



Mapping the professions

Earlier this year, we surveyed veterinary surgeons and listed/registered, student and recently delisted veterinary nurses. We wanted to map the professions: to find out where you are working, how you are using your qualifications, how you are rewarded for your work and what you think about your profession more widely.

Also, for the first time, we asked about individuals' mental wellbeing.



This special issue of *RCVS News Extra* gives an insight into some of the findings.

It was the first time we had surveyed veterinary surgeons and veterinary nurses at the same time, and it has thrown up some interesting comparisons. We hope that the results will act as a benchmark against which future trends can be measured.

For the full report, visit RCVSonline: www.rcvs.org.uk/surveys.

The state of the profession

Survey results mapped



Welcome to a special issue of *RCVS News Extra* that offers an overview of the results of the College's *Survey of the Veterinary and Veterinary Nursing Professions 2010*. The survey questionnaires were sent out early in 2010 and 37% of veterinary

surgeons and 31% of veterinary nurses responded. Although slightly lower than the response rates for previous surveys, this still gives us an excellent basis on which to work, and is a good response when compared to similar surveys.

The purpose of the survey was to examine the current profile of the veterinary and veterinary nursing professions and anticipate future trends and changes. As with previous surveys, the aim was to find out what veterinary surgeons and veterinary nurses were doing with their qualifications and where they were working. The survey also asked about working hours – including on-call and overtime – and how they were tackling Continuing Professional Development (CPD) requirements. The College was also keen to find out about individuals' aspirations for the short- and long-term and their current views on the profession.

Although this is the first time we have surveyed veterinary surgeons and veterinary nurses at the same time, the format of the surveys closely followed that of previous surveys (the last ones were 2008 for VNs and 2006 for veterinary surgeons) so it will be possible to track some trends.

New for 2010 were questions in some 'hot topic' areas, such as the effect of the recession on practices, more detailed questions about out-of-hours working, take-up of the Professional Development Phase and salaries. Perhaps more controversially, the survey also asked about wellbeing – it is important to get a benchmark for levels of wellbeing in the profession, so that this can be tracked over time.

What next?

A survey is a costly exercise – and we also rely on the goodwill of those taking part. What will we do

with the information we have gleaned? It will help us in terms of workforce planning and understanding how the provision of veterinary services might be affected by various factors, including numbers of students and trainees, career breaks, part-time working, and individuals choosing to work outside the profession.

The survey results also help to answer questions put by journalists, government departments and other organisations about the shape and size of the profession. For example, when responding to consultations from the Migration Advisory Committee to determine whether the veterinary profession should remain on the 'skills shortage' list, or responding to questions from Defra on the provision of veterinary services in rural areas.

Individuals may also find the data useful – for example, in reaching agreements on salaries, CPD support and the frequency of appraisals.

Finally, understanding more about the views of those working in the veterinary team will help us, and other organisations, ensure the professions are better supported. RCVS activities in this area include the development of the new Health Protocol, the ongoing implementation of the Professional Development Phase and the development of a more comprehensive post-qualification educational structure for veterinary nurses.

Nearly half of veterinary surgeons and veterinary nurses who responded to the survey say that if they had their time again, they would choose a different career. While this does not necessarily indicate that individuals are not wholly committed to their professions, our job of ensuring members of the public can be assured of a high quality of veterinary care would surely be made easier if members of the professional team felt fully rewarded and inspired by their careers.

Many thanks to all those of you who have participated in this important initiative.

A handwritten signature in black ink that reads "Peter C. Jinman". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Peter C Jinman RCVS President

We asked... you told us!

First integrated VS/VN survey report

The full report for the *Survey of the Veterinary and Veterinary Nursing Professions 2010* runs to 175 pages, and includes a useful executive summary. It can be downloaded from www.rcvs.org.uk/surveys. This *RCVS News Extra* therefore focuses on some key findings from the survey and is not designed to be a comprehensive overview of all of the results. *NB 'veterinary nurse (VN)' in this context means student/listed/registered veterinary nurse, plus the small number of unqualified veterinary nursing assistants who responded, unless otherwise specified. This is not the usual designation of the term 'veterinary nurse', which, according to the Guide to Professional Conduct, should only be used for a listed/registered individual, but it is a useful shorthand in the case of this survey report.*

Who replied?

