	<p><i>Career progression / gain recognition</i></p> <p><i>Increase salary</i></p> <p><i>Own personal development / improve my standard of practice</i></p> <p><i>To increase business</i></p> <p><i>To receive referrals in my area of interest</i></p> <p><i>Increase self-esteem / sense of achievement</i></p> <p><i>Focussed plan for their CPD</i></p> <p><i>Other [free text]</i></p>
<p>14. Which of the following do you think are true outcomes of signing up for a) veterinary postgraduate certificate?</p> <p>b) Advanced Practitioner Status</p>	<p><i>Options yes / no / unsure</i></p> <p><i>Increased professional recognition in area of interest</i></p> <p><i>Promotion / career progression</i></p> <p><i>Increased salary</i></p> <p><i>Increased standard of own practice / competence</i></p> <p><i>Increased business / caseload</i></p> <p><i>Receiving referrals in the area of interest</i></p> <p><i>Higher self-esteem / sense of achievement</i></p> <p>b)</p> <p><i>Options yes / no / unsure</i></p> <p><i>Increased professional recognition in area of interest</i></p> <p><i>Promotion / career progression</i></p>

	<p><i>Increased salary</i></p> <p><i>Increased standard of own practice / competence</i></p> <p><i>Increased business / caseload</i></p> <p><i>Receiving referrals in the area of interest</i></p> <p><i>Higher self-esteem / sense of achievement</i></p>
<p>15. Please tell us about any other ways you think achieving a veterinary postgraduate certificate/ AP Status could have a positive impact on you / your practice</p>	<p><i>Free text for A postgraduate Certificate</i></p> <p><i>Free text for AP Status</i></p>
<p>16. Please tell us about any ways you think achieving a veterinary postgraduate certificate/ AP status could have a negative impact on you / your practice</p>	<p><i>Free text post grad certificate</i></p> <p><i>Free text for AP Status</i></p>
<p>17. Do you think the role of an Advanced Practitioners is clearly defined?</p>	<p><i>Not at all clear</i></p> <p><i>Somewhat</i></p> <p><i>Very clear</i></p> <p><i>Free text – please tell us why</i></p>
<p>18. Do you think achieving a veterinary postgraduate certificate/AP status is seen as a route to specialization?</p>	<p><i>Postgraduate certificate</i></p> <p><i>Yes</i></p> <p><i>No</i></p> <p><i>Free text</i></p> <p><i>AP status</i></p> <p><i>Yes</i></p> <p><i>No</i></p> <p><i>Free text</i></p>

<p>19. If specialization is the goal, what is the benefit of achieving a veterinary postgraduate certificate/AP status?</p>	<p><i>Free text for postgraduate certificate</i></p> <p><i>Free text for AP status</i></p>
<p>20. Do you think <u>vets</u> know the difference between a Certificate in Advanced veterinary Practice (CertAVP) and Advanced Practitioner status?</p>	<p><i>Yes</i></p> <p><i>No</i></p> <p><i>Free text</i></p>
<p>21. Do you think <u>vets</u> know the difference between having a postgraduate certificate and Advanced Practitioner status?</p>	<p><i>Yes</i></p> <p><i>No</i></p> <p><i>Free text</i></p>
<p>22. Do you think the <u>public</u> know the difference between a Certificate in Advanced veterinary Practice (CertAVP) and Advanced Practitioner status?</p>	<p><i>Yes</i></p> <p><i>No</i></p> <p><i>Free text</i></p>
<p>23. To what extent do you think your clients understand the relevance of having achieved</p> <p>a) veterinary postgraduate certificate?</p> <p>b) Advanced Practitioner Status</p>	<p><i>a) Not at all</i></p> <p><i>A little</i></p> <p><i>Mostly understand</i></p> <p><i>Fully understand a) Not at all</i></p> <p><i>A little</i></p> <p><i>Mostly understand</i></p> <p><i>Fully understand</i></p> <p><i>b) Not at all</i></p> <p><i>A little</i></p> <p><i>Mostly understand</i></p> <p><i>Fully understand a) Not at all</i></p> <p><i>A little</i></p> <p><i>Mostly understand</i></p> <p><i>Fully understand</i></p>

24. Do you think the public know the difference between Advanced Practitioners and Specialists?	<p><i>Yes</i></p> <p><i>No</i></p> <p><i>Free text</i></p>
25. Do you think vets know the difference between Advanced Practitioners and Specialists?	<p><i>Yes</i></p> <p><i>No</i></p> <p><i>Free text</i></p>
26. How useful were each of these features of the postgraduate certificate you studies?	<p><i>For each option:</i></p> <p><i>Extremely useful</i></p> <p><i>Somewhat useful</i></p> <p><i>Neither useful or not useful</i></p> <p><i>Not useful</i></p> <p><i>Free text</i></p>
<p>27. What impact do you perceive studying towards a postgraduate certificate has benefited your</p> <p>i) professional skills (eg communication, personal and professional development),</p> <p>ii) clinical decision making</p> <p>iii) practical skills</p> <p>Please give examples</p>	<p><i>For each:</i></p> <p><i>Greatly improved</i></p> <p><i>Slightly improved</i></p> <p><i>No impact</i></p> <p><i>Less ability</i></p> <p><i>Free text</i></p>
28. Would you be willing to be involved in a focus group asking further questions about the CertAVP, Advanced Practitioner Status and other postgraduate certificates?	<p><i>Yes/No</i></p> <p><i>If yes, please leave an email address so that we can contact you. Free text</i></p>

Summary	
Meeting	Education Committee
Date	05 May 2020
Title	RCVS Advanced Practitioner status
Summary	List of new Advanced Practitioners approved by the panel in March 2020
Decisions required	To note
Attachments	None
Author	Laura Hogg Senior Education Officer L.hogg@rcvs.org.uk / 020 7202 0736

