

## Education Committee

### Agenda for the meeting to be held on Tuesday 5<sup>th</sup> February 2019 at 10am

1.	<b>Welcome and Apologies for absence</b>	
2.	<b>Declarations of interest</b>	
3.	<b>Minutes of meeting held on 3 October 2018</b>	Paper attached
4.	<b>Matters arising</b>	
5.	<b>Education Department update</b> a. Education department update	Oral report
6.	<b>CPD</b> a. CPD Audit b. CPD Policy Working Group – Outcomes based CPD c. Referral Group - update	Paper attached Paper attached Paper attached
7.	<b>Strategic Plan</b>	Paper attached
8.	<b>Graduate outcomes update</b>	Paper attached
9.	<b>Certificate in Advanced Veterinary Practice</b> a. Report of sub-committee meeting held on 2018	Paper attached
10.	<b>Statutory Exam Update</b>	Oral Report
11.	<b>Primary Qualifications Sub-Committee (PQSC)</b> a. Report of sub-committee meeting held on 18 December 2018 b. Cambridge Visit c. Changes to standards d. James Cook e. Charles Sturt f. South Australia	Paper attached Paper attached Paper attached Paper attached Paper attached Paper attached
12.	<b>No-deal Brexit Policy: EAEVE Graduate recognition</b>	Paper attached
13.	<b>ENQA Action Plan Update</b>	Paper Attached
14.	<b>Specialists</b> Minutes from the meeting on the 9 <sup>th</sup> January 2019	Paper attached
15.	<b>New approved qualifications</b>	Paper attached
16.	<b>Risk register</b>	Tabled

17.	<b>Any other business</b>	
	<b>Date of next meeting</b>	February 2018 at 10am.

Britta Crawford  
Committee Secretary  
January 2019  
[b.crawford@rcvs.org.uk](mailto:b.crawford@rcvs.org.uk)  
020 7202 0777

**Education Committee membership**

Professor Ewan Cameron

Mr Danny Chambers

Professor Susan Dawson (Chair)

Ms Linda Ford

Mrs Andrea Jeffrey

Mrs Susan (Sue) Paterson

Dr Cheryl Scudamore

Professor James Wood

**Ops Board member as observer:** Prof Stephen May

**Chairs of Education Sub-Committees:**

Ms Clare Tapsfield-Wright, PQSC

Professor Jill Maddison, CertAVP

Professor Gary England

## 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.

## Education Committee

### Minutes of the meeting held on 3 October 2018

<b>Present:</b>	*Professor Ewan Cameron		
	Mr Danny Chambers		
	Professor Susan Dawson	-	Chair
	Ms Linda Ford		
	*Mrs Andrea Jeffrey		
	*Dr Susan (Sue) Paterson		
	Dr Cheryl Scudamore		
	*Professor James Wood		
	Professor Stephen May	-	Operational Board
<b>By invitation:</b>	Dr Clare Tapsfield-Wright	-	PQSC Chairman
	*Professor Jill Maddison	-	CertAVP Sub-Committee Chair
	*Professor Gary England	-	Chair of Specialist Sub-Committee
	Mr Peter Robinson	-	Advanced Practitioner Working Party
<b>In attendance:</b>	Mr Duncan Ash	-	Senior Education Officer
	Mrs Britta Crawford	-	Committee Secretary
	Ms Naila Hassanali	-	Senior Education Officer
	Mrs Victoria Hedges	-	Examinations Manager
	Miss Laura Hogg	-	Senior Education Officer
	Mr Jordan Nicholls	-	Senior Education Officer
	Dr Linda Prescott-Clements	-	Director of Education
	Ms Chris Warman	-	Director of Education
	Ms Lizzie Lockett	-	CEO

#### Ops Board

**Observer:** Professor Stephen May

\* Absent

#### Apologies for absence and welcome

1. There were apologies received from, Ewan Cameron, Andrea Jeffrey, Sue Paterson, James Wood, Jill Maddison and Gary England.
2. Susan Dawson welcomed Linda Prescott-Clements as the incoming Director of Education and the new members of the Education Committee.

### **Declarations of interest**

3. There were no amendments.

### **Minutes**

4. The minutes of the meeting held on 2 May 2018 were approved.

### **Matters arising**

5. There were no matters arising.

### **Education department update**

6. The Director of Education, Ms Chris Warman, gave an oral update on the work of the Education department. The Committee heard that previously, the research to evaluate the PDP had suggested some short term changes, which the department were keen to act on. One of these changes was to make a change to the IT system to add a new confidence rating scale. Unfortunately, these changes would have affected those already progressing through their PDP as well as new graduates signing up. It was felt that the confusion this may cause, coupled with the potential for far greater change resulting from the Graduate Outcomes consultation, would be too great an annoyance for the users and it would be better to wait and make all the changes at one time. More positively, the department has had some useful discussions with Anthony Roberts and Oliver Glackin regarding mentoring and will continue to work with them to pull together materials that can support mentors working with new graduates.
7. The Committee heard that Jenny Soreskog-Turp will be coming back from maternity leave on 12 November, and thanked Naila Hassanali for all her work over the year that Jenny has been on maternity leave. Also, after more than 25 years at the College, Anne Jerney has decided to look for a role nearer home, as the commute is becoming more and more stressful. The Committee acknowledged Anne's contribution to the College over the last 25 years and wished her well.

### **CPD Pilot**

8. As previously reported, the CPD pilot had been extended to allow for a greater number of participants. The pilot is now drawing to a close, and the Department are preparing to send out an evaluation questionnaire to all participants. The feedback from the questionnaire will help to aid decisions on the future of the outcomes based CPD model with a report going to the CPD working party in December, EC in February and to Council for June next year.
9. The Committee were reminded that progress had been slowed by the current IT system but that there was a plan in place for a more user friendly system including the use of hand held devices. The Committee agreed that it would be wise to look at the systems used by other Colleges so that we might learn from their experiences.

### **PDP Update**

10. The PDP statistics were noted by the committee. There was interest in the figures for those who had not signed up for PDP due to not working in clinical practice and other reasons, such as travelling or not settling in a position. The Committee were reassured that those who would benefit from PDP were contacted regularly and reminded of their obligations. It was agreed that a flyer in the admission pack at graduation would be useful and a timely occasion for receiving information on the PDP. The Committee discussed the needs of those on differing career routes for whom the standard PDP may not be appropriate, which would focus on professional skills only. The Committee also discussed PDP support for locums and how their engagement with the PDP might be monitored.

### **Strategic Plan**

11. The Committee noted the progress updates to the Strategic Plan which covered the period up to 2019. The College is working on a wider plan for the next period and the Education Committee will be asked to feed into that.
12. The Committee raised concerns that the current plan was quite ambitious but were reassured that whilst the work was demanding, the College were reaching their goals and managing the resources.

### **Graduate Outcomes**

13. Stephen May gave an update on the work of the Graduate Outcomes Working Group to date and introduced the latest draft of the proposed consultation documents, which had been further refined to include comments made at the Graduate Outcomes Working Group meeting on the 25<sup>th</sup> September. The Committee asked why the topic of recruitment to the profession was no longer included in the consultation. The Committee learned that this issue had been discussed by the Graduate Outcomes Working Party and it was felt that the expertise in this area sat with Veterinary Schools Council who had been gathering data on the matter for some time and building an evidence base, and consequently that it would be premature to consult on this topic at this stage. The Committee agreed that it would be wise for the RCVS and VSC to release a joint statement on this matter to reassure the profession on this matter.

**ACTION: Press release regarding work on recruitment to the profession.**

14. The Committee felt that more explanation was needed regarding the assessment of PDP and the implications of this. It was also acknowledged that Vet schools do not confine clinical training to a single year but this is woven through the entire course. The wording should refer to the clinical phase rather than clinical year. The diagram should also be amended to reflect this. It was also felt that "Extra Mural Core Rotations" may cause confusion with Extra Mural Studies and should be referred to as "off site core rotations".

15. Professor May acknowledged that the consultation was long and would be time consuming to complete. However, it was felt that the consultation should remain as a whole as it would be difficult to consult on each of the areas in isolation. The Committee were reassured that the document had already been greatly reduced and participants would be able to save and return to the survey and would not need to complete it in one hit. Participants should also be able to navigate back and forth through the document.
16. The College has invited those who participated in the original Graduate Outcomes meeting, back to comment on the consultation on the 17<sup>th</sup> October. The final changes would be made ready for the Launch at the London Vet Show in November. The Committee suggested that a focus group of clients should be included in the second phase of the consultation to gauge their expectations of the veterinary profession.

### **CertAVP**

17. The minutes from the CertAVP sub-committee held on 11<sup>th</sup> June 2018 were noted by the Committee.

### **Statutory Exam Update**

18. Victoria Hedges joined the meeting at this point by telephone. The Committee welcomed the update on the work for the new Statutory Exam and praised the more robust methodology and scalability of the new exam. This was particularly in light of the potential Brexit “no-deal” and the significant increase in candidates which may result.
19. The Committee received the new related documents and formally agreed: the contents of the Examination Handbook; the self-assessment skills list; the procedure for processing applications from veterinary surgeons declaring an intention to sit the examination and agreed the proposed changes to the structure and terms of reference for the examination board.

### **Primary Qualifications Sub-Committee (PQSC)**

#### **Report of sub-committee meeting held on 1 August 2018.**

20. The chair of PQSC gave an update on items discussed at the last meeting.
21. Surrey - Visits had begun to inspect the practices being used to deliver the clinical training to Surrey students. 7 people from the RCVS visitor list (4 of whom are on the final visitation team) are visiting 49 practices around the country, between September 2018 to January 2019, to assess the quality of the IMR placements.
22. SGU - Discussions regarding the focussed re-visit to St. George’s University had begun and a Skype call between RCVS and SGU Dean, Dr Neil Olson, was scheduled for the 4<sup>th</sup> October to

discuss some questions that they had in relation to RCVS policies and procedures. It is expected that a visit will be arranged in the first half of April 2019.

23. CityU, Hong Kong – The preliminary visitation to CityU in Hong Kong is scheduled for 25<sup>th</sup> February 2019 and it had been agreed that RCVS would send a representative on this visit. PQSC nominated Professor Malcolm Bennett to this position.

**Action: Education Committee recommends that Professor Bennett represents RCVS on the visitation to CityU, Hong Kong, in 2019**

24. Concern was raised that visit teams were relying heavily on the same visitors and that this pool should be widened. Potential implications on visitor resources being stretched in the light of Brexit and an increase in European visitations was also noted as justification for increasing the number of visitors on the RCVS list. It was asked whether this shortage was due to the difficulty in training up visitors where the process was that they had to observe a visit first. It was suggested to remove this barrier by using other methods of training and one suggestion put forward was to conduct mock visitations to UK veterinary schools. It was asked that PQSC consider the issue at their next meeting.

25. Sydney – The next visitation to Sydney University is scheduled for 19<sup>th</sup> May 2019. PQSC nominated Mrs Lynne Hill for this visitation.

**Action: Education Committee recommends that Mrs Hill represents RCVS on the visitation to Sydney University in 2019**

26. Harper and Keele University - a review had commenced following receipt of the draft curriculum from Harper and Keele. Professors Alessandro Seguino (Edinburgh) and Ed Hall (Bristol), as well as Dr Clare Allen (Cambridge) have reviewed the proposals and identified areas where the proposed curriculum may need further work in order to meet RCVS requirements. These comments had been fed back to the University and RCVS will now begin to arrange six-monthly progress meetings with Harper and Keele University and the chair of PQSC, plus one other member, and RCVS Education Department staff, similar to those held with Surrey University in the lead up to their year three visitation.

### **ENQA Report**

27. The draft report following the ENQA visitation in April 2018 was presented to Education Committee to note. The report had been considered at the ENQA Board meeting on the 13<sup>th</sup> September, at which point a decision on accreditation had been expected, however there was a delay whilst the Board sought further clarification from the site panel. A decision was now expected following their next meeting on 18<sup>th</sup> October. Education Committee were informed that work had already commenced within the Education and Veterinary Nursing department on an action plan to address the recommendations from the report.

### **Changes to standards**

28. The response from the veterinary school at the University of Nottingham to its visitation report indicated that it had some feedback on the content of the SER and on the standards, which it felt

might be helpful in continuing to improve the visitation processes. Dr. Karen Braithwaite worked with staff in the Education department at the RCVS to go through the SER template and RCVS standards to look at improving them, removing duplication and moving certain requirements into standards where they more appropriately sit. PQSC considered all of the suggestions and agreed to recommend a number of changes, which would result in greater clarity, particularly in the SER template.

29. PQSC declined to recommend some of the more substantial changes, particularly to the standards themselves, as it was felt that these would be more appropriately considered as part of the next substantial review of the standards. It was also commented that any major change would impact on the alignment of RCVS with those of AVMA, AVBC, EAEVE and SAVC, which now all worked to harmonised standards.
30. Education Committee agreed to the recommended changes proposed, although it was requested that references to “chairman” be changed to “chairperson”.

**Action: Education Committee approves changes to RCVS standards and procedures for the accreditation of veterinary degrees.**

#### **IAWG Report**

31. The draft minutes of the IAWG meeting held in Barcelona in 2018, which included comments submitted by RCVS representatives, had been presented to Education Committee to note. There were a number of matters requiring discussion and action by parent organisations, as detailed in the action summary at the end of the paper.
32. PQSC had agreed with the recommendation that each organisation would take additional steps to help ensure more consistent and timelier communications between IAWG members, such as adding each other to communication lists.
33. PQSC had also agreed to recommend that RCVS was content for EAEVE and SAVC to become full voting members of IAWG.
34. It had been agreed in principle to the recommendation on cross-training visitors, so that joint visitors could be considered for full international visit teams, which would help make the size of teams more manageable. It felt, however, that work would be needed to ensure a “level playing field” so that visitors from any one organisation did not dominate, and considerations needed to be given so that visitors did not represent more than two organisations at any one time.
35. Lastly, PQSC had recommended that RCVS approve conducting joint consultative site visits with other IAWG members if requested by an established or developing veterinary school, as long as doing so did not conflict with RCVS established policies and procedures. It would be made clear to any school in question that if it was not yet accredited at the time of the joint consultative

visit, any full site visit that is performed subsequently for an initial accreditation decision could not be done jointly, in line with RCVS policy.