Following a pilot in December 2009, the veterinary surgeons (VSs) survey was sent to 23,594 members and the veterinary nurses (VNs) survey was sent to 13,072 individuals, in February 2010. The veterinary response rate was 37% and for VNs, 31%. These completion rates are lower than for the previous surveys (in 2006 for VSs and 2008 for VNs) but still provide sufficient data for analysis.

"It will be no surprise that 98% of VN respondents were female – with no change since 2003."

When compared with the database for VSs and VNs as a whole, there was a slight over-representation of VN students under 20 years of age and an under-representation of those in their 20s, but generally the responding sample was similar to the surveyed population.

In terms of gender, 50% of VS respondents were female – mirroring the gender split in the profession at large. Back in 2000, only 34% of respondents were female, increasing to 45% by 2006. The trend towards more women in the profession looks set to continue, with 76% of the 2009 veterinary school intake being female (*RCVS Facts 2010* – www.rcvs.org.uk/facts). Focusing on VSs working in clinical practice, women account for 57% of the

responding workforce. This ongoing trend is likely to throw up some interesting challenges for workforce planning given the percentage of practising VSs likely to take a career break for family reasons. The professions have recognised for a long time, though, that part-time staff can add flexibility to shift pattern working. From the challenge may flow some solutions.

It will be no surprise that 98% of VN respondents were female – with no change since 2003.

This may make some wonder why the increasing feminisation of the VS profession is worthy of note, but the VN profession has historically been female-dominated and the VS profession male: any such significant change needs to be adapted for.



Age-wise, the largest proportion of VS respondents were between 30 and 49 years of age and the mean age was 45.5. There was no real change of age according to position in practice since 2006, other than that the average age of consultants dropped by four years to 49, and the average age of locums and sole principals rose by two years (to 40 and 50 respectively).

The age range for VNs was 17 to 80, with a mean of 31 – compared to 30 in 2008 – just under 15 years lower than the average age for VSs.

Just 2% of VSs and 1% of VNs are from an ethnic minority. In 2008 the RCVS, together with government and the veterinary schools, launched careers materials for the veterinary profession with

Table 1: Who responded to the survey

	VSs	VNs
Number responding	8,829	4,106
Response rate (%)	37	31
Male:female	50:50	2:98
Ethnic minority group (%)	2	1
Average age (years)	45.5	31
Have dependent children living with them (%)	34	24
Provide care to dependent adult (%)	5	2
Disability or limiting medical condition (%)	8	4
Average (median) year of qualification	1991	2003
Qualifying in UK (%)	79	99

Source: VS and VN Surveys, 2010

the aim of encouraging vet school applicants from a wider range of backgrounds, including ethnic minorities. The materials were aimed at 14-18-year-olds and it will take time to understand if they have had any influence, but perhaps the next survey (potentially 2014) will show a more multicultural profession. See table 1 for a summary of who responded.

A quarter of VS respondents and just under half of VNs are not currently members of any veterinary organisation apart from the RCVS. Of those who are members of other organisations, 50% of the VSs are members of the British Veterinary Association, and the same proportion of the VNs are members of the British Veterinary Nursing Association.

Employment

Nearly two-thirds of VS respondents and the majority (75%) of VNs are employed on a full-time basis. Those VSs working within the profession work on average three hours a week more than those employed outside the profession. One per cent of VSs are unemployed and 2% are on a career break – 1% and 3% respectively for VNs. Of those who are unemployed, 86% of the VSs and 50% of the



VNs are seeking work, compared with previous figures of only 33% for VSs (2006) and 84% for VNs (2008).

It's worth noting, however, that the survey was sent to those retaining their listing/membership, so this may not give a true figure for levels of unemployment for those eligible to register or to list. The figures contrast somewhat with the answer to the question asked of VSs – “What impact has the current economic climate had on your practice?” – where nearly 30% of respondents said that the number of staff in the practice had decreased (although this would not be limited to clinical staff). Other impacts are shown in table 2, and include a decrease in demand for high-cost procedures, an increase in bad debts and a substantial minority reporting an increase in euthanasia numbers.

Nearly all (95%) of VSs who are working say their main employment is within the profession, with 90% of those working in practice. The percentage working in government has decreased by 6% since 2000, while there has been a 9% rise in those working in clinical practice.

Meanwhile, 92% of VNs who are working say their main employment is in clinical veterinary practice, but 16% also have a second job – the majority being in an animal-related field. These VNs work an average of just under 10 hours per week in this second job which, considering they work an average of 39 hours per week in their primary job, excluding overtime and on-call, means that some of them may be exceeding the terms of the Working Time Regulations (WTR).