Classifications		
Document	Classification¹	Rationales²
Paper	Unclassified	

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

²Classification rationales

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

Designation	Name	Qualification
Emergency and Critical Care	Rebecca Hyland	BSAVA PGC
	Gabor Nemes	BSAVA PGC
	Gemma Budino	BSAVA PGC
	Athanasia Chambers	BSAVA PGC
	Francesca Blake	Harper Adams PgC
	Nicole Law	BSAVA PGC
	Miltiadis Markou	Harper Adams PgC
Equine Practice	Alexandra Thiemann	CertEP
Sheep Health and Production	Jennifer Hull	CertAVP(Sheep)
Small Animal Cardiology	Douglas Brain	Harper Adams PgC
	Suzanne Bailey	Harper Adams PgC
Small Animal Dermatology	Luke Valentine	Harper Adams PgC
Small Animal Medicine	Emma Chetwynd	Harper Adams PgC
	Lucy Knight	CertAVP(SAM)
	Dan Makin	CertAVP(SAM)
	Eve Towlson	CertAVP(SAM)
	Evelyn Tarleton	CertAVP(SAM)
	Michelle Clark	CertAVP(SAM)
	Kate Plant	BSAVA PGC
	Maria Barrett	Harper Adams PgC
	Jessica Villar Ibanez	Harper Adams PgC
	Victoria Weston	Harper Adams PgC
	Helen Baker	BSAVA PGC
Small Animal Surgery	Georgina Mourant	BSAVA PGC
	Victoria Poole	Harper Adams PgC
	Elisavet Cavale	Harper Adams PgC
	Natalie Lisiewicz	BSAVA PGC
	Rachel Woodward	Harper Adams PgC

	Leanne Thompson	CertAVP(GSAS)
	Anna Jones	CertAVP(GSAS)
	Ondrej Ryjacek	Harper Adams PgC
	Andrew Maclaughlan	BSAVA PGC
	Sarah Bransby	BSAVA PGC
Veterinary Anaesthesia	Thomas Towers	CertAVP(VA)
Veterinary Cardiology	Jane Pigott	CertAVP(VC)
Veterinary Dermatology	Rosemary Skinner	CertAVP(VD)
Veterinary Diagnostic Imaging	Emma Holt	Harper Adams PgC
	Daniel Shaw	CertAVP(VDI)
	Emma Jarrett	CertAVP(VDI)
	Alice Gardner	Harper Adams PgC
	Tine McGuane	CertAVP(VDI)
	Ashlea Wakeford	Harper Adams PgC
Veterinary Ophthalmology	Daniele Santillo	CertOphthal
	Francisco Gomez Villasclaras	Harper Adams PgC
	Kirsten MacLeod	Harper Adams PgC
Zoological Medicine	Shivananden Sawmy	CertAVP(ZM)
	Kristina Hunter	Harper Adams PgC
	Rachel Barnes	Harper Adams PgC
	Lianne Foxall	Harper Adams PgC

Summary	
Meeting	Education Committee
Date	05 May 2020
Title	RCVS Advanced Practitioner status
Summary	List of Advanced Practitioners approved by the panel in March 2020
Decisions required	To note
Attachments	None
Author	Laura Hogg Senior Education Officer L.hogg@rcvs.org.uk / 020 7202 0736

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Document	Classification¹	Rationales²
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Designation	Name
Animal Welfare Science, Ethics and Law	Madeleine Forsyth
Bovine Reproduction	Christopher Price
Cattle Health and Production	Laura Donovan
	Tamsin Harris-Bryant
	Hollie Edwards
	Michael Woodhouse
	Patrick Gordon
	Michael Bardsley
	Carolyn Baguley
	Daniel Griffiths
	Judith Roberts
	Rachel Hayton
Emergency and Critical Care	Helen Langham
	Aoife Reid
	Christopher Parratt
	Harriet Thomas
Equine Dentistry	Mark Grant
Equine Internal Medicine	Suzanne Duncan
	Alexandra Wood
	Anna Hammond
	Katherine Granshaw
	Julia Shrubbs
	Imogen Burrows
	Alasdair Graham
	Naomi de Pennington
	Sarah Gent
	Craig Rutland
	Joanne Dyson

	Rosalind Kay
	Timothy Adams
	Rachel Atherton
	Jennifer Clements
	Janina Kutscha
	Jessica Spanton
	James Wallace
Equine Practice	Martin Peaty
	Joseph Mackinder
	Malcolm Corsar
	Scott Milnes
	Alastair Sanderson
	Colin Mitchell
	Verena Jolly
	Louise Cornish
	Sam Hole
	Lesley Barwise-Munro
	Jane Morgan
	Stephen Bradley
	Richard Stephenson
	Karen Coumbe
	Laura Trigg
	Edward Chinn
	John Millar
	Ann Kent
	Andrew Wallace
	Gavin Lawrie
	Kate Logan
	Neil Frame

	Diana Verhulst
	Thomas Gliddon
	Nenad Zilic
	Robert Walsh
	Mark Tabachnik
	Peter Gallon
	Jacqueline Paton
Equine Stud Medicine	Jessica Spanton
	Charles Cooke
Equine Surgery - Orthopaedics	Martin Peaty
	Emma Jones
	Katherine Granshaw
	Louise Millar
	Hugh Somerville
	Graham Hunter
	Stuart Pearson
	Simon Pollard
	Simon Constable
	Daniel Shaw
	Claire Sawyer
	Simon Joyner
	Adela Snokhousova
	Timothy Booth
	Alasdair Topp
	Moses Brennan
	Luke Poore
	Ana Boado Lama
	Rafael Alzola Domingo
Equine Surgery – Soft Tissue	Mark Georgetti

Fish Health and Production	William Wildgoose
Laboratory Animal Science	Margaret Lloyd
Sheep Health and Production	Kim Hamer
Small Animal Dermatology	Hilary O'Dair
	John Craig
	Alison Shearer
	Ingeborg Geens
	David Bentley
	David Godfrey
	Amanda Theaker
Small Animal Medicine	Emily Mugford
	Lynne Gaskarth
	Mark Maltman
	Beth Walding-Field
	Louise Smith
	Gisela Tyndall
	Katie Williams
	Sarah Packman
	Astrid Hector
	Jon Camilleri
	Lisa Gardbaum
	Caroline Scott
	Sian Sharples
	Roger Wilkinson
	Duncan Reavell
	Julia Adams
	Michelle Bacon
Shona Haydon	
Ian Hopkins	