36. Education Committee confirmed that it was happy to endorse the recommendations made by PQSC.

**Action: RCVS to report recommendations back to IAWG members.**

### **Murdoch Accreditation**

37. RCVS had received letters from AVBC and AVMA indicating that both these organisations were content with the steps taken by Murdoch University to rectify the minor deficiencies identified following the visitation in 2016, and that at the AVBC meeting of 26 July, full accreditation had been restored.
38. PQSC had considered the annual report from Murdoch and were also content that minor deficiencies had been satisfactorily addressed and that continued accreditation should be recommended to Education Committee.

**Action: Education Committee recommends that the veterinary degree from Murdoch University receive continued accreditation.**

### **Revised Annual Monitoring Report**

39. PQSC had agreed to look at reviewing the content of the annual monitoring report to ensure that we were still asking for relevant information and to consider a simpler way of requesting the data, since schools struggled to fill out the tables each year. Malcom Cobb and Jo Oultram drafted some changes which were presented to Education Committee for review.
40. Education Committee agreed to the changes and it was decided that the new form would be trialled during the 2018 round of annual monitoring.

**Action: Revised annual monitoring forms to be used during the 2018 round of annual monitoring.**

### **Letter from AVBC**

41. At the May meeting, Education Committee had heard that AVBC had confirmed the announcement by the Veterinary Surgeons Board of South Australia that they intended to resign from AVBC. In May, the Committee had been informed that it did not need to take immediate action, but needed to be aware of the implications for mutual recognition agreement with AVBC if the issue is not resolved. The school that would be affected is Adelaide which currently has 9 graduates registered with RCVS. In May 2017, the RCVS gave the school 3 year's accreditation, so a revisit will be due in 2020. It would be necessary to discuss a recognition agreement with the VSBSA to ensure that UK graduates could continue to be eligible to work in South Australia.

42. After receiving a letter from the chair of AVBC, Dr Mark Simpson, which provided an update on the situation, a response had been agreed by PQSC, which Education Committee was invited to agree on. Education Committee considered the response to be appropriate and it was asked that the response be sent back to AVBC.

**Action: RCVS to respond to AVBC letter regarding resignation of the VSBSA from AVBC.**

### **SAVC**

43. At the February meeting of Education Committee, it had been asked that clarification be sought on reciprocal recognition between RCVS and SAVC now that registration in South Africa is conditional on performing one year of community service. RCVS consulted with AVBC, which also has a mutual recognition agreement with SAVC, and a joint letter requesting that UK and Australasian graduates be exempt from this condition was sent to SAVC in May. This letter, along with the reply received from SAVC in August were presented to Education Committee, and it was noted that whilst the current situation applied to all veterinary surgeons registering in South Africa, SAVC were in discussions with the office of the Minister about revising the exemption clause.

### **Advanced Practitioner**

44. The Committee noted the updated list of Advanced Practitioners.

### **Report from the Fellowship sub-committee**

45. The committee received and noted the minutes of the meeting of the Fellowship Sub-Committee held on 5 September 2018.

### **Diplomas**

46. The committee received and noted a summary of the 2018 round of Diploma examinations.

### **New Qualifications**

47. The Committee received the current list of qualifications approved for inclusion in the Registers and a list of recently approved qualifications that would be included in the next version of the list.

### **Risk Register**

48. The Committee noted the risk register which was tabled for the meeting.

### **Any other business**

49. Susan Dawson on behalf of the Committee thanked Chris Warman for her hard work, help support and dedication over the past 5 years as Education Director.

**Date of next meeting**

50. Tuesday 5 February 2019 at 10am

Britta Crawford

Committee Secretary

October 2018

[b.crawford@rcvs.org.uk](mailto:b.crawford@rcvs.org.uk)

<b>Meeting</b>	Education Committee
<b>Date</b>	5 <sup>th</sup> February 2019
<b>Title</b>	2018 Monitoring of Registered Veterinary Surgeons' CPD
<b>Classification</b>	Unclassified
<b>Summary</b>	This paper provides the summary of the 2018 audit of CPD records of veterinary surgeons.
<b>Decisions required</b>	To note
<b>Attachments</b>	Annex A – Analysis of CPD Records
<b>Author</b>	Jenny Soreskog-Turp Senior Education Officer 0207 202 0701 <a href="mailto:j.soreskog-turp@rcvs.org.uk">j.soreskog-turp@rcvs.org.uk</a>

## **Outcomes of the audit**

1. The audit that was carried out in 2018 was the fifth annual audit of veterinary surgeons' compliance with CPD requirements within the Code of Conduct.
2. Email and letters were sent in September 2018, to a total of 973 veterinary surgeons, including:
  - a. Group 1: A random sample of (402) self-certified "CPD compliant" vets.
  - b. Group 2: Vets who were audited last year and non-complaint of the overall requirement. (243)
  - c. Group 3: Any vet that was included in the 2017 CPD audit but did not respond to any communication from the RCVS (98).
  - d. Group 5: Any vet who did not respond to any communication re PDP (91)
  - e. Group 6: Any vet that selected 'no- they are not compliant' as part of the 2017 annual renewal.(139)
3. Veterinary Surgeons were asked to either send photocopies of their CPD record card for the years 2015-2017, or to confirm that they had recorded their CPD using the online professional development record (PDR).
4. The deadline for return of records was the 31<sup>st</sup> October 2018. However due to a low response rate the deadline was extended to the 7th of December 2018.

## **Preliminary analysis of CPD records**

5. Please see Annex A for a full report of the overall results.
6. The overall response rate for the 2018 audit was 92%, which is an improvement on previous years when the response rate has been between 76-87%.
7. Responses have been received from 891 vets:
  - a. 609 vets are compliant with the CPD requirement of 105 hours over 3 years.
  - b. 282 vets whose records show that they are not currently compliant, but most of them have provided a plan to make up the hours to ensure that they are once again CPD compliant.
8. Non-compliance has increased year by year from 18 % in 2014 to 30% in 2017 and 32% in 2018. This can partly be explained by changes in the audit process but will need to be explored further in the next paper.
9. The median number of CPD hours across the groups was 106. The mean number of hours was 136. The range of hours was 0-6394. There were several records that showed between 1000 and 6394 hours (approximately) of CPD.
10. 74% of respondents used the online Professional Development Record to record their CPD, compared to 68% in the previous audit.

11. 28 vets have not responded to any CPD audit requests for three consecutive years and will therefore be referred to the CPD Referral Group. This figure is similar to the last two years, when 26 and 24 vets have been referred. No new nurses were referred to the referral group this year.
12. As in previous years, further analysis including breakdown of CPD activities and further comparison between the previous audits will be presented to Education Committee in May.

### **Reasons for non-compliance**

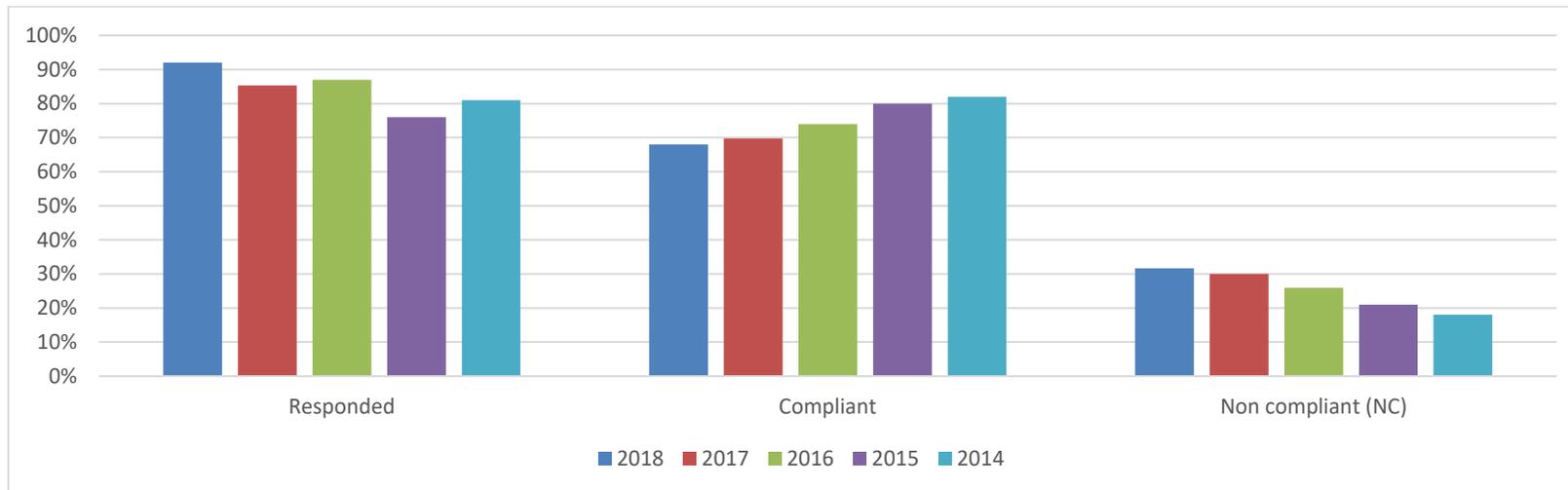
13. Again, a full report will be made in May, but , the main reasons given for non-compliance are:
  - a. Not keeping CPD records for all or some of the audited years
  - b. Maternity leave
  - c. Illness
  - d. Family commitments
  - e. Time/opportunity

### **Next steps**

14. A full analysis including proposals for the conduct of the 2019 audit will be presented in May.
15. Education Committee is invited to note this update and to express any views on its content.

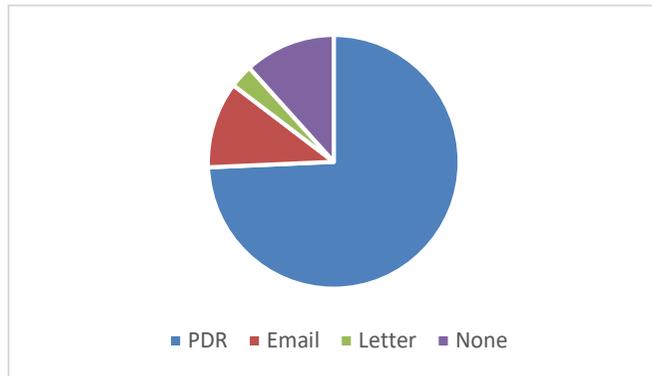
**Annex A**

	Sample	Responded		Compliant		Non-compliant (NC)	
Group 1	402	397	99%	355	89%	42	11%
Group 2	243	224	92%	107	48%	117	52%
Group 3	98	53	54%	23	43%	30	57%
Group 4	91	84	92%	56	67%	28	33%
Group 5	139	133	96%	68	51%	65	49%
<b>Total 2018</b>	<b>973</b>	<b>891</b>	<b>92%</b>	<b>609</b>	<b>68%</b>	<b>282</b>	<b>32%</b>
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	723	74%
Email	107	11%
Letter	29	3%
No returned records	114	12%

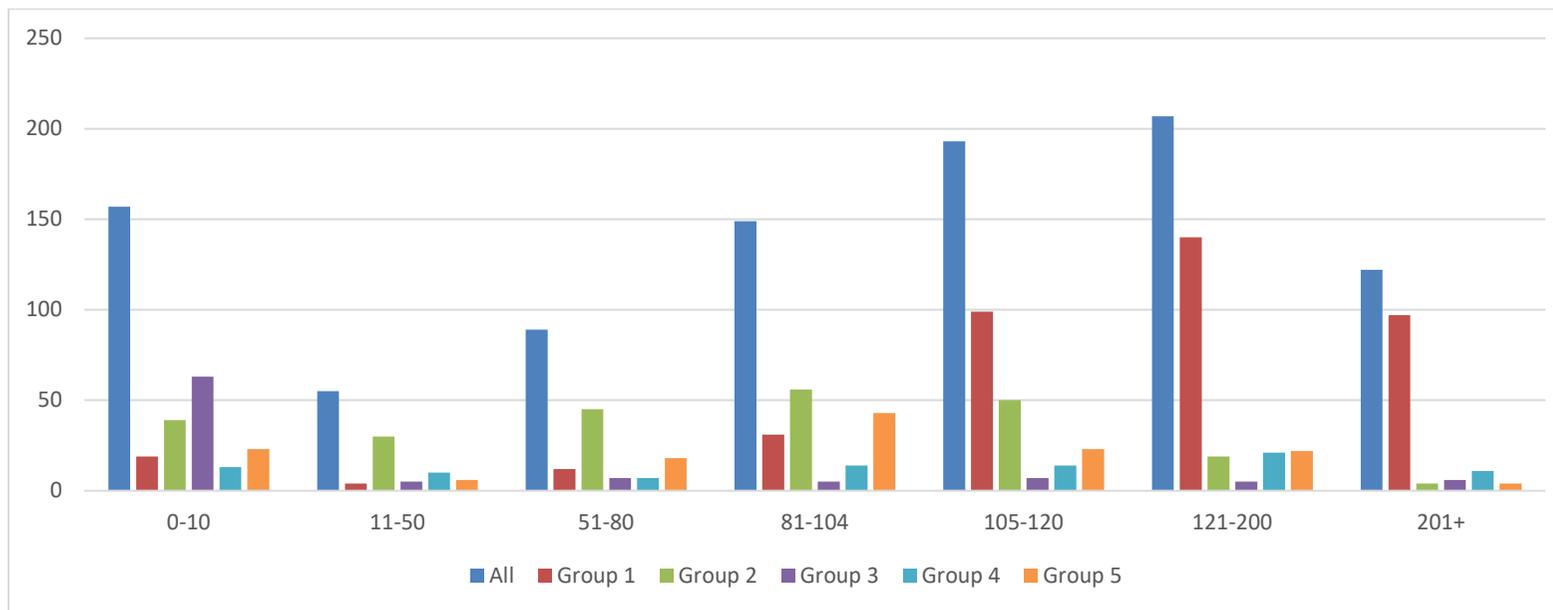


Non-compliance reasons

75	21%	No reason
42	12%	Lost/have not kept records
40	11%	maternity leave
39	11%	Illness
29	8%	Family commitments
22	6%	Time/opportunity
13	4%	Will send records
10	3%	Semi-retired
6	2%	Changing to NP
4	1%	Working abroad
2	1%	No address