Of those VNs working in clinical practice, the largest proportion – 71% – works in small animal/exotic practice. Since 2008, the percentage working in

mixed practice has decreased slightly and the percentage in small animal practice has increased. There has also been a small increase in the number of VNs working in equine practice.

Long days

The workload of those in the veterinary team – and related issues such as breaks, holiday and minimum rest periods – has been a hot topic for some time, particularly with respect to meeting the strictures of the WTR while making provision for 24-hour emergency care at a rate that animal owners can afford. The average (mean) basic working week (excluding on-call and overtime) of full-time VSs working within the profession is 45 hours – inside the 48-hour maximum.

Looking at on-call, as found in the 2006 survey, 2010 VS respondents working full-time in equine practice, vet schools, mixed practices, small animal/exotic practices and farm/production practice work the longest hours on average – over 40 hours per week. The highest on-call commitment comes from those in equine practice – around 39 hours per week. However, because questions were asked slightly differently this time, it is hard to make accurate comparisons with the 2006 data. The vast majority of on-call hours are not spent on the premises. According to our current understanding of the definition of ‘on-call work’ under the WTR, time spent at home not actually working is not counted as ‘on-call’, unlike time spent ‘on-call but not actually working’ when based at practice/business premises.



VNs in full-time clinical practice work an average of 39 hours per week (38 hours for those working outside practice), with the most on-call time being spent by those in equine practice – at 42 hours per week.

Payback time

For the first time, we asked veterinary surgeons about their financial recompense. The average (mean) basic remuneration of those who work full time within the profession (excluding unsocial hours, benefits and overtime) is just under £49,000. As might be expected, this varies by experience, with the average remuneration for those having qualified in the last five years being £29,622, rising to £69,392 for those qualifying

Table 2: VSs' perception of the impact of the economic climate, percentage

	Increased	Decreased	Stayed the same
Hours	12.2	11.9	75.8
Number of VSs	5.9	20.4	73.7
Number of VNs	4.5	18.0	77.5
Number of staff in practice overall	7.4	29.3	63.3
Bad debts	73.9	2.0	24.1
Demand for services overall	10.7	72.8	16.5
Demand for high-cost procedures	3.7	73.7	22.6
Client appointments not kept	45.4	3.3	51.3
Charges	38.3	7.2	54.5
Number of clients insured	14.0	23.8	62.2
Number of specialist referrals	4.5	41.4	54.1
Euthanasia numbers	38.3	0.8	60.9
Other	38.2	25.9	36.0

Source: VS Survey, 2010

Table 3: Average salary for full-time VSs and VNs, mean

		Mean salary
VSs working outside the profession		£51,000
VSs working within the profession		£48,951
VNs working outside clinical veterinary practice (overall average)		£23,260
<i>Breakdown</i>	Qualified VNs	£24,188
	Qualified VCA/ANA	£24,000
	Student VNs	£6,742
	Unqualified VN assistant	£2,400
VNs working within clinical veterinary practice (overall average)		£16,378
<i>Breakdown</i>	Qualified VNs	£17,760
	Qualified VCA/ANA	£13,084
	Student VNs	£10,950
	Unqualified VN assistant	£11,780

Source: VS and VN Surveys, 2010

from 1965–1974. Looking at those working outside the profession, the average basic remuneration (excluding unsocial hours, benefits and overtime) is £51,000.

In addition to salary, 71% of VSs receive CPD support (time off and financial help) from their employers, around half have their professional indemnity insurance paid for, 42% receive a uniform or work clothing and slightly under half benefit from free or reduced-price veterinary fees. Just under 40% have their RCVS retention fees paid (whole or part) and a third have a further professional subscription, such as BVA membership, taken care of. Other benefits include a car (23%), health insurance (16%) and/or accommodation (14%).



The average (mean) basic salary of those VNs who work full time within the profession (excluding unsocial hours, benefits and overtime) is £16,378, with eight per cent of respondents earning less than £10,000 (this includes students and some unqualified VN assistants). This compares with an average salary for VNs working full time outside clinical practice of £23,260.

On top of their salary, 91% of VNs working in clinical practice receive a uniform or work clothing, over 81% receive free or reduced-price veterinary treatments and 83% receive time off and/or financial support for CPD. Nearly half (47%) have RCVS retention fees paid.