	Rachel Sant
	Elizabeth Stenson
	Simon Bate
	Nicola Bromley
	Martin Whitehead
	James McMurrough
	Emma Howarth
	Gabriele Habacher
	Ruth Wickens
	Rebecca Martin
	Jane Amaku
	Claire Letts
	John Jagoe
	Myra Stevenson
	Abby Pye
	Ian Cox
	Fiona Smith
	Hamish Duncan
	Emily Biskup
	Allison Gleadhill
	Frances Dunn
	John Parry
Small Animal Medicine - Feline	Caroline Blundell
	Nicola Gaut
	Muna Roberts
	Jeremy Campbell
	Aarti Hogan
	Eleanor Marriott
	Nathalie Dowgray

	Gabriele Habacher
	Agnieszka Zoltowska
Small Animal Orthopaedics	Simon Gilbert
	Jeremy Queen
	David Kydd
	Ian Macqueen
	Guy Pitcher
	Stuart Butler
	Ian Simpson
	Simon Thomas
	Duncan Midgley
	Stuart Ashworth
	Paul Nurse
	Peter Haggis
	Andrew Torrington
Small Animal Practice	Eng Khim Tan
	Carmel Stanford
	Austin Kirwan
	Rachael Baker
Small Animal Surgery	Christos Papadopoulos
	Konstantinos Katsarakis
	James Dunne
	Katie Lenton
	Matthew Linnell
	Scott Rigg
	Nicholas Williams
	Shane Morrison
	Paul Aldridge
	Nicola Meadows

	Colin Whiting
	Jonathan Shippam
	Susan Inkster
	Colin Houston
	Thomas Clarke
	Andy Morris
	Ewing Walker
	Mark Hurst
	Peter Haworth
	Rebecca Weight
	Jeremy Onyett
	Bruce Campbell
	Jonathan Deacon
	Ian McClive
	Richard Artingstall
	Stuart Cooke
	Peter McClement
	Alasdair Moore
	Damien Bush
	Caroline Gardner
	Thomas Gilding
	Daniel Skeldon
	Samantha Marshall
	Gareth Jones
	Robert Morgan-Jones
	Christopher Morris
	Neil Adams
	Shaun Ferneley
	Emma Hall

	David Bull
	Mark Pertwee
	Nicola Avery
	Antonis Dimitriou
	Glenn Bengtson
	Christina Roberts
	Brian Hogan
	Rebecca Secluna
	David Rawlinson
	Katie Illingworth
	Jonathan Hadley
	Judith Archbold
	Nicholas Blackburn
	Gareth Harries
	Paulus Verschueren
	Patrick Ridge
	Elisa Best
	Mark Straw
	Simon Thompson
	Peter O'Hagan
	Catherine Khursandi
	James Farrell
	Thomas Webster
	Charles Ratcliffe
	David Beattie
	Timothy Hutchinson
	Eandil Maddock
	Helena Wilkes
	Dianne Batten

	Adrian O'Shea
	Karl Underhill
	Tammy Gillian
	Joanna Lee
	William Gardner
	Monica Wallace
Veterinary Anaesthesia	David Tittle
	Richard Hewitt
	Sacha Rukaber
	Sally Strachan
	Karen Coumbe
	Caroline Marlow
	Jane Alexander
Veterinary Cardiology	Thomas Robertson
	Eva Pavelkova
	Jane Marshall
	Melanie Norris
	Christopher Sturgess
	Christopher Booth
	Heidi Ferasin
	Christopher Parratt
	Kathryn Ling
	Robin Peal
	Michael Holgate
	Susan Roberts
	Girish Thakral
	Geoffrey Holt
	Sara Hickling
	Alfredo Perez Planelles

	Ian Johnson
Veterinary Dermatology	Catherine Pitcher
	Ingrid Segboer
	Siobhan Buswell
	Helen McArdle
	Andrea Bookless
	Monique Van Ouwerkerk
	Simon Want
	Pritesh Kukadia
	Sarah Ambler
	Rachel Sant
	Sarah Lloyd
	Heather Smith
	Richard Morris
	Kathryn Griffiths
	Charles Walker
	John O'Flynn
	Simon Tai
	Alyson Richardson
	Sarah Ross
	Kirsten Pantenburg
Veterinary Diagnostic Imaging	Sheelagh Hargreave
	Ian Jennings
	Alan Shackleton
	Richard Ewers
	Mark Pertwee
	Robin Peal
	Thomas Robertson
	Sharrin Powers

Veterinary Ophthalmology	Emma Hayton-Lee
	Kasun Kumaratunga
	Stephen McLean
	Susan Farr
	Gary Lewin
	Brian Patterson
	Alistair Oldfield
	Steven Bossuyt
	Christopher Dixon
	Neil Geddes
	David Nutbrown-Hughes
	Simon Hitchen
	Elizabeth Glover
	Timothy Knott
	Ramanujan Coore
	Katharine McMorris
	Richard Jones
	Andrew Manton
	Ida Gilbert
	Anna Jennings
	Rachel Lockhart
	Iona Mathieson
	Helen Appelboam
Nicola Collins	
John Beel	
Alexander McKenzie	
Vanessa Nicola Le Mer	
Veterinary Public Health	Milorad Radakovic
Zoological Medicine	Prudence Harvey

	Victoria Temple
	Jane Hopper
	Clive Munns
	Mark Naguib
	Liam Reid
	John Chitty
	Iain Cope
	Kristyan Green
	Sarah Brown
	Ian Sayers
	Siuna Reid

Summary	
Meeting	RCVS Council Covid-19 Taskforce
Date	16 April 2020
Title	Providing evidence of professional key skills for Advanced Practitioner status re-applications
Summary	Those needing to re-apply for their Advanced Practitioner status this year have until the end of July to provide their evidence of professional key skills. We have had an enquiry about extending this deadline due to the current circumstances.
Decisions required	The taskforce are invited to consider extending the deadline for these re-applicants from July until the end of October.
Attachments	Annex A – Extract from the minutes of October 2016 Education Committee meeting Annex B – Extract from Advanced Practitioner 2015 guidance notes
Author	Laura Hogg Senior Education Officer L.hogg@rcvs.org.uk / 020 7202 0736

Classifications		
Document	Classification¹	Rationales²
Paper	Unclassified	
Annex A	Unclassified	
Annex B	Unclassified	

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Private	<ol style="list-style-type: none"> 5. To protect information which may contain personal data, special category data, and/or criminal offence data, as listed under the General Data Protection Regulation

Providing evidence of professional key skills for Advanced Practitioner status re-applications

Advanced Practitioner status was first introduced in 2014. Those who applied to be on the list before 2017 and had not completed the professional key skills requirement were added to the list on the condition that they would provide this information before they needed to submit their re-application in five years' time. Evidence can be provided by completing a professional skills module or by providing a portfolio of CPD evidence which would then be considered by two reviewers on the Advanced Practitioner Panel.