Average number of CPD Hours									
	Average over 3 years	Non-Compliant	Compliant	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6
2018	136	40	207	197	76	113	117	90	-
2017	128	63	179	141	93	131	117	106	137
2016	165	56	222	193	102	100	178	73	182
2015	59	25	77	66	40	37	93	22	63
2014	58	23	76	68	34	31	55	22	67

CPD hours over the 3 years (2015-2017)						
	All	Group 1	Group 2	Group 3	Group 4	Group 5
0-10	157	19	39	63	13	23
11-50	55	4	30	5	10	6
51-80	89	12	45	7	7	18
81-104	149	31	56	5	14	43
105-120	193	99	50	7	14	23
121-200	207	140	19	5	21	22
201+	122	97	4	6	11	4
Range: 0-6394	Median: 106	SD:274				



Meeting	Education Committee
Date	5 Feb 2019
Title	Education Committee strategic plan: update on progress
Classification	Unclassified
Summary	A brief progress update against aims within the Education Committee Strategic Plan is attached.
Decisions required	Education Committee is invited to note progress with particular aims.
Attachments	Update against aims of the Education Committee Strategic plan 2016 - 2019
Author	Dr Linda Prescott-Clements Director of Education <a href="mailto:L.Prescott-Clements@rcvs.org.uk">L.Prescott-Clements@rcvs.org.uk</a>

## Veterinary Education: Strategic plan 2016 – 2019: Update

Strategic Aim 1: Promote diverse career opportunities				
Strategic Objective 1A	Actions required	Who is leading?	Complete by when?	Progress update
Develop a one-stop shop for careers advice	Contribute to BVA development of careers hub	BVA	TBA	<p>VF Action G: Online careers hub (BVA to co-ordinate) College plan B: Leadership and Innovation point 1</p> <p>The 'MyVetFuture' website was launched at the London Vet Show in November. RCVS had input into this site. <a href="https://www.vetrecordjobs.com/myvetfuture/">https://www.vetrecordjobs.com/myvetfuture/</a></p> <p>Funding from Defra to re-develop the 'Walks of Life' careers materials has been agreed and this project is being led by the RCVS Communications team.</p>
Strategic Objective 1B	Actions required	Who should lead?	Complete by when?	Progress update
Consider building career development, appraisals etc. into the practice standards scheme	Explore what is currently part of this scheme and where these issues could be integrated	RCVS		<p>VF Action G: Online careers hub (BVA to co-ordinate) College plan B: Leadership and Innovation point 1 VF Action T: Consult on mandatory practice standards inspection College plan C: Continuing to be a First-rate regulator, point 5</p> <p>Already references to team development and appraisals within the 'awards' sections of the PSS. Consultation on mandatory practice standards inspection is planned as part of the RCVS Strategic plan for 2017-19.</p>

<b>Strategic Aim 2: Explore whether the current veterinary degree is fit for purpose</b>				
<b>Strategic Objective 2A</b>	<b>Actions required</b>	<b>Who is leading?</b>	<b>Complete by when?</b>	<b>Progress update</b>
Review the veterinary degree to understand: <ul style="list-style-type: none"> <li>- whether we are developing the skills and knowledge that the vets of the future need</li> <li>- the pros and cons and potential models of limited licensure</li> </ul>	Evidence gathering (literature)	RCVS but involving many key partners	June 2019	VF Outcome I: Review outcomes for graduates (RCVS lead, with the VSC, AVS and employers) College plan C: Continuing to be a First-rate regulator, point 6  The Working Group agreed that limited licensure issue was being taken forward by VSC, and therefore would not form part of the Graduate Outcomes consultation work.  The consultation was formally launched and promoted at the London Vet Show in November. It closes late January, and thereafter the second phase of the project will be to run focus groups to deep further into the themes emerging from the consultation across the four areas (1) Day One Competences, (2) PDP, (3) EMS and (4) Clinical education for general practice  As of 14 <sup>th</sup> January 19, we have 1386 completed responses, and a further 3206 partial responses.  The consultation results will be reported to Education Committee in May 19.
	Fact finding (applicants, students, graduates, employers)			
	Tracking decision-making in students and career choices			
	Explore legal issues and barriers, impact on international students and accreditation, re-skilling and disarticulation			A review of the Accreditation Standards and Processes is planned for 2019/20, following on from Graduate Outcomes and any changes to Day One Competences, and in light of emerging distributed models of veterinary education

	of graduation and licensing			
	Define different models			
	Consider wider impact including on Statutory Membership Examination and on career routes such as specialist, researcher, food safety etc.			
Strategic Objective 2B	Actions required	Who should lead?	Complete by when?	Progress update
Develop a model for EMS provision that is sustainable financially and meets the changing needs of	As part of the graduate outcomes project, set up a cross-party Task and Finish group to review EMS	RCVS/BVA /VSC with students, graduates and employers	June 2019	VF Outcome J: Review of EMS (RCVS lead, with the VSC, AVS, BVA, BVA divisions and employers)  College plan C: Continuing to be a First-rate regulator, point 6

students and the profession.	Refine/clarify the roles of EMS co-ordinators and administrators and the new VSC group			Included in review of graduate outcomes – see above.
	Explore potential for including EMS in Practice Standards scheme			

<b>Strategic Aim 3: Promote Mental wellbeing in staff and students</b>				
<b>Strategic Objective 3A</b>	<b>Actions required</b>	<b>Who should lead?</b>	<b>Complete by when?</b>	<b>Progress update</b>
Examine and measure impact of current initiatives operating in UK vet schools	Promote educational research	VSC	TBA: Agree with VSC	VF Action N: Support the Mind Matters Initiative College plan A: Learning culture
	Gather evidence from UK veterinary schools and internationally			
<b>Strategic Objective 3B</b>	<b>Actions required</b>	<b>Who should lead?</b>	<b>Complete by when?</b>	<b>Progress update</b>
Provide support to front-line clinical teachers	Mental health awareness training	VSC	TBA: Agree with VSC	VF Action N: Support the Mind Matters Initiative College plan A: Learning culture
	Explore the impact of clinical training programmes on undergraduate training environment			

	Explore the impact that residents and interns have on undergraduate teaching (and role modelling – already in SOP)			
	Establishing boundaries – training and support. Coping with stress.			
	Explore standards for internships. Assessment standard setting etc.			

<b>Strategic Aim 4: Ensure Statutory Membership Examination is sustainable and fit for purpose</b>				
<b>Strategic Objective 4A</b>	<b>Actions required</b>	<b>Who should lead?</b>	<b>Complete by when?</b>	<b>Progress update</b>
Bring syllabus content and assessment method, format and delivery into line with current UK good practice	Review and update syllabus to reflect current Day-One Competences	RCVS	April 2019	VF Action K: Support for overseas graduates (RCVS lead) College plan D: Global reach, point 3  This project is progressing well. The amended regulations, including revised fees for the examination, have been agreed by Ministers and came into effect on 1 October 18.  An agreement has been signed with the Veterinary Schools Council for access to the multiple choice question bank and Glasgow has been appointed to host the OSCE examinations.
	Consult stakeholders on potential assessment methods and formats			
	Finalise proposals and present to Examinations Board and Education Committee for agreement			
	Undertake development of appropriate materials			
	Implement new examination from 2019		2019	

				<p>Appointment of the Lead Examiner and Examiners is progressing well, and expected to be completed by end January 19.</p> <p>Consideration to scaling up the exam in case applications increase as a result of Brexit is taking place. We envisage the written papers can be taken by increased numbers without issue, and there is the potential to scale up the OSCE to a maximum of 45 candidates.</p> <p>Defra would like to consult Ministers on whether a second sitting of the exam should be offered, and we are exploring how this could be achieved.</p>
<b>Strategic Objective 4B</b>	<b>Actions required</b>	<b>Who should lead?</b>	<b>Complete by when?</b>	<b>Progress update</b>
Provide appropriate support to candidates	<p>Develop appropriate support mechanisms such as:</p> <p>Video clips of practical examinations</p> <p>Webinars</p> <p>Discussion/networking forum for candidates</p>	RCVS	2019	<p>VF Action K: Support for overseas graduates (RCVS lead)</p> <p>College plan D: Global reach, point 3</p> <p>Good progress is being made with the development of a formative exam, for candidates to take online..</p>
<b>Strategic Aim 5: Support postgraduate career pathways</b>				
<b>Strategic Objective 5A</b>	<b>Actions required</b>	<b>Who should lead?</b>	<b>Complete by when?</b>	<b>Progress update</b>

<p>Review the outcome of implementing Advanced Practitioner status and ensure the criteria are fit for purpose</p>	<p>Establish a task and finish group to conduct a review and make recommendations to Education Committee</p>	<p>RCVS</p>	<p>Completed</p>	<p>College plan D: Global reach, point 5</p> <p>Revised criteria and guidance were approved by Education Committee on 7 February 2018.</p> <p>All Advanced Practitioners due to re-apply in 2019 have been sent an email including the new criteria and guidance, and a mapping showing what is new, a reminder about the evidence needed for the professional skills requirement and information about timescales for re-applying next year.</p>
<p><b>Strategic Objective 5B</b></p>	<p><b>Actions required</b></p>	<p><b>Who should lead?</b></p>	<p><b>Complete by when?</b></p>	<p><b>Progress update</b></p>
<p>Continue to develop the Certificate in Advanced Veterinary Practice (CertAVP) to provide a high-quality post-graduate qualification for the profession.</p>	<p>Undertake a programme review of CertAVP</p> <p>Review existing and develop new modules and designated certificates as appropriate, for example in Oncology</p> <p>Ensure that synoptic examinations offered by RCVS continue to be fit for purpose</p> <p>Further develop quality assurance role of the CertAVP sub-committee</p>	<p>RCVS (through CertAVP sub-committee)</p>	<p>2019</p>	<p>College plan D: Global reach, point 5</p> <p>This work will happen through the CertAVP sub-committee. Proposals were discussed and agreed by Education Committee on 4 October 2017 and the review will be commissioned in 2019.</p>

<b>Strategic Aim 6: Develop lifelong learning in leadership, including mentoring and targeted leadership programmes</b>				
<b>Strategic Objective 6A</b>	<b>Actions required</b>	<b>Who should lead?</b>	<b>Complete by when?</b>	<b>Progress update</b>
Establish a generic mentoring scheme	Commission a review of mentoring schemes and establish a pilot mentoring scheme	RCVS	TBA	VF Action P: Online mentoring (RCVS to lead) College plan A: Learning culture, point 8
	Gather information from the Academy of Medical Science and other mentoring bodies			This work is being taken forward by Anthony Roberts.
<b>Strategic Objective 6B</b>	<b>Actions required</b>	<b>Who should lead?</b>	<b>Complete by when?</b>	<b>Progress update</b>
Establish a Veterinary Leadership programme	Discuss and agree how this should be funded	RCVS		VF Action Q: Veterinary leadership programme (BVA and RCVS working with RCVS Fellowship)
	Review existing programmes (e.g. Cornell) and those no longer in existence			College plan B: Leadership and Innovation, point 4
	Agree proposals for a programme and a timetable for implementation			This work is being taken forward by Anthony Roberts. An update can be found at <a href="https://www.rcvs.org.uk/lifelong-learning/rcvs-leadership-initiative/">https://www.rcvs.org.uk/lifelong-learning/rcvs-leadership-initiative/</a>
	Ensure D1Cs include appropriate references to leadership			
<b>Strategic Aim 7: Maximise the impact of CPD on professional practice</b>				

Strategic Objective 7A	Actions required	Who should lead?	Complete by when?	Progress update
Undertake a review of CPD policy	Establish a task and finish Group to review policy, consult with the profession on potential revisions and make proposals to Education Committee and Council	RCVS	2018	<p>College plan A: Moving from a 'blame' to a 'learning' culture, point 7</p> <p>The feedback from the pilot was reported to the Working Group on 6 December. Recommendations will be made to Education Committee in February 2019 and to Council in March 2019.</p>
Strategic Objective 7B	Actions required	Who should lead?	Complete by when?	Progress update
Implement revised CPD policy	Develop IT systems to support CPD requirements	RCVS	2019	VF Action O: Focus on reflective practice (RCVS lead)
	Develop guidance to support revised requirements			College plan A: Moving from a 'blame' to a 'learning' culture, point 7.
	Communicate requirements to the profession			Results of pilot work will be reported to Education Committee and next steps agreed based on outcomes.
	Ensure that monitoring system is in line with revised policy			Meeting has been arranged with IT / CPD experts in other medical Royal Colleges to learn from their experience in developing CPD recording platforms – scheduled for 6 <sup>th</sup> March. It is hoped that the IT specification will be finalised after this meeting and the platform will be developed within 6 months

<b>Strategic Aim 8: Maximise the impact of PDP in supporting new graduates</b>				
<b>Strategic Objective 8A</b>	<b>Actions required</b>	<b>Who should lead?</b>	<b>Complete by when?</b>	<b>Progress update</b>
Evaluate impact of PDP and implement appropriate improvements	Review emerging results from research project (Sheena Warman) to inform evaluation work	RCVS	Research completed	VF Action O: Focus on reflective practice (RCVS lead)  College plan A: Learning culture, points 2 and 8  This stream of work is now part of the Graduate Outcomes project.
	Commission evaluation work			
	Implement improvements based on evaluation findings			
<b>Strategic Objective 8B</b>	<b>Actions required</b>	<b>Who should lead?</b>	<b>Complete by when?</b>	<b>Progress update</b>
Help employers to provide support to new graduates	Research good practice	RCVS, with BVA and veterinary associations	2018 onwards	VF Action O: Focus on reflective practice (RCVS lead)  College plan A: Learning culture, points 2 and 8  See above. Will form part of the Graduate Outcomes initiatives
	Seek feedback from employers on the kinds of support they would find helpful			
	Make support available to employers and evaluate impact			