Keeping up to date

Further questions about CPD establish that VSs spent on average 4.9 days receiving CPD in the previous 12 months, a drop of 13% when compared to 5.6 days in 2006. For VNs, time spent receiving CPD dropped from 3.1 days in 2008 to 3 days.

When the time giving CPD (which has remained largely static since the last surveys) is factored in, both VSs and VNs are comfortably meeting their RCVS targets (105 hours and 45 hours over three years respectively). The most used method of CPD for VSs was books/journals and articles – no change from 2006. Weekday, weekend and evening courses were also common (and weekday and weekend courses most preferred). For VNs, the most common form of CPD after books/journals and articles was in-house courses, and the most popular were weekday, distance/online and in-house courses.

What are VNs up to?

In the 2008 VN survey, a recurring theme was that VNs do not feel valued for their contribution in practice. But do VSs know exactly what their VNs are doing?

This year, for the first time, we not only asked VNs in clinical practice about how they allocate their time, but we also asked VSs where they felt their VNs' time was spent. The answers were interesting – and by no means matched up. While it is difficult to tell which group gave the 'right' answer, there were discrepancies in key areas. For example, 86% of VSs say that their VNs care for hospitalised animals every day and nearly three-quarters believe that VNs rarely/never assist with dental extractions or perform minor surgical procedures. By contrast, just over half of VNs say they care for hospitalised animals every day and just over 40% say that they never perform minor surgical procedures or assist with dental extractions (see figure 1). Perhaps more worryingly, 25% of unqualified veterinary nursing assistants say that they perform minor surgical procedures or teach and supervise student VNs.

Staying power

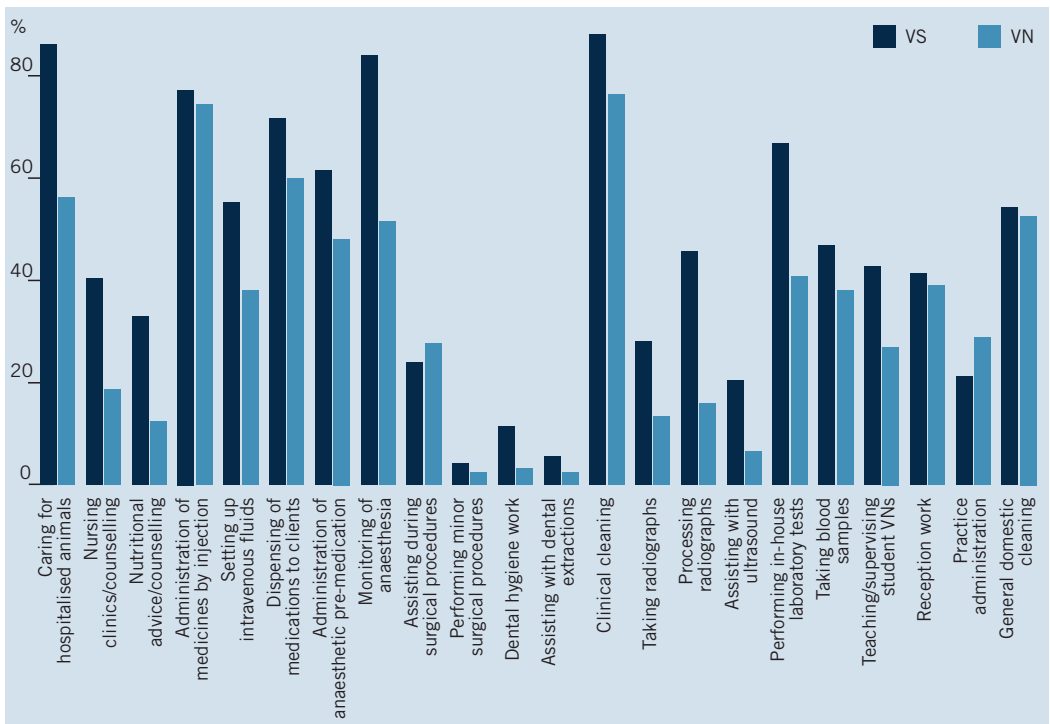
In 2006, 82% of veterinary respondents who were working within the profession intended to stay within it for the foreseeable future. Perhaps unsurprisingly in a recession, a slightly higher proportion intend to stay put this time, 84% – with 8% planning to fully retire and 8% planning to leave the profession for reasons other than retirement. Of the latter group, nearly 75% are planning to leave the profession due to dissatisfaction with veterinary work, such as hours or stress.