At its October 2016 meeting Education Committee agreed that evidence for professional key skills would need to be submitted at least three months before applying for re-accreditation as an Advanced Practitioner.

In the current situation with Covid-19 we have had an enquiry as to whether those needing to re-apply by the end of October this year could have an extension on submitting this information – they are currently required to submit this by the end of July 2020.

The taskforce are invited to consider extending the deadline for these re-applicants from July until the end of October.

Annex A

Extract from Education Committee October 2016 minutes

1. It was noted that the first cohort of Advanced Practitioners that were approved in 2014 will need to re-accredit in 2019 and that many will need to have completed the Professional Key Skills element. There are a variety of ways in which this can be completed and it is not compulsory to take the CertAVP A-module. The Education team had begun to receive enquiries from Advanced Practitioners on how these skills could be evidenced, some of whom were unhappy with having to fulfil this requirement. The Committee re-affirmed its support for the policy and it was suggested that reminders should be sent out to those who would need to provide evidence of professional key skills development in order to re-accredit in 2019.

Action: Education department to send out reminders.

2. Education Committee also agreed that evidence for Professional Key Skills would need to be submitted at least three months before applying for re-accreditation as an Advanced Practitioner.

Annex B

Extract from Advanced Practitioner 2015 guidance notes

Page 7-8:

The RCVS considers it important that those who are accredited as Advanced Practitioners present evidence of further study in the key areas of professional development such as are included in the 'A' module ("Foundations of Advanced Veterinary Practice") of the CertAVP, or other equivalent modules. If your qualification does not explicitly include such elements, there will be an initial three-year window during which you may be admitted to the list (subject to the approval of other criteria).

After you have been accredited, you will then have the five-year period up to your next application for reaccreditation to undertake 100 hours of CPD in those areas, or complete a professional development module equivalent to 10 credits.

Page 19:

Until 2017, you can apply on the basis of these qualifications and, if accepted on to the list, you will then have the five-year period up to your next application for reaccreditation to provide evidence of having developed professional skills, or complete a professional development module.

Meeting	Education Committee
Date	5 May 2019
Title	New approved qualifications
Classification	Unclassified
Summary	<p>The current list of qualifications approved for inclusion in the Register, is attached for information.</p> <p>Another version of the list will be published soon, and will include recently approved qualifications that are listed in Annex B.</p>
Decisions required	To note
Attachments	<p>Annex A: List of qualifications approved for inclusion in the Register</p> <p>Annex B: Recently approved qualifications</p>
Author	<p>Duncan Ash Senior Education Officer d.ash@rcvs.org.uk 0207 202 0703</p>

Qualifications approved for inclusion in the Registers

All primary veterinary degrees are listed against Members' names in the Register. They are not reproduced here. The list below sets out the additional postnominals which may be displayed against Members' names in the Register. The list is not comprehensive; other qualifications may be added from time to time.

Please note that the RCVS only validates registerable primary veterinary degrees, and certain postgraduate qualifications (Certificates, Diplomas and Fellowships) which it has itself awarded. **The listing of other qualifications in the Register against an individual's name does not imply RCVS's endorsement of those qualifications or of the organisations awarding them.**

To be included on the list, qualifications must meet the following criteria:

- a) The qualification must be awarded by an organisation with recognised national authority to do so – either a university, other nationally accredited awarding body, a Chartered body with authority to award qualifications, or other nationally recognised, well-established learned society.
- b) The qualifications should represent a significant period of study/achievement in terms of size and level, equivalent to at least 60 credits (600 notional hours of learning) in the UK credit framework, and be at least at level 6/Bachelor level in the UK Higher Education Qualifications framework.
- c) Qualifications that are accepted for RCVS Advanced Practitioner or RCVS Specialist status will automatically be added to the list.
- d) Under section 3 below, the qualification should relate to achievement in a veterinary or related field of evidence-based science, medicine or agriculture and be awarded by a university, or a Chartered body or other nationally recognised, well established learned society.
- e) Honorary postnominals should be for eminence and significant contributions to a field related to veterinary science or a related field of evidence-based science, medicine or agriculture or other closely related fields/professions, and be awarded by a university, or a Chartered body or another nationally recognised, well established learned society; or be a national honour conferred by the Crown.
- f) Qualifications under section 5 below (non-veterinary related) must be full degrees awarded by a university, at least at level 6/Bachelor level, and be of relevance to the individual holder's area of work. For BAs and MAs, the subject of study should be indicated.

This policy was agreed by RCVS Council at its meeting in November 2014.

1. Postgraduate veterinary qualifications at Masters level in the UK framework of higher education qualifications

The following qualifications are accepted for listing in the RCVS Register on the basis that they are recognised as part of the accreditation process for Members on the list of RCVS Advanced Practitioners. Other qualifications may be approved as part of that process and will be added to this list from time to time.