<b>Strategic Aim 9: Establish the RCVS Fellowship as a ‘learned society’</b>				
<b>Strategic Objective 9A</b>	<b>Actions required</b>	<b>Who should lead?</b>	<b>Complete by when?</b>	<b>Progress update</b>
Further develop the RCVS Fellowship	Monitor the implementation of the new Fellowship arrangements and make recommendations for the longer-term development of the Fellowship	RCVS (through the Fellowship Board)		<p>College plan B: leadership and Innovation, point 3</p> <p>This area of work is now being led by the Director of Leadership and Innovation, as the policy around the Fellowship sits more comfortably with this stream of work, and will report to the new Advancement of the Professions Committee. The Education Team retains responsibility for the application process.</p> <p>An update can be found at <a href="https://www.rcvs.org.uk/lifelong-learning/rcvs-leadership-initiative/">https://www.rcvs.org.uk/lifelong-learning/rcvs-leadership-initiative/</a></p>
<b>Strategic Aim 10: Develop a proactive veterinary-led EU/global agenda where the UK can lead in public health, education, regulation and improving standards</b>				
<b>Strategic Objective 10A</b>	<b>Actions required</b>	<b>Who should lead?</b>	<b>Complete by when?</b>	<b>Progress update</b>
Establish RCVS as an overarching body for Specialist registration and	Discuss with CertAVP providers re engaging European candidates	CertAVP sub-committee reporting to EC	Ongoing	College plan D: Global reach, point 5

provider of qualifications for Europeans to become Advanced Practitioners	Continue liaison with EBVS to harmonise processes for the recognition of European Specialists in order to streamline processes for listing with RCVS as far as possible	Specialist sub-committee	Ongoing	College plan D: Global reach, point 5
	Discuss potential for harmonisation of re-validation processes with Colleges outside Europe as and when these are introduced	Specialist sub-committee	Ongoing	College plan D: Global reach, point 5
<b>Strategic Objective 10B</b>	<b>Actions required</b>	<b>Who should lead?</b>	<b>Complete by when?</b>	<b>Progress update</b>
Develop RCVS as a leading European accreditation organisation	Make an application to ENQA for membership	PQSC reporting to EC	September/October 2018	College plan D: Global reach, point 6  Completed successfully: RCVS is now a member of ENQA

Meeting	Education Committee
Date	5 February 2019
Title	Certificate in Advanced Veterinary Practice
Classification	Unclassified
Summary	Minutes from the meeting held on the 8 <sup>th</sup> October
Decisions required	To note
Attachments	None
Author	Britta Crawford Education manager <a href="mailto:b.crawford@rcvs.org.uk">b.crawford@rcvs.org.uk</a> 0207 202 0777

## Minutes of the CertAVP Sub-Committee meeting held on 8 October 2018

<b>Present:</b>	Mrs Sharon Boyd	
	Dr Jill Maddison	Chair
	Prof Cathy McGowan	
	Lucy McMahon	
	*Mr Lance Voute	
	Col David White	
	James Horner	
	Melissa Donald	
<b>In Attendance</b>	Mrs Britta Crawford	Education Manager

### Apologies for Absence

1. An apology was received from Lance Voute. Melissa Donald, RCVS Council member, was welcomed to her first meeting.

### Declarations of interest

2. There were no new declarations of interest.

### Minutes

3. The minutes of the meeting held on 11 June 2018 were approved as a true record.

### Matters arising

4. There were no matters arising.

### Synoptic Exams

#### Feedback – observer report

5. The Sub-committee noted the report from James Horner who observed the Production Animal (sheep) and Production Animal (Cattle) exams at Liverpool. The sub-committee discussed the “bonus” case given to an able candidate as she had progressed through the cases quickly. It was agreed that, even though the candidate was a clear pass, an extra case was not appropriate and this practice should not be used in future. The sub-committee noted that there had been effort to include questions from the A and B module in both sets of synoptic and that this had been more successful in the sheep exams. It was hoped that the afternoon session on this topic with the providers would be useful.

### Dates

6. The dates for the next set of Liverpool synoptic exams were noted and the sub-committee would look at their availability. Sharon Boyd informed the group that the examiners at Edinburgh would be keen to observe, which would form a useful learning opportunity for both parties.

### **VPC Modular Combinations**

7. The sub-committee discussed the modular combination document in the light of the recent addition of the C- EBVM module. It was agreed to also add the C-Workplace teaching module to the list of choices and to remove the section: "any relevant module". For the "free choice" module, the candidates would be advised to look closely at the learning outcomes set out in the document and consider where there may be gaps in their knowledge and choose a final module accordingly, either from the list provided or the modular certificate scheme as a whole.

### **Vet Learning/Middlesex**

8. At the previous meeting the sub-committee had noted that the response to the external examiner's report had come from Vet Learning and not from Middlesex. Vet Learning had responded by providing a response from Middlesex to the external examiner's report.

### **Edinburgh Assessment**

9. At a previous meeting, the Sub-committee had asked Edinburgh to review the level of assessment for their Cattle modules. Edinburgh provided a list of their modules with an update of where the levels of assessment had been altered. The sub-committee were happy with the level of assessment for taught courses and assessment only courses.
10. There was some concern, however, that the veterinary cardiology modules asked for 200 case reports over the two modules as this was thought to be far too onerous for 20 credits. It was asked if the assessors could be more specific about what they were asking for and therefor cut down on some cases.

### **Statistics**

11. The sub-committee noted the statistics.

### **Any other business**

12. There was no other business

### **Date of next meeting**

### **To be confirmed.**

Britta Crawford  
Education Manager  
October 2018  
b.crawford@rcvs.org.uk

<b>Meeting</b>	Education Committee
<b>Date</b>	5 February 2018
<b>Title</b>	Minutes of PQSC
<b>Classification</b>	Unclassified
<b>Summary</b>	Minutes of PQSC meeting held on 18 December 2018
<b>Decisions required</b>	None, to note
<b>Attachments</b>	Minutes of PQSC meeting held on 18 December 2018
<b>Author</b>	Jordan Nicholls Senior Education Officer 020 7202 0704 j.nicholls@rcvs.org.uk

## Primary Qualifications Sub-Committee (PQSC)

### Minutes of the meeting held on 18 December 2018

<b>Present:</b>	Professor Malcolm Cobb*	
	Dr Jerry Davies	
	Dr Mandisa Greene	
	Mrs Lynne Hill	
	Mrs Jo Oultram	
	Professor Susan Rhind	
	Mrs Clare Tapsfield-Wright	Chair
<b>In attendance:</b>	Mrs Vicky Hedges	Examinations Manager
	Mr Jordan Nicholls	Senior Education Officer
	Dr Linda Prescott-Clements	Director of Education

\*absent

#### Welcome and apologies for absence

1. Apologies were received from Professor Cobb.

#### Declarations of interest

2. No new declarations of interest were declared.

#### Minutes of meeting held on 19 April 2018

3. The sub-committee noted the minutes and agreed them as an accurate record.

#### Matters arising

4. There were no matters arising from the previous minutes, and all actions were reported as being complete.

## **Annual monitoring reports**

### **RVC**

5. As the RVC had recently received a visitation, only the student numbers were presented. The RVC visitation report would also be considered later in the agenda.

### **Cambridge**

6. The Cambridge report from the visitation in 2018 is also on the agenda for discussion.

### **Edinburgh**

7. It was reported that there were no issues with Edinburgh's submission. Case numbers appeared to be rising and whilst there was some fluctuation in the pathology numbers presented they were within acceptable parameters. The University is continuing to invest in equipment and facilities.

### **Bristol**

8. It was reported that Professor Sheena Warman had been appointed interim Head of Teaching at Bristol, and it was noted that the University was preparing for a forthcoming AVMA consultative visitation. The numbers presented in table 3(c) – Production Animals, appeared to show a significant drop in the numbers of cattle and small ruminant herds/flocks, compared with previous annual reports. It was asked that Bristol clarify these lower numbers with an explanation. It was also noted that as of the 2017/18 admissions cycle, the School no longer held interviews for home applicants, instead basing assessment on their academic ability and scoring of a personal attributes and work experience form.

### **Glasgow**

9. Staff numbers at Glasgow appeared to be stable and there continued to be investment in improving the IT at the School. There appeared to be a greater than 10% drop in caseload numbers for companion animals, it was explained that a new patient recording software had been introduced which now recorded visits and hospitalisations as one visit (as opposed to several visits). There was also a reported drop of greater than 10% of production animal clinical cases, however it was explained that this was due to the reduction in teaching months from 12 to 10 months. It was asked that feedback be given to the University that the drop in teaching could have a significant effect on individual student learning opportunities, and that they would need to keep case numbers under close review

### **Liverpool**

10. Reporting under the Finance heading stated that the University planned to use endowments to pay for staff salaries. It was asked for clarification whether there was an issue with financing for

core teaching on the veterinary degree. It was noted that Liverpool had reduced the compulsory component of their public health EMS from 2 weeks to 1 week in order to allow students more flexibility when searching for placements and to align with other institutions.

### **Nottingham**

11. All recommendations from the previous visitation had been completed. It was noted that there had been a change in partner practices, with the removal of Pinfold Vets (which took 2 students per week). These students were now taken by current partner practices PDSA Derby and Nottingham. The year 3 research project module had been reduced from 12 weeks to 10 weeks to allow the year 3 VPH and CPS modules to each be extended by 1 week. It was reported that whilst animal case numbers were down, the student exposure to these cases had increased. It was requested that clarification be sought as to what percentage of cases the students were seeing (the report stated at least 1 animal per student which would equal 100% of cases). It also was unclear how many companion animal post mortems each student were seeing.

**Action: RCVS to write to the vet schools with results of annual monitoring. Bristol University is being asked to clarify the reported low numbers of production animal cases, Liverpool University is requested to clarify whether there were issues with financing for core teaching activities, Nottingham University is asked to clarify what percentage of cases students were having access to, including numbers of companion animal post mortems, and Glasgow were asked to keep case numbers for student teaching under close review**

### **Cambridge visitation report**

12. The 2018 Cambridge visitation report and University response were presented to PQSC for review. The sub-committee discussed the findings of the visitation team at length, as well as the University response to the report. Concerns were voiced that the Department was still without an operating plan, and that the list of learning outcomes for the Programme was still incomplete and not mapped against the RCVS Day One Competencies, something which had been a recommendation from the previous visitation.
13. It was commented that not much progress appeared to have been made in addressing the suggestions and recommendations from the visitation team. Whilst it was noted that work on developing and instigating a cohesive programme-wide assessment strategy had commenced, the sub-committee expressed disappointment at the speed in which it was being implemented. The Department response indicated that there would not be a robust assessment programme in place until at least 2020-21, which PQSC found to be concerning considering that this was an issue that was also highlighted in the 2015 visitation.
14. It was also noted that the curriculum review was still not complete and that the restructuring of the curriculum was not planned to commence until after the assessment review had been completed.

15. PQSC felt that the visitation report demonstrated that there were still a number of issues at Cambridge University which need attention, and the response from the Department did not reassure them that the visitors' findings were being sufficiently addressed in a timely enough manner. PQSC agreed that, given the lack of progress in meeting the recommendations, the appropriate course of action was to recommend to Education Committee that a short focussed revisit should be undertaken, within one year, concentrating on the Curriculum, Assessment and Outcomes Assessment standards. By this time, according to the University response, there should be clear evidence that the main areas of concern had been addressed.

**ACTION: PQSC recommends to Education Committee that Cambridge University receive 'Accreditation for a shorter period', with a focussed revisit to be undertake within one year.**

### RVC visitation report

16. The draft report following the visitation to the RVC in November 2018 was presented to PQSC for review ahead of the formal consultation period, along with a letter from the Principal, Professor Stuart Reid, seeking clarification over a perceived disconnect between the comments and recommendations in Standard 11 – Outcomes Assessment.
17. It was agreed that the recommendation should be amended to state "The College must develop a robust method to consistently record, track and audit student attainment of clinical competences by direct observation, such that there is direct evidence and documentation of each student meeting the competences."
18. PQSC also raised a question around the suggestion under Standard 3 – Physical Facilities, regarding the monitoring of radiation exposure on EMS placements and how it would be difficult to ensure adequate safety on EMS placements where the College has little control over the quality of experience. It was agreed that the students themselves needed to be made aware of proper radiation safety procedures, rather than the College monitoring each placement.
19. After discussion it was recommended that, for clarity, the suggestion be amended to read "The RVC is in compliance with UK regulations for monitoring radiation exposure in its hospitals and clinics. Due to the variability reported by students at external sites, the RVC should implement approaches to ensure students are fully aware of radiation safety issues when on external placements."
20. It was agreed that, with the above amends, the report should be returned to the RVC to begin the two month statutory consultation period, where the College would have the opportunity to respond in full to the comments, suggestions and recommendations made by the visitation team.

**Action: RCVS to return amended report to the RVC for statutory two month consultation period**

### James Cook University, Queensland (JCU)

21. Following the visit to JCU in 2016, RCVS had granted a status of ‘Accreditation for a shorter period’ until the minor deficiencies had been addressed. Plans outlining the steps to correct these deficiencies had been noted by PQSC at subsequent meetings, and the latest annual report was presented for review.
22. As the University had now completed building their isolation facilities, PQSC agreed with the AVBC recommendation that full accreditation should now be given until 2023, when the next scheduled visitation is due to take place, subject to satisfactory annual monitoring reports.

**Action: PQSC recommends to Education Committee that the BVSc from James Cook University receive full accreditation until the next scheduled visitation in 2023**

### Charles Sturt University, New South Wales (CSU)

23. Due to a combination of administrative errors, the report from the visitation to CSU in June 2017 was not considered by PQSC at its meeting in December 2017 and subsequently overlooked. A change in internal RCVS tracking of international visits was put in place to ensure this didn't happen again. PQSC was presented with the final CSU visitation report, and subsequent follow-up actions and annual reports, for review.
24. It was noted that at the AVBC meeting in September 2017, it was resolved that the CSU veterinary programme be granted ‘Accreditation with minor deficiencies’. The School subsequently submitted its 2017 annual report in March 2018, whereupon VSAAC resolved that the continuing accreditation status of CSU be ‘Accreditation with minor deficiencies’ and the School was asked to submit a further report in October 2018. Following receipt of the 2018 annual report, AVBC decided to continue the status of ‘Accreditation with minor deficiencies’ and have requested a further follow-up report by March 2019.
25. In considering the various reports, it was noted that whilst progress with meeting the deficiencies could be seen, the University still hadn't quite remedied the minor deficiencies. PQSC agreed with the approach taken by AVBC, and that a shorter period of accreditation should be granted and reassessed upon receipt of the further report in March 2019.

**Action: PQSC recommends to Education Committee that the BVBIOL BVSc from CSU receive the status of ‘Accreditation for a shorter period’**

### Bristol accelerated graduate entry programme

26. Further plans surrounding the new accelerated graduate programme were received, and it was noted that the first student intake was scheduled for 2019. At the March 2017 meeting, PQSC had agreed that it would be appropriate for the visitation team to look specifically at this route during the next visitation in 2021, as it would have been in place for a few years by this time.

27. RCVS had subsequently received correspondence from the Head of School, Professor Richard Hammond, seeking reassurance that this accelerated route would be classed as an 'accredited programme', even though no one would have graduated from it yet.
28. PQSC were in agreement that whilst this was an articulation onto an existing course, and therefore could be considered during routine Bristol visitations, RCVS could not grant an accreditation status for something that has not been assessed. Therefore, Bristol should not market their accelerated graduate entry programme as an RCVS accredited course.

**Action: RCVS to write to Professor Hammond, explaining that the accelerated course would not be accredited until after it had been assessed during the next Bristol visitation**

### Accreditation standard clarification

29. One of the recommendations to come out of the ENQA review was the need to make the RCVS accreditation option of "Full accreditation for a shorter period" more precise. The ENQA panel felt that not having a defined time period within this option could lead to inconsistent application of accreditation decisions, where decision making was not based on an overarching policy using clear and transparent criteria. Whilst PQSC considered that this could be one possible outcome from application of this accreditation status, it was agreed that the standard was worded such that flexibility could be applied where necessary, as different issues would not always merit the same time period. For example, it would be inappropriate to expect a new building to be approved and constructed within a twelve month period, so a period of three years would be applied. Conversely, where recommendations were more administrative, these could reasonably be expected to be applied within a year.
30. PQSC reviewed the wording of the standard, and considered stating a specific time frame of accreditation for one year, where a short focussed revisit is recommended, or accreditation for three years, where a full revisit across all of the standards is recommended. However, it was felt that this would be too constrictive to implement and that each visitation report was individual and needed to be considered on a case by case basis.
31. It was agreed to add the following text (indicated in red) to the standard to provide further clarification: **Accreditation for a shorter period** if significant deficiencies are identified: accreditation will be subject to the deficiencies being addressed within a specified period and subject to satisfactory periodic reports. The RCVS will normally undertake a re-visit before the accreditation period expires to monitor progress in addressing any identified concerns. This may be a full re-visit covering all the standards (normally held over one week) or a more focussed re-visit that concentrates on progress with addressing specific deficiencies (which would normally be held over one or two days). Consideration of a shorter period of accreditation subject to conditions will apply where there are either a) one or more major deficiencies, or b) a series of lesser deficiencies which, taken together, could have a significant impact on students' education, but which are deemed to be rectifiable within a given period of time. **When accreditation for a**

shorter period is granted, the exact period of time will be specified and rationale for the decision conveyed to the veterinary school.

**Action: PQSC recommends to Education Committee that the status of 'Accreditation for a shorter period' be amended with the above text.**

### Visitor training

32. A paper was presented to PQSC regarding visitor training and whilst there was agreement that a new method of training needed to be implemented in order to prepare new visitors, it was argued that a mock visitation using completely 'live' data could lead to complications, particularly if issues were found, however it was also felt that using such data could be beneficial for the schools. It was agreed that if this method were to be explored, it should be done alongside using 'dummy' data and simulated scenarios.
33. PQSC were keen that visitor training encompass a variety of techniques in addition to mock visitations, such as online testing that combine cases studies, videos and pictures which could be used in combination with a rubric to sharpen new visitor skills in assessment.
34. It was asked that a more detailed plan be presented, focussing on which areas of a visitation could be simulated. Feedback from new visitors was also requested around what techniques they found to be most helpful when being trained up to full visitor status.
35. It was agreed that a further paper should be brought to PQSC with more detail regarding proposals of how this visitor training could take place. It was recommended that RCVS liaise closely with the Veterinary Schools Council on this project.

**Action: A more detailed project plan to be drafted and presented to PQSC at its next meeting**

### Visitor feedback

36. Following the 2018 visitations to Surrey University and Cambridge University, feedback forms on RCVS process and procedures had been circulated to both the universities and the visitation teams. The collated visitor feedback was presented for consideration by PQSC. It was noted that no feedback was received from either university.
37. A number of recommendations were made as a result of this feedback. It was requested that when considering external core clinical placements on a visitation, a master rubric be drawn up from which visitors would randomly sample. This would help avoid the predictability of practices having prepared answers, having already seen the rubric in advance.
38. One trend that was highlighted in the feedback was the visitor concern that senior University staff members were present in every meeting during the visitation. It was asked that RCVS specifically add something into the standards, and to remind veterinary schools when compiling the timetable,

that senior members of staff should not be present at meetings during the visitation unless there was justification for their presence (such as in the Organisation and Finance meetings). In one instance it was noted that senior HR staff were present during the meetings with junior staff members and it was felt that this may deter people from speaking frankly.

39. It was also requested that RCVS state that university scribes not be present during meetings with the visitation panel, as sessions are supposed to be confidential and this could inhibit discussions.
40. Another recommendation was that feedback forms should also be circulated to any IMR or EMS partners involved in the visitation for their perspective.
41. It was reported that there were proposals for a wider review of RCVS processes for visitations, which aimed to strengthen the guidance surrounding roles and responsibilities of the different team members and to tighten up RCVS quality assurance procedures. This would include revisions to the guidance that is given to the veterinary schools when preparing for a visitation. PQSC agreed that the recommendations arising from the visitor feedback should be fed into this review.

**Action: PQSC recommends that the above changes to the visitation process be taken into account during the review of RCVS visitation processes**

42. It was noted that RCVS staff received consistent high praise for their efforts on visitations.
43. Lastly, it was reported that following one of the ENQA recommendations about the strengthening of RCVS quality assurance processes, a new role was being considered that would look at quality assuring activities across both the Education and Veterinary Nursing departments. It was thought that universities might be more willing to engage in feedback if coordinated by this person, who could be seen as more external to the process.

#### AVMA visitations

44. At its February meeting, Education Committee agreed with the PQSC recommendation that RCVS should exercise its right to observe an AVMA visit annually.
45. AVMA subsequently agreed to this request, however arrangements for the 2019 schedule had already been confirmed and it was reported that 2020 would likely be the earliest opportunity for this to take place. The list of colleges that are due to be visited in 2020 were presented for review and it was agreed that RCVS should send representation on the Tuskegee University visitation, who were currently on probationary AVMA accreditation with a major deficiency in Standard 11 – Outcomes Assessment.
46. It was also reported that there may be an opportunity to put an observer on the visit to Auburn University in November 2019, where a panel member had withdrawn. In this instance, it was agreed to recommend that the Director of Education and Chair of Education Committee attend this visit so that RCVS could consider AVMA processes alongside our own.

**Action: PQSC recommend to Education Committee that an RCVS observer attend the AVMA visitation to Tuskegee University in 2020, and that both the Director of Education or the Chair of Education Committee attend the AVMA visit to Auburn University in November 2019**

## ENQA

47. It was noted that RCVS had achieved ENQA accreditation, and that work had already commenced on addressing the recommendations from the report, which included the development of a comprehensive quality assurance policy for RCVS accreditation activities (both internally and externally), introducing student representation on RCVS committees, consideration of further alignment between the accreditation processes of veterinary and veterinary nursing degrees to achieve greater consistency, and adopting a wider pool of accreditors (particularly for veterinary nursing degrees).
48. A follow-up visitation to look at progress with these actions is scheduled for 2020.

## SAVC community service requirement

49. At the February 2018 Education Committee meeting, it had been asked that clarification be sought on reciprocal recognition between RCVS and SAVC now that registration in South Africa is conditional on performing one year of community service. South Africa had introduced this requirement after the agreement had been signed, and it is part of South African law and not a SAVC requirement. The agreement states that recognised qualifications will be accepted by RCVS and SAVC as the basis for registration, "subject to meeting any other requirements which may be set out in the relevant legislation of the country or state in which registration is sought".
50. After writing to SAVC, RCVS was informed that the current regulations state that every person registering as a veterinarian for the first time in South Africa must complete compulsory community service. The sub-committee noted that there was no exemption for UK graduates, however it was reported that SAVC was in talks with the office of the Minister regarding revisions to the exemption clause.

## Stat Exam IELTS exemption requests

51. It was agreed that the applications for exemption from the IELTS requirement for the 2019 Stat Exam would be considered outside the meeting by Dr Davies and Dr Greene. It was also requested that going forward, the application form should omit the question on country of birth, as this could prompt unconscious bias in the assessor. Instead, it was requested that the list of countries found on the General Medical Council (GMC) website recognised as having English as a first and native language be presented, and the candidate asked if their country of birth is on that list.

52. It was agreed that the chair of the exam board along with another member of PQSC and the RCVS Examinations Manager would review the applications for IELTS exemption. It was confirmed that the process would continue in this way when the new exam board had been formed. The terms of reference had previously been agreed by PQSC.

### Stat Exam examiners for 2019

53. The list of proposed examiners for the 2019 "old style" Stat Exam was approved.

54. It was also noted that there was a recruitment exercise underway for examiners (including a lead examiner) for the new-format RCVS Stat Exam, which was being launched in 2019.

### Any other business

#### Occupational English Test (OET)

55. Following approval from RCVS Council, RCVS Directors of Education and Operations met with the OET Business Development Manager to explore using this as an alternative English language test to IELTS.

56. There was plenty of data on equivalence presented, and the OET was already being accepted by the GMC and the Nursing and Midwifery Council (NMC). It was noted that AVBC also accepted the OET for applications to their membership examination.

57. It was also noted that there was no cost involved to the RCVS in accepting the OET, as is currently the case with the IELTS exam, and that offering candidates the option of sitting the OET would increase their opportunities for meeting the English language requirements for entry.

58. PQSC felt that there was no reason for RCVS not to accept the OET and it was recommended to Education Committee that the OET be accepted for applications to the stat exam going forward, for candidates that have achieved a B pass in each of the four sections of the test, which is at a level comparable to that expected in the IELTS test.

**Action: PQSC recommends to Education Committee that the OET be accepted, for candidates who hold a current B in each section, as meeting the English Language requirement for sitting the Statutory Membership Examination**

### Date of next meeting

59. The next meeting of PQSC will be held at the College on 16 April 2019 at 11am.

<b>Meeting</b>	Education Committee
<b>Date</b>	5 February 2019
<b>Title</b>	Accreditation standard clarification
<b>Classification</b>	Unclassified
<b>Summary</b>	<p>One of the recommendations to come out of the ENQA review was the need to make the RCVS accreditation option of “Full accreditation for a shorter period” more precise. The ENQA panel felt that not having a defined time period within this option could lead to inconsistent application of accreditation decisions.</p> <p>PQSC reviewed the wording of the standard, and considered stating a specific time frame of accreditation for one year, where a short focused revisit is recommended, or accreditation for three years, where a full revisit across all of the standards is recommended. However, it was felt that this would be too constrictive to implement and that each visitation report was individual and needed to be considered on a case by case basis. It was agreed to add the following text (indicated in red) to the standard to provide further clarification.</p> <p><b>Accreditation for a shorter period</b> if significant deficiencies are identified: accreditation will be subject to the deficiencies being addressed within a specified period and subject to satisfactory periodic reports. The RCVS will normally undertake a re-visit before the accreditation period expires to monitor progress in addressing any identified concerns. This may be a full re-visit covering all the standards (normally held over one week) or a more focussed re-visit that concentrates on progress with addressing specific deficiencies (which would normally be held over one or two days). Consideration of a shorter period of accreditation subject to conditions will apply where there are either a) one or more major deficiencies, or b) a series of lesser deficiencies which, taken together, could have a significant impact on students’ education, but which are deemed to be rectifiable within a given period of time. <b>When accreditation for a shorter period is granted, the exact period of time will be specified and rationale for the decision conveyed to the veterinary school.</b></p>
<b>Decisions required</b>	To agree to the change in definition of the “Accreditation for a shorter period” accreditation option.

<b>Attachments</b>	None
<b>Author</b>	Jordan Nicholls Senior Education Officer

<b>Meeting</b>	Education Committee
<b>Date</b>	5 February 2019
<b>Title</b>	Letter from AVBC regarding the resignation of the VSBSA
<b>Classification</b>	Unclassified
<b>Summary</b>	<p>In a letter dated 20 December 2018, RCVS heard that the Australasian Veterinary Boards Council (AVBC) had confirmed the resignation of the Veterinary Surgeons Board of South Australia (VSBSA) from AVBC.</p> <p>At this stage, the full implications of this decision are not known. The school that will be affected by this is Adelaide which currently has 12 graduates registered with RCVS. As the VSBSA now no longer falls under the mutual recognition agreement that RCVS has with AVBC, it may be necessary to discuss a recognition agreement with the VSBSA to ensure that UK graduates could continue to be eligible to work in South Australia and <i>vice versa</i>.</p> <p>In May 2017, the RCVS gave the school 3 year's accreditation, so a revisit will be due in 2020. It is unlikely that a mutual recognition agreement would be in place by then and therefore, assuming that the University of Adelaide wished to continue to receive RCVS accreditation, it would need to bear the full costs of a full RCVS visit, as RCVS would no longer be partnering with the AVBC as it does now. Should the University no longer wish to receive RCVS accreditation, the route to RCVS registration for its graduates would be the Statutory Membership Examination.</p> <p>AVBC have indicated that it will take them some time to understand the repercussions of this decision, and RCVS will continue to work closely with AVBC over this issue. The current mutual recognition agreement with AVBC is provided at Annex C for information.</p>
<b>Decisions required</b>	None, to note
<b>Attachments</b>	Annex A: Letter from Dr Julie Strous, AVBC Annex B: Letter from RCVS President to AVBC Annex C: Current Mutual recognition agreement with AVBC
<b>Author</b>	Jordan Nicholls Senior Education Officer



*Contact* Julie Strous  
*Telephone* 03 96207844  
*Mobile* 0412720095  
*Email* ed@avbc.asn.au  
*Website* www.avbc.asn.au

FOR IMMEDIATE RELEASE  
December 20, 2018

## RESIGNATION OF THE VETERINARY SURGEONS BOARD OF SA FROM AVBC IS CONFIRMED

Melbourne, Victoria, December 20, 2018– The resignation of the Veterinary Surgeons Board of South Australia (VSBSA) from Australasian Veterinary Boards Council (AVBC) is now confirmed.