RCVS Certificates

CertAVP	Certificate in Advanced Veterinary Practice
CertAVP(AWSEL)	Certificate in Advanced Veterinary Practice (Animal Welfare Science, Ethics and Law)
CertAVP (CP)	Certificate in Advanced Veterinary Practice (Camelid Practice)
CertAVP (Cattle)	Certificate in Advanced Veterinary Practice (Cattle)
CertAVP(Sheep)	Certificate in Advanced Veterinary Practice (Sheep)
CertAVP(EP)	Certificate in Advanced Veterinary Practice (Equine Practice)
CertAVP(ESO)	Certificate in Advanced Veterinary Practice (Equine Surgery – Orthopaedics)
CertAVP(ESST)	Certificate in Advanced Veterinary Practice (Equine Surgery - Soft Tissue)
CertAVP(EM)	Certificate in Advanced Veterinary Practice (Equine Medicine)
CertAVP(ESM)	Certificate in Advanced Veterinary Practice (Equine Stud Medicine)
CertAVP(ED)	Certificate in Advanced Veterinary Practice (Equine Dentistry)
CertAVP(ECC)	Certificate in Advanced Veterinary Practice (Emergency and Critical Care)
CertAVP(Fish)	Certificate in Advanced Veterinary Practice (Fish)
CertAVP(LAS)	Certificate in Advanced Veterinary Practice (Laboratory Animal Science)
CertAVP(Poultry)	Certificate in Advanced Veterinary Practice (Poultry)
CertAVP(PAP)	Certificate in Advanced Veterinary Practice (Production Animal Practice)
CertAVP(SAM)	Certificate in Advanced Veterinary Practice (Small Animal Medicine)
CertAVP(SAMC)	Certificate in Advanced Veterinary Practice (Small Animal Medicine – Canine)
CertAVP(SAMF)	Certificate in Advanced Veterinary Practice (Small Animal Medicine – Feline)
CertAVP(SAP)	Certificate in Advanced Veterinary Practice (Small Animal Practice)
CertAVP(GSAS)	Certificate in Advanced Veterinary Practice (General Small Animal Surgery)
CertAVP(VA)	Certificate in Advanced Veterinary Practice (Veterinary Anaesthesia)
CertAVP(VC)	Certificate in Advanced Veterinary Practice (Veterinary Cardiology)
CertAVP(VD)	Certificate in Advanced Veterinary Practice (Veterinary Dermatology)
CertAVP(VDI)	Certificate in Advanced Veterinary Practice (Veterinary Diagnostic Imaging)
CertAVP(VetGP)	Certificate in Advanced Veterinary Practice (Veterinary General Practice)
CertAVP(VPH)	Certificate in Advanced Veterinary Practice (Veterinary Public Health)
CertAVP(ZM)	Certificate in Advanced Veterinary Practice (Zoological Medicine)
CertWEL	Certificate in Animal Welfare Science, Ethics and Law
CertBR	Certificate in Bovine Reproduction
CertCHP	Certificate in Cattle Health and Production

CertEM(IntMed)	Certificate in Equine Medicine (Internal Medicine)
CertEM(StudMed)	Certificate in Equine Medicine (Stud Medicine)
CertES(Orth)	Certificate in Equine Surgery (Orthopaedics)
CertEP	Certificate in Equine Practice
CertES(Soft Tissue)	Certificate in Equine Surgery (Soft Tissue)
CertEMS	Certificate in Equine Stud Medicine
CertLAS	Certificate in Laboratory Animal Science
CertPM	Certificate in Pig Medicine
CertPMP	Certificate in Poultry Medicine and Production
CertSHP	Certificate in Sheep Health and Production
CertSAC	Certificate in Small Animal Cardiology
CertFHP	Certificate in Fish Health and Production
CertSAD	Certificate in Small Animal Dermatology
CertSAM	Certificate in Small Animal Medicine
CertSAO	Certificate in Small Animal Orthopaedics
CertSAS	Certificate in Small Animal Surgery
CertSVM	Certificate in State Veterinary Medicine
CertVA	Certificate in Veterinary Anaesthesia
CertVC	Certificate in Veterinary Cardiology
CertVD	Certificate in Veterinary Dermatology
Cert VDI	Certificate in Veterinary Diagnostic Imaging
CertVOphthal	Certificate in Veterinary Ophthalmology
CertVPH(FH)	Certificate in Veterinary Public Health (Food Hygiene)
CertVPH(MH)	Certificate in Veterinary Public Health (Meat Hygiene)
CertVR	Certificate in Veterinary Radiology
CertVRep	Certificate in Veterinary Reproduction
CertZooMed	Certificate in Zoological Medicine

Other postgraduate qualifications at Masters level awarded by universities and other organisations

DBR	Diploma in Bovine Reproduction, University of Liverpool
CertDHH	Graduate Certificate in Dairy Herd Health, University College Dublin
CertESM	Graduate Certificate in Equine Sports Medicine
CertSAM	Graduate Certificate in Small Animal Medicine, University College Dublin
MPVM	Master of Preventive Veterinary Medicine
MSc(VetGP)	Master of Science (Veterinary General Practice)
MSVM	Master of Specialized Veterinary Medicine
MVetClinStud	Master of Veterinary Clinical Studies
MMedVet	Master of Veterinary Medicine
MMedVet	MMedVet in Veterinary Medicine, University of Pretoria
MVM	Master of Veterinary Medicine
MVetMed	Master of Veterinary Medicine
MVPH	Master of Veterinary Public Health
MVetSci	Master of Veterinary Science
MVetSci	MVetSci in Advanced Clinical Practice, University of Edinburgh
MVSc	Master of Veterinary Science
MVS	Master of Veterinary Studies
MVS	Master in Veterinary Surgery, Murdoch University, Australia
MVetStud	Master of Veterinary Studies

Membership of the Australian and New Zealand College of Veterinary Scientists (MANZCVS) in:

MANZCVS(Medicine of Cats)	Medicine of Cats
MANZCVS(Small Animal Surgery)	Small Animal Surgery
MANZCVS(Small Animal Medicine)	Small Animal Medicine
MANZCVS(Small Animal Dentistry)	Small Animal Dentistry
MANZCVS(Emergency and Critical Care)	Emergency and Critical Care
MANCVS (Medicine of Dairy Cattle)	Medicine of Dairy Cattle
MANZCVS (Medicine of Sheep)	Medicine of Sheep
MANZCVS (Medicine and Management of Laboratory Animal)	Medicine and Management of Laboratory Animal

BSAVA Postgraduate Certificates (PGCert), Nottingham Trent University

BSAVA PGCertSAECC	BSAVA Postgraduate Certificate in Small Animal Emergency and Critical Care
BSAVA PGCertSAM	BSAVA Postgraduate Certificate in Small Animal Medicine
BSAVA PGCertSAOphthal	BSAVA Postgraduate Certificate in Small Animal Ophthalmology
BSAVA PGCertSAS	BSAVA Postgraduate Certificate in Small Animal Surgery

ESVPS Postgraduate Certificates (PgC), Harper Adams University¹

PgC(SAM)	PgC in Small Animal Medicine
PgC(SAS)	PgC in Small Animal Surgery
PgC(EAS)	PgC in Exotic Animal Studies
PgC(FVS)	PgC in Feline Veterinary Studies
PgC(SAC)	PgC in Small Animal Cardiology Studies
PgC(SADI)	PgC in Small Animal Diagnostic Imaging
PgC(EMS)	PgC in Small Animal Emergency Medicine & Surgery
PgC(SAO)	PgC in Small Animal Ophthalmology
PgC(SAD)	PgC in Small Animal Dermatology