In December 2017, the VSBSA informed the other eight member veterinary boards of AVBC, the Australian Veterinary Association and the New Zealand Veterinary Association of its intention to resign at the end of 2018. Throughout 2018, the AVBC has worked to achieve a satisfactory resolution of the issues raised by VSBSA as reasons for their resignation prior to the end of the notice period.

The AVBC has the resources and expertise to undertake the accreditation of veterinary schools, the assessment of veterinary specialists for registration, and to carry out the examinations of overseas veterinary graduates who have qualifications which are not recognised by AVBC and its members. These key functions facilitate the registration decisions of all of the member veterinary boards. The AVBC was established by the member boards in 1999 to perform these functions centrally in order to provide and maintain consistency of standards across Australia and New Zealand but also because of the complexity and cost for individual boards to do this important work. The resignation of the VSBSA from AVBC raises questions about how they will manage these critical registration decisions in the future and maintain the high standards the public expects.

AVBC has enjoyed the unanimous support and membership of all of the Australian boards and the New Zealand Veterinary Council up until now, and is looking forward to restarting discussions in the New Year with the VSBSA in order to facilitate the renewal of their membership.

Dr Mark Simpson, Chair of AVBC, said,

*To maintain and build on our internationally recognised veterinary education standards, the veterinary community and the eight member boards from Australia and New Zealand will continue to work together.*

*We look forward to further strengthening and streamlining the regulation of the veterinary profession in our region.*

###

If you would like more information about this topic, please contact Julie Strous at 03 96207844 or email at ed@avbc.asn.au.

Dr M Simpson  
Australian Veterinary Boards Council Inc  
Level 8, 470 Collins Street  
Melbourne  
Vic 3000  
Australia

**Ref** AB/PD  
**Tel** 020 7202 0716  
**E-mail** [p.dean@rcvs.org.uk](mailto:p.dean@rcvs.org.uk)  
**Website** [www.rcvs.org.uk](http://www.rcvs.org.uk)

4 October 2018

Dear Dr Simpson

Thank you very much for your letter of 5 September, outlining the current position on the potential resignation from the AVBC of the Veterinary Surgeons Board of South Australia (VSBSA). We greatly appreciate the information that you have provided and agree with you that the withdrawal of a single Board from the AVBC has a number of implications for the registration and mobility of veterinary surgeons internationally.

We felt that it might be timely to set out some of these implications from an RCVS perspective, as this might help to inform the discussions that you will be having with the representatives of the VSBSA Board.

As we are all aware, the current position is that RCVS and AVBC work collaboratively under the terms of an agreement to “accept systems of accreditation and visitation in the United Kingdom (carried out by RCVS) and in Australia and New Zealand (carried out by the Veterinary Schools Accreditation Advisory Committee, reporting to AVBC Inc.) as the basis of recognising veterinary qualifications for the purpose of registration”. This agreement has been signed by all the constituent members of the AVBC.

Clearly, should the VSBSA withdraw, neither it, nor the RCVS would remain subject to the terms of this agreement. This would mean that, in order to allow UK graduates to register to practise in South Australia and graduates of the University of Adelaide to register to practise in the UK as they do now, the RCVS and the VSBSA would need to negotiate a similar agreement to replace it.

Whilst this may well be possible, in the first instance, the RCVS would need to be assured that all of the standards, policies and procedures associated with VSBSA accreditation and qualification recognition were in place and as robust as those of the AVBC. No doubt, the VSBSA would wish to be similarly assured about RCVS standards and procedures. This would take time and create significant uncertainty for students and graduates in both countries.

In the event that it was not possible to come to an agreement, the implication is that UK schools would need to receive direct accreditation from the VSBSA, as well as the AVBC, should they wish their graduates to be able to practise in South Australia. This would add to the burden of accreditation and

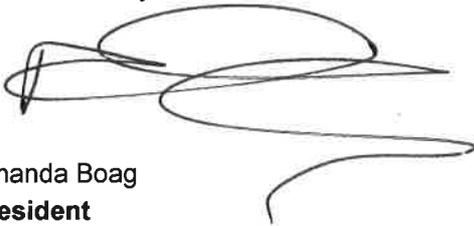
would be a disappointing retrograde step, particularly after the considerable efforts that have been made to harmonise international standards over the last ten to fifteen years.

RCVS granted a 3-year accreditation period to the University in 2017 and thus a revisit would be due in 2020. It is unlikely that a mutual recognition agreement would be in place by then and therefore, assuming that the University of Adelaide wished to continue to receive RCVS accreditation, it would need to bear the full costs of a full RCVS visit, as RCVS would no longer be partnering with the AVBC as it does now. Should the University no longer wish to receive RCVS accreditation, the route to RCVS registration for its graduates would be the Statutory Membership Examination.

It will be clear from this response that the RCVS would be saddened to see the withdrawal of the VSBSA and concerned about its international impact and fully supports all your efforts to resolve the situation. However, should the VSBSA withdraw from AVBC, please be assured that the RCVS will work closely with Dr Strous and her team to do all that we can to minimise the effect on graduates in both countries.

In the meantime, thank you again for updating us and we wish you every success in your forthcoming discussions.

Yours sincerely

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke at the bottom.

Amanda Boag  
**President**

**AGREEMENT**

16 JUN 2014

**BETWEEN**

**ROYAL COLLEGE OF VETERINARY SURGEONS (RCVS)**

of Belgravia House, 62-64 Horseferry Road, London SW1P 2AF, United Kingdom

**AND**

**AUSTRALASIAN VETERINARY BOARDS COUNCIL INC.(AVBC Inc.)**

of level 11, 470 Collins Street, Melbourne, Victoria 3000, Australia

**MADE ON**

**JUNE 2000**

**and amended**

**NOVEMBER 2005, NOVEMBER 2010 and MAY 2014**

**To accept systems of accreditation and visitation in the United Kingdom (carried out by RCVS) and in Australia and New Zealand (carried out by the Veterinary Schools Accreditation Advisory Committee, reporting to AVBC Inc.) as the basis of recognising veterinary qualifications for the purpose of registration, as follows:-**

1. The recognised qualifications shall be accepted as the basis for registration to practise veterinary surgery by RCVS in the United Kingdom and by AVBC Inc., in conjunction with the Australian and New Zealand registering authorities (whose details and support for this Agreement are recorded in the attached Schedule), subject to meeting any other requirements which may be set out in the relevant legislation of the country or state in which registration is sought. Each party to this Agreement shall inform the other of any changes in such legislation.
2. The recognised qualifications shall include degrees awarded by universities accredited by the RCVS and AVBC, the RCVS Statutory Membership Examination and the National Veterinary Examinations for Australia and New Zealand.
3. RCVS and AVBC Inc. shall carry out regular visitations of the veterinary schools in the United Kingdom and Australasia, respectively, normally on a seven year cycle and with no more than a 10 year interval between visits to an individual school, and shall send each other for information only, a draft copy of each visitation report as soon as it has been checked for factual accuracy by the university concerned. Each organisation shall then send to the other organisation the final version of each report as soon as it has been approved by either RCVS in the case of the UK schools, or by AVBC Inc in the case of the Australasian schools. Any unreasonable delay in carrying out a visit, or sharing a visitation report, may be grounds for acting in accordance with paragraph 7 of this Agreement.

4. RCVS and AVBC Inc. shall furnish each other with complete copies of the current visitation procedures and documentation specifying standards and methods of evaluation and provide immediate information about any material changes made. Each party to this Agreement reserves the right to call for a review of this Agreement if material changes are made to the standards, the procedure or the documentation used for visitations.
5. For visitations to veterinary schools which are not AVMA accredited, or where a joint visitation does not include the AVMA Council on Education, each visitation team shall normally include at least one, and usually no more than two, nominees of RCVS or AVBC Inc., on a reciprocal basis, serving as full voting visitors on the team.
6. For visitations undertaken jointly between AVBC, RCVS and the AVMA Council on Education, each visitation team shall normally include either one or two RCVS appointed visitors with full voting rights for visits in Australia and New Zealand, and either one or two AVBC appointed visitors with full voting rights for visits in the UK, or as otherwise agreed with the International Accreditors Working Group.
7. Once final visitation reports have been received, as described in paragraph 3 above, the Council of the receiving organisation shall decide whether to:-
  - i. accept the report, on the basis that no material deficiencies have been identified and the receiving organisation is satisfied that the qualification is sufficient to meet the current registration requirements in that country or state; or
  - ii. specify that certain steps should be taken, within a stated period of time; for example, to provide further information, to effect changes or remedy deficiencies, if there are deficiencies identified, or if the receiving organisation has concerns. In such a case it would be expected that the University in question should formally respond within two years in a letter from the Vice-Chancellor; and/or
  - iii. make a further visit itself, subject to the agreement of the school in question, to investigate its continuing concerns or to confirm that there are no longer any material deficiencies; and/or
  - iv. withdraw recognition, if there is any unnecessary delay in responding to a request for changes to be made or for further information to be provided.
8. The RCVS Statutory Membership Examination and the Australian and New Zealand National Veterinary Examinations shall be subject to an audit every 5 years using agreed criteria for assessment, and copies of the audit reports shall be submitted to RCVS/AVBC Inc., as appropriate, to consider the options listed in paragraph 6 above (in so far as they are relevant to the examining bodies rather than universities).
9. In the event that either of the parties to this Agreement, or the relevant registration authorities, is not satisfied that a qualification is sufficient to meet their statutory or other requirements for registration, the RCVS and the Australasian registering authorities have the right to withhold or withdraw recognition. Any withdrawal of recognition shall have immediate effect unless a different date is specified.

10. The visitors' travel, accommodation and any loss of earnings allowance payable by the visitors' home accrediting body will be borne by the university being visited. The university must also pay any accreditation fee(s) charged by the accrediting body or bodies. Each accrediting body reserves the right to withhold their decision on the university's accreditation status until such time as the visitors' costs and accreditation fee have been paid in full.
11. This Agreement supersedes any previous Agreement about recognition of veterinary qualifications in the United Kingdom and Australasia.
12. This Agreement shall be reviewed every five years or as otherwise agreed between the two organisations.

**SIGNED**

ON BEHALF OF RCVS

BY [Signature] POSITION President  
 ON 25 June 2014 2014

ON BEHALF OF AVBC

BY [Signature] POSITION CHAIR  
 ON 30th May 2014

**THE REGISTERING AUTHORITIES IN AUSTRALIA AND NEW ZEALAND hereby agree to support the Agreement**

**SIGNED**

1. BY [Signature] POSITION CHAIR  
 NAME OF ORGANISATION VETERINARY SURGEONS BOARD OF QUEENSLAND  
 ON 30th MAY 2014

2. BY [Signature] POSITION MEMBER  
 NAME OF ORGANISATION VETERINARY COUNCIL OF NEW ZEALAND  
 ON 30th May 2014

3. BY Rud Rauer POSITION MEMBER  
NAME OF ORGANISATION VETERINARY SURGEONS BOARD S.A  
ON 30 May 2014

4. BY RP Minto POSITION Member  
NAME OF ORGANISATION NT VSB  
ON 30/5 2014

5. BY [Signature] POSITION MEMBER  
NAME OF ORGANISATION VBT  
ON 30/5/ 2014

6. BY [Signature] POSITION REPRESENTATIVE  
NAME OF ORGANISATION VETERINARY PRACTITIONERS BOARD NSW  
ON 30 MAY 2014

7. BY Christy Depledge POSITION CHAIR  
NAME OF ORGANISATION VETERINARY PRACTITIONERS REGISTRATION BOARD OF VICTORIA  
ON 30<sup>th</sup> May 2014

8. BY [Signature] POSITION  
NAME OF ORGANISATION AG Veterinarian Surgeons Board  
ON May 30<sup>th</sup> 2014

9. BY [Signature] POSITION CHAIR  
NAME OF ORGANISATION WA Veterinarian Surgeons Board  
ON May 30<sup>th</sup> 2014

Meeting	Education Committee
Date	5 February 2019
Title	No-deal Brexit Policy: EAEVE Graduate recognition
Classification	Unclassified
Summary	This paper provides feedback from the RCVS Brexit Taskforce group around contingency planning for a no-deal Brexit, including plans for operationalising the recognition of graduates from EAEVE approved / accredited veterinary schools.
Decisions required	To consider the proposals and decide whether <i>all</i> graduates from EAEVE approved / accredited schools should be accepted, or those who graduated <i>after</i> the school received EAEVE approval / accreditation.
Attachments	None
Author	Dr Linda Prescott-Clements Director of Education  <a href="mailto:L.Prescott-Clements@rcvs.org.uk">L.Prescott-Clements@rcvs.org.uk</a>

## No Deal Brexit Policy: EAEVE Graduate Recognition

### Background

1. In June 2018, RCVS Council approved plans and contingencies recommended by the Brexit Taskforce, in the event of a no-deal Brexit. This included that graduates from veterinary schools approved or accredited by the European Association of Establishments for Veterinary Education (EAEVE) are recognised for a transitional period, while RCVS seeks a mutual recognition agreement with EAEVE for the longer term.
2. Based on recent registrations from EU/EEA schools, it is estimated that this will mean around 13% of graduates who currently register through the Mutual Recognition of Professional Qualifications (MRPQ) will need to take the RCVS Statutory Examination in order to work in the UK, and we are considering how the exam can be scaled up in order to accommodate an increase in applications.
3. The intention after Brexit, is to seek a more formal arrangement such as a mutual recognition agreement similar to those already in place with the Australasian Veterinary Boards Council (AVBC), the South African Veterinary Council (SAVC) and the American Veterinary Medical Association (AVMA). This is likely to focus on accredited schools only (not *approved* schools, which have not been reviewed in terms of educational standards), and involve joint visitation. However, as EAEVE does not have the authority to compel local regulatory authorities to register UK vets, such an agreement may be complex to negotiate, or even one-sided.
4. EAEVE 'Approved' status is being phased out, and therefore acceptance of graduates from approved schools is likely to be temporary anyway.