PgC in Veterinary Ophthalmology, University of Toulouse, France

University of Chester Postgraduate Certificate (PgCert) in Professional Development

PgCert	in Small Animal Surgery (Work-based and Integrative Studies)
	in Small Animal Emergency Practice

PgDip Companion Animal Behaviour Counselling	Postgraduate Diploma in Companion Animal Behaviour Counselling, University of Southampton
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PgDip in Surgery and Small Animal Anaesthesia, University of Barcelona, Spain

PgDip in Small Animal Surgery, University of Wroclaw, Poland

PGDip Applied Animal Behaviour & Welfare	Postgraduate Diploma, University of Newcastle
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BVSc Hons	Bachelor of Veterinary Science, University of Pretoria
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European Master of Small Animal Veterinary Medicine – Internal Medicine

AdvCertVPhys(Mdx)	Advanced Certificate in Veterinary Physiotherapy, University of Middlesex
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MBChB	Degrees of Bachelor of Medicine and Bachelor of Surgery, University of Liverpool
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MSc	Masters in Clinical Animal Behaviour, University of Lincoln
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Masters in Wild Animal Health, RVC

Masters in Livestock Health and Production, RVC

Masters in Companion Animal Medicine, Aristotle University of Thessaloniki, Greece

Masters in Companion Animal Surgery, Aristotle University of Thessaloniki, Greece

Masters in Laboratory Animal Sciences, University of Barcelona, Spain

Masters in Small Animal Cardiology, University of Parma, Spain

Masters in Aquatic Veterinary Studies, University of Stirling

¹ Harper Adams University notified the RCVS of changes to the postnominals for these qualifications on 30/10/2017

2. Specialist level veterinary qualifications

RCVS Diplomas

DWEL	Diploma in Animal Welfare Science, Ethics and Law
DCHP	Diploma in Cattle Health and Production
DEIM	Diploma in Equine Internal Medicine
DEO	Diploma in Equine Orthopaedics
DESM	Diploma in Equine Stud Medicine
DESTS	Diploma in Equine Soft Tissue Surgery
DLAS	Diploma in Laboratory Animal Science
DPM	Diploma in Pig Medicine
DPMP	Diploma in Poultry Medicine and Production
DSHP	Diploma in Sheep Health and Production
DSAM	Diploma in Small Animal Medicine
DSAM(Feline)	Diploma in Small Animal Medicine (Feline)
DSAO	Diploma in Small Animal Orthopaedics
DSAS(Orth)	Diploma in Small Animal Surgery (Orthopaedics)
DSAS(Soft Tissue)	Diploma in Small Animal Surgery (Soft Tissue)
DSVM	Diploma in State Veterinary Medicine
DVA	Diploma in Veterinary Anaesthesia
DVC	Diploma in Veterinary Cardiology
DVD	Diploma in Veterinary Dermatology
DVDI	Diploma in Veterinary Diagnostic Imaging
DVOphthal	Diploma in Veterinary Ophthalmology
DVPH(MH)	Diploma in Veterinary Public Health (Meat Hygiene)
DVR	Diploma in Veterinary Radiology
DVRep	Diploma in Veterinary Reproduction
DZooMed(Avian)	Diploma in Zoological Medicine (Avian)
DZooMed(Mammalian)	Diploma in Zoological Medicine (Mammalian)
DZooMed(Reptilian)	Diploma in Zoological Medicine (Reptilian)

European College Diplomas (awarded by various European Colleges approved by the European Board of Veterinary Specialists)

Other new European College Diplomas may be approved for Specialist status by the EBVS and would then be added to the list for inclusion in the Register.

DipECAWBM (BM)	Diploma of the European College of Animal Welfare and Behavioural Medicine (Behavioural Medicine)
DipECAWBM (AWSEL)	Diploma of the European College of Animal Welfare and Behavioural Medicine (Animal Welfare Science Ethics and Law)

DipECBHM	Diploma of the European College of Bovine Health Management
DipECAMS	Diploma of the European College of Avian Medicine and Surgery
DipECAR	Diploma of the European College of Animal Reproduction
DipECEIM	Diploma of the European College of Equine Internal Medicine
DipECLAM	Diploma of the European College of Laboratory Animal Medicine
DipIECPHM	Diploma of the European College of Porcine Health Management
DipECSRHM	Diploma of the European College of Small Ruminant Health Management
DipECVAA	Diploma of the European College of Veterinary Anaesthesia and Analgesia
DipECVCN	Diploma of the European College of Veterinary and Comparative Nutrition
DipECVCP	Diploma of the European College of Veterinary Clinical Pathology
DipECVDI	Diploma of the European College of Veterinary Diagnostic Imaging
DipECVD	Diploma of the European College of Veterinary Dermatology
DipECVN	Diploma of the European College of Veterinary Neurology
DipECVO	Diploma of the European College of Veterinary Ophthalmology
DipECVS	Diploma of the European College of Veterinary Surgeons
DipECVIM-CA	Diploma of the European College of Veterinary Internal Medicine (Companion Animals)
DipIECVP	Diploma of the European College of Veterinary Pathologists
DipECVPH	Diploma of the European College of Veterinary Public Health
DipECVPT	Diploma of the European College of Veterinary Pharmacology and Toxicology
DipECZM	Diploma of the European College of Zoological Medicine
DipEVDC	Diploma of the European Veterinary Dental College
DipEVPC	Diploma of the European Veterinary Parasitology College
DipECAAH	Diploma of the European College of Aquatic Animal Health
DipECPVS	Diploma of the European College of Poultry Veterinary Science
DipECVECC	Diploma of the European College of Veterinary Emergency And Critical Care
DipECVM	Diploma of the European College of Veterinary Microbiology
DipECVSMR	Diploma of the European College of Veterinary Sports Medicine and Rehabilitation

Diplomas awarded by American Boards/Colleges

DipABT	Diplomate of the American Board of Toxicology
DipABVP	Diplomate of the American Board of Veterinary Practitioners
DipACVAA	Diplomate of the American College of Veterinary Anesthesia and Analgesia
DipACVD	Diplomate of the American College of Veterinary Dermatologists
DipACVECC	Diplomate of the American College of Veterinary Emergency and Critical Care
DipACVN	Diplomate of the American College of Veterinary Neurology
DipACVN	Diplomate of the American College of Veterinary Nutrition
DipACVO	Diplomate of the American College of Veterinary Ophthalmology

DipACVP

Diplomate of the American College of Veterinary Pathologists

DipACVPM

Diplomate of the American College of Veterinary Preventive Medicine

DipACVPM (Epidemiology)	Diplomate of the American College of Veterinary Preventive Medicine (Epidemiology)
DipACVR	Diplomate of the American College of Veterinary Radiology
DipACVSMR	Diplomate of the American College of Veterinary Sports Medicine and Rehabilitation
DipACVS	Diplomate of the American College of Veterinary Surgeons
DipACT	Diplomate of the American College of Theriogenologists
DipACVIM	Diplomate of the American College of Veterinary Internal Medicine
DipACLAM	Diplomate of the American College of Laboratory Animal Medicine
DipACVM	Diplomate of the American College of Veterinary Microbiologists
DiplACZM	Diplomate of the American College of Zoological Medicine
DipAVDC	Diplomate of the American Veterinary Dental College

University Doctorates

PhD	Doctor of Philosophy
DrMedVet	Doctor of Veterinary Medicine
DProf	Doctor in Professional Studies (Veterinary General Practice)
DVetMed	Doctor of Veterinary Medicine
DVM	Doctorate of Veterinary Medicine (<i>nb. some DVMs are awarded as the primary veterinary degree, whereas others are awarded at the higher doctoral level, analogous to a PhD</i>)
DVM&S	Doctorate of Veterinary Medicine and Surgery
DVS	Doctor of Veterinary Science
DVSc	Doctor of Veterinary Science
DVSM	Doctor of Veterinary State Medicine
VMD	Doctor of Veterinary Medicine
VetMD	Doctor of Veterinary Medicine
VetMedDr	Doctor of Veterinary Medicine

Fellowships

FRCVS	Fellow of the Royal College of Veterinary Surgeons
FACVS	Fellow of the Australian College of Veterinary Scientists
FANZCVS	Fellow of the Australian and New Zealand College of Veterinary Scientists
FRCPATH	Fellow of the Royal College of Pathologists

3. Other qualifications related to veterinary and biomedical sciences, agriculture and medicine

The following qualifications are not currently approved by RCVS for Advanced Practitioner or Specialist status, but are relevant to veterinary practice. They are currently approved for listing in the Register against individual members' names. Some qualifications are historical and may no longer be awarded,

DER	Diploma in Equine Reproduction
DipACVB	Diplomate of American College of Veterinary Behaviourists
DipACPV	Diplomate of the American College of Poultry Veterinarians
DABVP (Avian)	Diplomate of the American Board of Veterinary Practitioners, Avian Practice
DABVP ECM	Diplomate of the American Board of Veterinary Practitioners, Exotic Companion Mammal Practice
DipAH	Diploma in Animal Health
DipAiCVD	Diploma of the Asian College of Veterinary Dermatology
DipVetMed	Diploma in Large Animal Medicine
DipLHP	Diploma in Livestock Health and Production
DipVetPath	Diploma in Veterinary Pathology
DPVM	Diploma in Preventive Veterinary Medicine
DipVetMed	Diploma in Veterinary Medicine
DTVM	Diploma in Tropical Veterinary Medicine
DVCS	Diploma in Veterinary Clinical Studies
DVPH	Diploma in Veterinary Public Health
DVSM	Diploma in Veterinary State Medicine
DAP&E	Diploma in Applied Parasitology and Entomology
DipAgric	Diploma in Agriculture
DipBact	Diploma in Bacteriology
DipRCPath	Diploma of Royal College of Pathologists
DipToxRCPath	Diploma in Toxicology of the Royal College of Pathologists
DipWCF	Diploma of the Worshipful Company of Farriers
DLSTHM	Diploma of the London School of Hygiene and Tropical Medicine
PharmD	Le Diplome d'Etat de Docteur en Pharmacie
MD	Doctor of Medicine
DSc	Doctor of Science
ScD	Doctor of Science
MAnimSc	Master of Animal Sciences
MAppIsc	Master of Applied science
MPH	Master of Public Health
MRes	Master of Research
MScR	Master of Science by Research, University of Edinburgh
MPhil	Master of Philosophy

MS	Master of Science
MSc	Master of Science
HonFFFLM	Honorary Fellow, Faculty of Forensic & Legal Medicine of the Royal College of Physicians
FRCA/MRCA	Fellow/Member of the Royal College of Anaesthetists
FRCGP/MRCGP	Fellow/Member of the Royal College of General Practitioners
FRCS/MRCS	Fellow/Member of the Royal College of Surgeons
FRCOG/MRCOG	Fellow/Member of the Royal College of Obstetricians & Gynaecologists
FRPharmS/MRPharmS	Fellow/Member of the Royal Pharmaceutical Society
FRES	Fellow of the Royal Entomological Society of London
CChem/FRSC	Chartered Chemist/Fellow of the Royal Society of Chemistry
CBiol/FSB	Chartered Biologist, Fellow of the Society of Biology
FRSB	Fellow of the Royal Society of Biology
MRSB	Member of the Royal Society of Biology
FAAP	Fellow of the American Academy of Paediatrics
FASM	Fellow of the Australian Society of Microbiology
BAgric	Bachelor of Agriculture
BAgricMgt	Bachelor of Agriculture Management
BAgSc	Bachelor of Agricultural Science
BAnSc	Bachelor of Animal Science
BAO	Bachelor of Arts – Obstetrics
BAppSc	Bachelor of Applied Science (Environmental Science)
BCh	Bachelor of Chemistry
MChem	Master of Chemistry
BSc	Bachelor of Science
BSc(Med)(Hons)	Bachelor of Science in Medicine (Honours)
BM BCh	Bachelor of Medicine and Surgery, Oxford University
MB	Bachelor of Medicine & Surgery
MBBS	Bachelor of Medicine and Bachelor of Surgery, Griffith University, Australia
MVetVir	Master in Veterinary Virology, University of Murdoch, Australia
MSc (Clin Onc)	Master of Science (Clinical Oncology), University of Birmingham
PGCertMedEd	Postgraduate Certificate in Medical Education, University of Dundee
University of Edinburgh	
PG Dip (Pain Mgt)	Postgraduate Diploma in the clinical management of pain
MSc IAWEL	Master of Science in International Animal Welfare Ethics and Law
Pg Dip IAWEL	Postgraduate Diploma in International Animal Welfare Ethics and Law
PgDip IAH	Postgraduate Diploma in International Animal Health
PgDip (Conservation Medicine)	Postgraduate Diploma in Conservation Medicine