### EAEVE Approved / Accredited School Graduate Recognition

5. In operationalising the decision to recognise graduates from EAEVE approved or accredited schools for a transition period (until an agreement can be reached with EAEVE or the issue returns to Council if an agreement proves difficult), a decision needs to be made regarding the criteria for this recognition, i.e.
  - a. whether *all* graduates from EAEVE approved / accredited schools should be recognised regardless of when the school received EAEVE status. In such cases, this would mean the potential for graduates who had attended the school prior to it being reviewed by EAEVE being recognised by RCVS<sup>1</sup>, or

---

<sup>1</sup> Those currently on the register would remain

- b. whether RCVS should recognise only those who graduated after the school had received its EAEVE status.
6. The number of individuals applying from EAEVE approved/accredited schools who graduated before the school was granted EAEVE status is likely to be low. Eighty percent of applicants to the UK register apply within five years of their graduation – greatly reducing the likelihood that they will have graduated before their school gained EAEVE approval/accreditation
7. Initial attempts at accessing historical information regarding when schools gained their EAEVE approved / accreditation status have indicated that EAEVE does not have this information readily available. Furthermore, there are concerns that although numbers are likely to be low, option (b) above could exacerbate veterinary workforce shortages further.
8. Education Committee are asked to consider the proposal and make a recommendation to Council regarding the criteria for accepting graduates from EAEVE approved and accredited schools in a transitional period until a more formal mutual recognition agreement can be agreed.

Meeting	Education Committee
Date	5 February 2019
Title	ENQA Action Plan Update
Classification	Unclassified
Summary	This paper details the action plan developed in response to the feedback and recommendations received in the ENQA report following their visit. A verbal update against the actions in the plan will be provided by the Director for Education
Decisions required	None- for review and to note progress
Attachments	ENQA Action Plan
Author	Dr Linda Prescott-Clements Director of Education <a href="mailto:L.Prescott-Clements@rcvs.org.uk">L.Prescott-Clements@rcvs.org.uk</a>

## ENQA Action Plan DRAFT 3

ENQA Recommendation	RCVS Action	Timescale	Responsibility
<p>ESG 3.1</p> <p>Add a more comprehensive QA policy to the next strategic plan or develop a separate QA policy document that would help stakeholders outside the RCVS to understand the aim and scope of its QA activities.</p>	<ul style="list-style-type: none"> <li>Take account of this recommendation in the next RCVS Strategic Plan</li> <li>At present, the plan is that QA reports would be produced and considered by those directly involved in accreditation activities. This means that, other than the oversight provided by the Audit and Risk Committee, the process lacks a degree of independence. This could be addressed by introducing a role for a QA manager who would be responsible for the development of QA policy across the College and for making QA reports to relevant committees on an annual basis. This role, which would also address recommendation 3.4 (2), would be independent of both the Education and Veterinary Nursing departments. It would have responsibility for undertaking thematic analysis, and for developing a policy document that sets out the QA activities that RCVS undertakes and defines responsibilities. The QA work could, potentially, be combined with other activities such as statistical analysis /research work in order to create a role that would support a range of College activities.</li> </ul>	<p><b>By end 2019</b></p> <p><b>Discuss with CEO as part of resource planning by end September 2018</b></p>	<p><b>Directors of Education and Veterinary Nursing</b></p>
<p>ESG 3.1</p> <p>Engage students from both veterinary surgeons and nurses</p>	<ul style="list-style-type: none"> <li>RCVS took proposals to the relevant committees following the verbal feedback from the ENQA visiting team in April and all agreed in principle to include student representatives on the Primary Qualifications sub-</li> </ul>	<p><b>January 2019</b></p>	<p><b>CEO to agree College-wide mechanism</b></p>

<p>programmes to the decision making bodies of the RCVS.</p>	<p>committee, Education Committee and VN Education Committee.</p> <ul style="list-style-type: none"> <li>The mechanism for recruiting student members now needs to be agreed and action taken. There are wider discussions taking place on recruiting committee members for College committees as Council reduces in size and the need to recruit student members needs to be taken into account in this new process. RCVS may also wish to suggest to the veterinary schools that the time taken to participate as a member of an RCVS committee could be counted as EMS.</li> </ul>		<p><b>Committee secretaries to work with HR team to recruit students members</b></p>
<p>ESG 3.4 (1) Develop a clear concept and plan for thematic analysis.</p> <p>ESG 3.4 (2) Set clear roles and responsibilities among staff members for analysing and publishing general findings of RCVS's external quality assurance activities.</p>	<ul style="list-style-type: none"> <li>Thematic analysis was one of the areas for improvement identified within the RCVS Self-Assessment report. The ENQA visit team agreed and, whilst it saw sufficient potential that swift progress could be made, its report makes it clear that this is an area where more work is needed to ensure that RCVS fully meets this standard at the next review. The ENQA team also commented that conducting thematic analysis should be an executive responsibility, rather than that of any committee.</li> <li>It is suggested that undertaking thematic analysis could be a role for the proposed QA Manager mentioned above. Reports would be considered by relevant committees and the Audit and Risk Committee would receive assurances that due process had been followed.</li> </ul>	<p><b>Discuss with CEO as part of resource planning by end September 2018</b></p>	<p><b>Director of Education and Veterinary Nursing</b></p>
<p>ESG 3.6 Apply a systematic approach for collecting feedback and align the procedures at accreditations of VS and VN degrees whenever possible.</p>	<ul style="list-style-type: none"> <li>Following the verbal feedback given by the ENQA visit team in April, the Director of Veterinary Nursing has initiated a review of the standards used to accredit veterinary nursing degrees. One of the purposes of this review is to look at the potential for aligning standards and procedures more closely with those used for accreditation of degrees for veterinary surgeons.</li> <li>Whilst feedback is now collected from visiting teams and veterinary schools, there is potential to improve this</li> </ul>	<p><b>Completed by July 2019</b></p>	<p><b>Director of Veterinary Nursing</b></p>

	<p>process. An on-line feedback form should be developed to collect feedback from visitors and from the school that has been visited. Also, feedback is currently sent to the Education/Vet Nursing teams, who are managing the visitation and accreditation process. This could act as a barrier to a school providing honest feedback, if it is in any way critical of the RCVS team. It is therefore suggested that the management of the feedback process could be a further role for the QA manager, thus adding a degree of independence and encouraging both schools and visitors to provide constructive feedback.</p>	<p><b>Online forms developed by December 2019</b></p>	<p><b>Education/VN teams to progress development of online forms</b></p>
<p>ESG 2.1 Develop VN accreditation methodology closer to the one of VS, and through this increase the focus on IQA in VN reviews, with especial attention to student-centered learning, also in VN reviews.</p>	<ul style="list-style-type: none"> <li>As mentioned above, a review of the VN standards and accreditation methodology is underway and this will include consideration of the focus on internal quality assurance and student-centred learning in VN reviews.</li> </ul>	<p><b>July 2019</b></p>	<p><b>Director of Veterinary Nursing</b></p>
<p>ESG 2.4 At VN accreditation, pursue the widening of review pools and avoid relying too heavily on the senior staff of RCVS.</p>	<ul style="list-style-type: none"> <li>Following the verbal feedback given by the ENQA visit team, the VN team has made additional efforts to widen its pool of visitors, and has created a flyer to distribute to veterinary practices. One of the issues is that employers can be reluctant to give nurses the time away from the practice to undertake visitation work, and thus it might be difficult to substantially increase the pool. Ideally, a VN visiting team should comprise an academic, a practitioner, a student and the RCVS Quality Assurance Manager and the VN team is working towards this position.</li> </ul>	<p><b>By Sept 18</b></p>	<p><b>Director of Veterinary Nursing</b></p>

<p>ESG 2.5</p> <p>Accreditation decisions should be confinable and justifiable. Therefore the review panel <i>recommends to</i></p> <ul style="list-style-type: none"> <li>consider whether the complex system of decision-making could be simplified;</li> <li>make the option “Full accreditation for a shorter period” more precise.</li> </ul>	<ul style="list-style-type: none"> <li>The current accreditation categories will be reviewed with a view to simplifying them and/or providing additional guidance to ensure that the options are clear and precise</li> </ul>	<p><b>By December, for December meeting of PQSC</b></p>	<p><b>Director of Education</b></p>
<p><b>Suggestions for Further Development</b></p>			
<p><b>ESG 3.6:</b> As there is no one document describing the IQA policies and responsibilities, the RCVS is invited to consider developing a formal policy document. It is suggested that this documentation include formal procedures of IQA, articulation of responsibilities and formalised feedback structures to ensure it continues to be fit for purpose. This would allow for greater transparency</p>	<ul style="list-style-type: none"> <li>See above – suggest this might be included in the role of a new QA Manager</li> </ul>		

<p>and recording of formalised IQA systems.</p>			
<p><b>ESG 2.3:</b> As an area of good practice, expert panels of VN accreditation can see the university’s response and action plan, and comment on the reply if necessary. It is suggested that expert panels of VS accreditation are also provided the opportunity to view the university’s responses.</p>	<ul style="list-style-type: none"> <li>Both the VN and Education teams will action this suggestion immediately.</li> </ul>	<p><b>As from next visits</b></p>	<p><b>QA manager and Senior Education Officer</b></p>
<p>It is recognised that RCVS is not a typical QA agency but is a very experienced QA provider, although an inexperienced member of the European QA community. The review panel would encourage the RCVS to become more active participants of the relevant discourse and community activities.</p>	<ul style="list-style-type: none"> <li>RCVS plans to be fully involved in ENQA activities and will send representatives to the QA Conference in Vienna in November 2018</li> </ul>	<p><b>November 2018</b></p>	<p><b>Directors of Education and Veterinary Nursing</b></p>

Meeting	Education Committee
Date	5 February 2019
Title	Specialist Sub-Committee
Classification	Unclassified
Summary	The minutes from the January 2019 meeting of the Specialist Sub-Committee
Decisions required	<ul style="list-style-type: none"> <li>i. To note the report</li> <li>ii. Approve the names in Annex A for inclusion in the List of RCVS Specialists</li> <li>iii. Approve new title of Equine Surgery (Sports Medicine)</li> <li>iv. Approve new Terms of Reference and Committee membership attached in Annex B</li> <li>v. To consider formal assessment of Asian College Diplomas</li> <li>vi. To approve invitation to retired Specialists to apply for Emeritus Status</li> </ul>
Attachments	<p>Annex A - Recommendations from SSC to Education Committee for Listing in 2019</p> <p>Annex B – Draft Terms of Reference</p>
Author	<p>Duncan Ash</p> <p>Senior Education Officer</p> <p><a href="mailto:d.ash@rcvs.org.uk">d.ash@rcvs.org.uk</a></p>

**Specialist Sub-Committee**

**Minutes of the meeting held on 9 January 2019**

**Present:** Professor Gary England - Chair  
Mr John Fishwick  
Professor Tim Greet  
Miss Henrietta Martineau \*  
Professor Carmel Mooney  
Dr Thomas Witte

\* absent

**In attendance:**

Mr Duncan Ash - Senior Education Officer  
Dr Linda Prescott-Clements - Director of Education

**Declarations of interest**

1. There were no new declarations of interest.

**Minutes of previous meetings**

2. The minutes were noted and accepted as a true record.

**Matters Arising**

**Specialist titles - Zoo and Wildlife Medicine**

3. Mr Ash reported that all RCVS Specialists in Zoo and Wildlife Medicine listed on the basis of a European Diploma were written to in February 2018 to ask for their opinions on changing their RCVS listing to match their European title. Out of the 11 written to, 5 had decided to change their titles. New applicants would also be able to be listed with the RCVS under the same title as with the European Board of Veterinary Specialists (EBVS).

**Extracts from Education Committee minutes**

4. The Committee received extracts from the February, May and October Education Committee minutes from 2018.
5. The extract from the February meeting regarding amendments to the Advanced Practitioner criteria and guidance was noted, and in particular, the discussion on the differing requirement for Specialists' professional skills. Advanced Practitioners are required to cover the professional skills requirement by passing the CertAVP A module, or equivalent. In 2016, the criteria for Specialists was changed so that Specialists are now required to self-certify that they are applying the professional skills as part of their practice, which was attested to by their referees, to the best of their knowledge. Concerns had been raised from Advanced Practitioners about the differences during a consultation on the update of the criteria, however Education Committee had agreed that the differences were justified. Mr Ash agreed to follow up after the meeting on Education Committee's suggestion that a communication plan being put into place explaining the revisions.
6. **Secretary's note:** The updated Advanced Practitioner guidance notes and criteria were published on the website in March 2018. An email was also sent to all Advanced Practitioners outlining the changes and explaining the professional skills requirement in further detail.
7. The Committee also noted the decision made at the May meeting to turn down the request from a Specialist to also be listed as an Advanced Practitioner under the same title. This was the first request of its kind, and based on the decision it was agreed that the Specialist application guidance notes would be updated to reflect that you could not be listed as a Specialist and Advanced Practitioner under the same title. Specialists who were also listed as Advanced Practitioners in other areas would still be acceptable.
8. The extract from the October meeting was noted without comment.

#### **Criteria Information Pack**

9. Further to the change agreed in paragraph 7, a number of other minor amendments to wording in the information pack were agreed upon. Mr Ash agreed to make the changes and circulate the updated guidance to the committee before they were published.

**Action: Mr Ash to update guidance notes and criteria information pack**

#### **Dual Speciality Requirements**

10. The Committee noted the EBVS requirements for their Specialists to spend at least 60% of their working time in their area of Speciality. This would therefore not allow Specialists to be listed under two titles. RCVS had previously allowed for dual listing, and the criteria surrounding working time was also updated in 2018 last year to be less prescriptive: "*both re and new applicants must ensure that they are up to date and fit to practice in their area of speciality.*"

11. There was some discussion as to whether RCVS should change the criteria to match this, however it was ultimately decided to continue to allow dual listings as it was accepted that there could be crossover in certain areas, so time spent in practice in one area could also in theory be said to still generally be within another related area. The criteria however would be updated to only allow for dual listing in “related areas”.

#### **Eligibility of Qualifications**

12. The Committee had received two requests from prospective applicants to consider the eligibility of two qualifications for Specialist status: American Veterinary Dental College (AVDC) Founding Fellow in Oral and Maxillofacial Surgery; and the Diploma of the Asian College of Veterinary Ophthalmology.
13. It was agreed that the AVDC Founding Fellow in Oral and Maxillofacial Surgery would be allowed as an eligible qualification, as a pre-requisite was that the Fellow needed to be a holder of the AVDC Diploma initially, which is already an eligible qualification. However, the title awarded would be *Specialist in Veterinary Dentistry (Oral and Maxillofacial Surgery)*, so it would be a sub-speciality of Veterinary Dentistry rather than a full new title of ‘Oral and Maxillofacial Surgery’.
14. It was decided however that The Diploma of the Asian College of Veterinary Ophthalmology would not currently be accepted. It was reported that there was currently no reciprocity between the Asian College of Veterinary Ophthalmology and the European College of Veterinary Ophthalmology, nor yet any between the Asian Board of Veterinary Specialities and EBVS in general to be able to use as a guide. Therefore it was difficult to ascertain the level of qualification without making a full formal assessment of it. The Committee were of the opinion that it would be best to wait until if and when EBVS had formally declared equivalence before the eligibility could be re-considered. However, Education Committee are invited to consider if they would wish for a further assessment of the qualification in the meantime.

**Action: Mr Ash to inform the applicants on the decisions  
Education Committee to consider formal assessment**

#### **Emeritus Specialists**

15. In 2018, the criteria for listing as an Emeritus Specialist was updated so it could be more easily achieved in the hope of increasing the number listed. The Committee noted however that there would have been many former Specialists who had retired from practice before these changes were put in place, and therefore would now be eligible to apply but may not necessarily be aware that they can. Therefore, the Committee would recommend to Education Committee that RCVS should write to those who would now be eligible to invite them to apply to be listed.

**Action: Recommend to Education Committee**

#### **New and Re-applications for Specialist status**

16. 61 new applications and 43 re-applications had been received.
17. It was noted that the criteria on experience had changed in 2018, so that there was no longer a requirement for the amount of time to be spent in practice in the area of speciality. However, the application form had already been published before the change was made, therefore the section on experience was still included. It was therefore agreed that the self-assessment points for this section would not be taken into account and the overall required score would be adjusted to allow for this.
18. Two applicants had applied for listing in Equine Medicine (Sports Medicine), but were already currently listed as Specialists in Equine Surgery. Based on earlier discussions around dual listing and related areas, it was agreed that it would not be appropriate to be listed as both a Specialist in Equine Surgery and Equine Medicine (Sports Medicine), as whilst they may be practicing within the sports medicine field, surgeons would not be practicing in the wider equine medicine field. Therefore, the Committee agreed that a title of Equine Surgery (Sports Medicine) could be more appropriate and recommend that the new sub-speciality be approved by Education Committee. If the title was approved, the two applications would be contacted and offered to either change their title to Equine Surgery (Sports Medicine), or remain with their original title.

**Action: Recommend new title of Equine Surgery (Sports Medicine) to Education Committee**

19. Members also declared individual conflicts of interest where applicable when discussing each of the applications.
20. It was agreed that the names of those listed in **Annex A** should be recommended to be included in the List of RCVS Specialists by Education Committee.

**Action: Recommend to Education Committee**

21. The Committee commented that the application form could be improved further if a total tally of self-assessment points could be added to each section of the form so that it didn't have to be calculated manually. Mr Ash agreed to liaise with the IT department to see if this was a possibility.

**Action: Mr Ash to liaise with IT**

### **Current List of Specialists**

22. The current List of Specialists was noted by the committee. Mr Ash reported that the list on the RCVS website now linked directly to the findavet site, which would make searching quicker and easier.

### **Sub-Committee Membership**

23. A list of the current and past members of the Sub-Committee was received and noted.
24. There was a discussion around the length of service as two members of the Committee had currently served for 7 years. As there was no indication as to a limit (previous members had served up to 16 years), it was agreed that a new Terms of Reference be drafted, which can be seen at **Annex B**. Education Committee would be invited to approve the Terms of Reference.
25. It was also agreed to recommend to Education Committee that Professor England step down from the Sub-Committee, and invite them to nominate a replacement Chair from within the Sub-Committee.
26. The Specialist Sub-Committee also wished to nominate Dr Simon Girling as a replacement member for Professor England. Education Committee would be invited to approve the nomination.

**Action: Education Committee to approve ToR and changes to the Committee Membership**

### **Correspondence**

27. RCVS received an email from a former Specialist who had chosen not to re-apply due to the College's decisions to withdraw the RCVS Diploma, and also to allow for streamlined applications from EBVS Specialists. The Committee considered the correspondence and noted the concerns, but ultimately agreed that no further action be taken.

**Date of next meeting: Wednesday 8 January 2020 via teleconference**

Duncan Ash  
Senior Education Officer  
January 2019  
d.ash@rcvs.org.uk

**ANNEX A****Recommendations from SSC to Education Committee for Listing in 2019:**

<b>Name</b>	<b>Subject</b>
Jo Dukes-McEwan	Veterinary Cardiology
Chris Riggs	Equine Surgery
Richard Whitelock	Small Animal Surgery (Orthopaedics)
Mark Patteson	Veterinary Cardiology
Tim Mair	Equine Medicine (Internal Medicine)
Jane Dobson	Veterinary Oncology
Clare Rusbrudge	Veterinary Neurology
Robert White	Small Animal Surgery (Soft Tissue)
Anita Patel	Veterinary Dermatology
Heidi Featherstone	Veterinary Ophthalmology
Carlos Macias	Small Animal Surgery (Orthopaedics)
Ruth Willis	Veterinary Cardiology
Fraser McConnell	Veterinary Diagnostic Imaging
Andy Durham	Equine Medicine (Internal Medicine)
Francisco Llabres Diaz	Veterinary Diagnostic Imaging
Elizabeth Baines	Veterinary Diagnostic Imaging
Kathleen Freeman	Veterinary Pathology (Clinical Pathology)
Sarah Wolfensohn	Laboratory Animal Science
Daniel Mills	Veterinary Behavioural Medicine
Cedric Chan	Equine Surgery (Orthopaedics)
Christoph Stork	Small Animal Surgery
Patricia Ibarrola Orruno	Small Animal Medicine (Internal)
John Cook	Cattle Health and Production (Dairy)
Andrew Holloway	Veterinary Diagnostic Imaging

Alison Ridyard	Small Animal Medicine
Luca Ferasin	Veterinary Cardiology
Debbie Archer	Equine Surgery
Rodolfo Cappello	Veterinary Neurology
John Keen	Equine Medicine (Internal Medicine)
Bruce McGorum	Equine Medicine (Internal Medicine)
Rachel Casey	Veterinary Behavioural Medicine
Sarah Boys Smith	Equine Surgery
Joanna Hedley	Zoo and Wildlife Medicine (Herpetology)
Fiona Lovatt	Sheep Health and Production
Richard Saunders	Zoo and Wildlife Medicine
Noel Fitzpatrick	Small Animal Surgery (Orthopaedics)
Richard Cooper	Cattle Health and Production
Craig Hunt	Zoo and Wildlife Medicine
Mark Goodfellow	Veterinary Oncology (Small Animals)
Vicky Lispcomb	Small Animal Surgery (Soft Tissue)
Simon Priestnall	Veterinary Pathology
Russell Parker	Equine Surgery
Susannah Lillis	Veterinary Diagnostic Imaging
Harry Carslake	Equine Medicine (Internal Medicine)
Fernando Malalana	Equine Medicine (Internal Medicine)
John Williams	Small Animal Surgery (Soft Tissue)
Kelly Bowlt	Small Animal Surgery
Luis Rubio Martinez	Equine Surgery
Kate Allen	Equine Medicine (Sports Medicine)
Tim Brazil	Equine Medicine (Internal Medicine)
Emma Scurrall	Veterinary Pathology

Helen Williams	Cattle Health and Production
Jo Oultram	Cattle Health and Production
Vanessa Schmidt	Veterinary Dermatology
Heidi Radke	Small Animal Surgery (Orthopaedics)
Daniela Murgia	Small Animal Surgery
Jane Ladlow	Small Animal Surgery
Eva Rioja Garcia	Veterinary Anaesthesia and Analgesia
Mayank Seth	Small Animal Medicine
Hannah Stephenson	Veterinary Cardiology
David Scott Rutherford	Small Animal Surgery
Fieke Molenaar	Zoo and Wildlife Medicine (Mammalian)
Gordon Brown	Small Animal Surgery (Orthopaedics)
Chris Little	Veterinary Cardiology
Phil Witte	Small Animal Surgery (Orthopaedics)
Elsa Edery	Small Animal Medicine (Internal)
Owen Skinner	Small Animal Surgery (Oncology)
Nicola Parry	Veterinary Pathology
Aarti Kathrani	Small Animal Medicine (Internal)
Brandan Wustefeld-Janssens	Small Animal Surgery (Oncology)
Rachel Tucker	Equine Surgery
Virginia Sherwin	Cattle Health and Production
Simon Archer	Veterinary Epidemiology
Antonia Mavropoulou	Veterinary Cardiology
Esteban Gonzalez	Small Animal Surgery
Michelle O'Brien	Zoo and Wildlife Medicine (Zoo Health Management)
Chantal Teixeira Rosa	Small Animal Medicine (Internal)

Owen Davies	Veterinary Oncology
Darren Barnes	Small Animal Surgery
Erica Tinson	Emergency and Critical Care
Angel Sebio	Cattle Health and Production
Elizabeth Reeve	Veterinary Diagnostic Imaging
Robert Adams	Small Animal Surgery
Catriona MacKenzie	Equine Medicine (Internal Medicine)
Tim Froydenlund	Equine Surgery
Mikel Sabater Gonzalez	Zoo and Wildlife Medicine
Sara Legnani	Veterinary Dermatology
Cajsa Isgren	Equine Surgery
Robert Hyde	Cattle Health and Production
Jessie Payne	Veterinary Cardiology
Karin Kruger	Equine Medicine (Internal Medicine)
Prue Neath	Small Animal Surgery (Soft Tissue)
Michelle Barrows	Zoo and Wildlife Medicine (Zoo Health Management)
Eilidh Gunn	Small Animal Medicine
Natalie Watson	Small Animal Medicine
Nigel Campbell	Veterinary Anaesthesia and Analgesia
Simon Cook	Emergency and Critical Care
Emily Gascoigne	Sheep Health and Production
James Wood	Veterinary Public Health
Tim Barnett	Veterinary Dentistry (Equine)

**Annex B**

**Draft Specialist Sub-Committee Terms of Reference**

1. The Specialist Sub-Committee will report to Education Committee.
2. The Sub-Committee will recommend the decision on the outcome of all applications for Specialist Status to Education Committee. The decisions will be based on the requirements and criteria set by Education Committee. The Sub-Committee may recommend changes of the requirements, criteria and process, to be approved by Education Committee.

**Membership**

3. Membership of the Sub-Committee will comprise of a mix of practitioners and academics, covering the breadth of Specialist subject areas.
4. Members will not normally be required to be Specialists themselves.
5. The length of service would normally be 3 years, however this is not prescriptive and longer terms can be allowed for continuity or consistency of the Sub-Committee membership.
6. The Sub-Committee will nominate new members as appropriate, to be approved by Education Committee.

**Meetings**

7. The Sub-Committee will usually meet annually in January, although other meetings can be arranged on an ad hoc basis as and when required.

Meeting	Education Committee
Date	5 February 2019
Title	New approved qualifications
Classification	Unclassified
Summary	<p>The current list of qualifications approved for inclusion in the Registers is attached for information.</p> <p>Another version of the list will be published soon and will include recently approved qualifications which 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 <a href="mailto:d.ash@rcvs.org.uk">d.ash@rcvs.org.uk</a> 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

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 University<sup>1</sup>

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, University of Southampton  
Postgraduate Diploma in Companion Animal Behaviour Counselling,  
University of Southampton

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, University of Newcastle  
Postgraduate Diploma, University of Newcastle

BVSc Hons Bachelor of Veterinary Science, University of Pretoria

European Master of Small Animal Veterinary Medicine – Internal Medicine

MSc Masters in Clinical Animal Behaviour, University of Lincoln

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

## 2. Specialist level veterinary qualifications

---

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

**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
DipECAWBM	Medicine (Behavioural Medicine)
(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

**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
DipACZM	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
DipRCPPath	Diploma of Royal College of Pathologists
DipToxRCPPath	Diploma in Toxicology of the Royal College of Pathologists
DipWCF	Diploma of the Worshipful Company of Farriers
DLsHTM	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
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
PGCert Vet Anaesthesia & Analgesia	Post Graduate Certificate in Veterinary Anaesthesia and Analgesia, University of Edinburgh

#### 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

Annex B

**Recently Approved Qualifications**

PGDip (VCP)	Post Graduate Diploma in Veterinary Clinical Practice, University of Bristol
PGCert Vet Anaesthesia & Analgesia	Post Graduate Certificate in Veterinary Anaesthesia and Analgesia, University of Edinburgh