PGDip (Equine Science)	Postgraduate Diploma in Equine Science
MSc DIC	Master of Science in Epidemiology and Diploma of Imperial College
University of Liverpool	
PGCertVBM	Postgraduate Certificate in Veterinary Business Management
PGCertVPS / PgDipVPS / MScVPS	Postgraduate Certificate/ Postgraduate Diploma / Master of Science in Veterinary Professional Studies
PGCertSc	Postgraduate Certificate in Science, Massey University, New Zealand
University of Nottingham	
PGCertSART	Postgraduate Certificate in Small Animal Rehabilitation
PGCert Veterinary Medicine and Surgery	Postgraduate Certificate in Veterinary Medicine and Surgery
MBiochem	Master of Biochemistry, University of Oxford
RVC, University of London	
MSc Vet Epi & Public Health	Master of Science in Veterinary Epidemiology and Public Health
PgDip Vet Epi & Public Health	Postgraduate Diploma in Veterinary Epidemiology and Public Health
PGCert Vet Ed	Postgraduate Certificate in Veterinary Education
PgDipVetEd	Postgraduate Diploma in Veterinary Education
PGDip One Health	Postgraduate Diploma in One Health (Infectious Diseases)
MAM	Masters in Avian Medicine, Georgia University, USA
PgD AVPS	ESVPS Postgraduate Diploma in Advanced Veterinary Practice Sciences, Harper Adams University
AdvCertVPhys	Advanced Certificate in Veterinary Physiotherapy, Middlesex University
PGDIPL	Certificate in Cat and Dog Diseases, Warsaw University of Life Sciences
Membership of the Australian and New Zealand College of Veterinary Scientists (MANZCVS) in:	
MANZCVS (Epidemiology)	Epidemiology
MANZCVS (Equine Surgery)	Equine Surgery
MANZCVS Pharmacology	Pharmacology
PGDip (VCP)	Post Graduate Diploma in Veterinary Clinical Practice, University of Bristol/Royal Veterinary College
PGCert Vet Anaesthesia & Analgesia	Post Graduate Certificate in Veterinary Anaesthesia and Analgesia, University of Edinburgh
PGCert (Conservation Medicine)	Post Graduate Certificate in Conservation Medicine, University of Edinburgh
MResCVR	Masters in Clinical Veterinary Research, BSAVA and Nottingham Trent University

PGCert(Equine Science)	Postgraduate Certificate in Equine Science, University of Edinburgh
CSAVP(Internal Medicine)	Certificate of Small Animal Veterinary Practice – Internal Medicine, European School of Advanced Veterinary Studies, University of Luxembourg

4. Postnominals awarded for eminence and significant contributions to a field related to veterinary science

Dr (h.c.)	Doctorate (honoris causa) (various universities)
DUniv	Doctorate (honoris causa)
DVM&S (h.c.)	Medicinae et Chirurgiae Veterinariae Doctorem honoris causa
FMedSci	Fellow of the Academy of Medical Sciences
FRS	Fellow of the Royal Society
FRSE	Fellow of the Royal Society of Edinburgh
FRAgS	Fellow of the Royal Agricultural Societies
ARAgS	Associateship of the Royal Agricultural Societies
FAA	Fellow of the Australian Academy of Science
FAVA	Fellow of the Australian Veterinary Association
HonDVM&S	Medicinae et Chirurgiae Veterinariae Doctorem honoris causa
HonAssocRCVS	Honorary Associate of the Royal College of Veterinary Surgeons
HonFRCVS	Honorary Fellow of the Royal College of Veterinary Surgeons
HonFWCF	Honorary Fellowship of the Worshipful Company of Farriers
HonMRCP	Honorary Member of the Royal College of Physicians
QHVS	Queen's Honorary Veterinary Surgeon
National Honours, eg. CBE, MBE, etc.	Any honours conferred by Her Majesty The Queen within the Commonwealth.

5. Non-veterinary, science, medicine or agriculture related qualifications

MA	Master of Arts
AM	Master of Arts
LLM	Master of Laws
MBA	Master of Business Administration
MEd	Master of Education
MLitt	Master of Letters
MEng	Master of Engineering
PGDE	Professional Graduate Diploma in Education, University of Strathclyde
PGCE	Postgraduate Certificate in Education
AFHEA/FHEA/SFHEA/PFHEA	Associate Fellow/Fellow/Senior Fellow/Principal Fellow of the Higher Education Academy
MCIArb	Member of the Chartered Institute of Arbitrators
BA	Bachelor of Arts
BEng	Bachelor of Engineering
BD	Bachelor of Divinity
BTh	Bachelor of Theology
LLB	Bachelor of Law
MPP	Master of Public Policy
FRGS	Fellowship of the Royal Geographical Society
PGCAP	Postgraduate Certificate in Academic Practice, University of Edinburgh & University of Glasgow
PgDipSSRM UCL	Postgraduate Diploma in Social Sciences Research Methods, UCL
PgCert TSLHE	Postgraduate Certificate in Teaching and Supporting Learning in Higher Education, Harper Adams University
GCLT	Graduate Certificate in Learning and Teaching, University of Surrey
PGCertLTHE	Postgraduate Certificate in Learning and Teaching in Higher Education, University of Liverpool
BBus	Bachelor of Business (Marketing), Queensland University of Technology
EdD	Doctor of Education (Higher Education), University of Liverpool

Recently Approved Qualifications

MResCVR	Masters in Clinical Veterinary Research, BSAVA and Nottingham Trent University
PGCert(Equine Science)	Postgraduate Certificate in Equine Science, University of Edinburgh
CSAVP(Internal Medicine)	Certificate of Small Animal Veterinary Practice – Internal Medicine, European School of Advanced Veterinary Studies, University of Luxembourg
BBus	Bachelor of Business (Marketing), Queensland University of Technology
EdD	Doctor of Education (Higher Education), University of Liverpool