Meanwhile, 76% of VNs working in clinical practice intend to stay for the foreseeable future – up slightly from 73% in 2008. Of those intending to leave, salary was the key reason.

Shape and size of practice

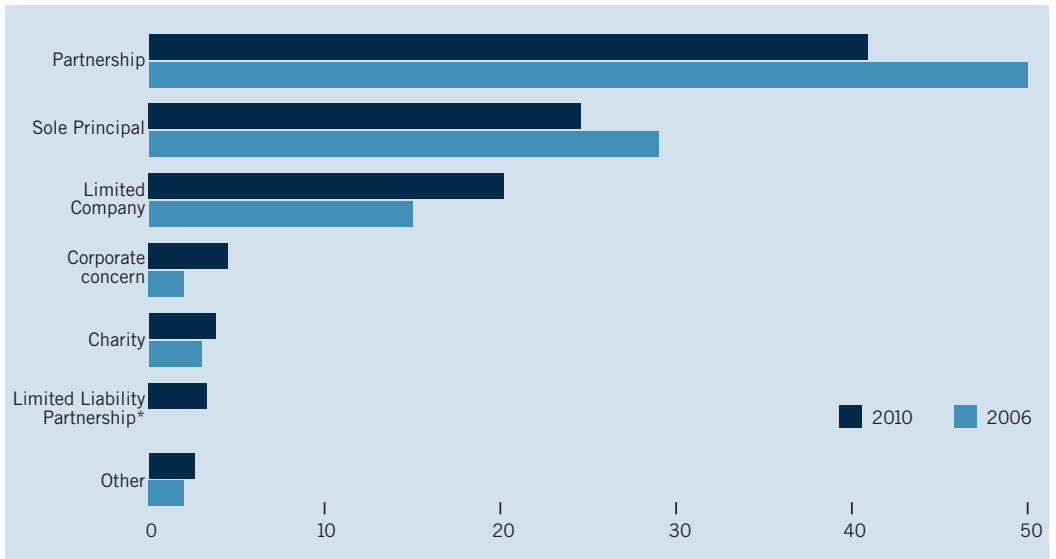
Of those VSs working in clinical veterinary practice, 43% are working as full-time assistants or employees of a limited company, and the average practice employs a mean of 4.2 full-time assistants or employees, up from three in 2006. The proportion of VS respondents who are sole

Figure 1: VS and VN views on the work of VNs in practice, percentage who state that VNs undertake the activity everyday



Source: VS and VN Surveys, 2010

Figure 2: Practice ownership, VS respondents



Source: VS Survey, 2010 and 2006 Notes: *No data for 2006

principals in the practice in which they work has nearly halved since 2002, potentially reflecting a change in practice structure across the profession. When asked about the type of practice in which they work, 41% of veterinary respondents said the practice is owned by partners, 25% by a sole principal and 20% by a limited company – all showing a slight decline on 2006 figures. Much has been said in the media and elsewhere about the rise of the 'corporate practice'. Our survey suggests there has been just a small rise in the proportion of respondents working in practices owned by a corporate concern (see figure 2).

The number of VNs being employed by practices looks to be on the increase. In 2006, the mean average number of qualified (listed) VNs employed was 2.7 per practice. This year, adding the number of listed and registered VNs together brings the total to just under four (3.96). This is good news, as a shortage of qualified VNs has been an issue for some time: perhaps the corner is being turned. The number of students per practice has remained constant since 2008.

Species specific

We have asked VSs in clinical practice to break down their working time by species in the last five surveys (starting in 1998) and are now starting to build up a good picture of trends. It won't surprise anyone to learn that time spent on small animal

work has been steadily increasing – by just over 6% in the last 12 years – while time spent on farm animals has decreased. For example, in 1998, 14% of time was spent on cattle, by 2010 this had halved. Meanwhile, the amount of time working with horses has remained relatively constant over the last decade or so.

State of emergency

How emergency cover is provided has become a topic of increasing importance to the College – particularly the Advisory Committee, which looks after the *Guide to Professional Conduct*. Although the majority of the veterinary



profession is committed to providing emergency cover 24 hours a day, the Working Time Regulations do not make this easy for some, particularly smaller or mixed practices, or those working in rural areas with a wide client catchment area.

Since June 2005, the *Guide* has said that VVs in practice must 'take steps' to provide emergency cover 24/7, rather than necessarily having to do it themselves. Based on responses to the survey, this flexibility is welcomed, with more than 40% of practices no longer covering out-of-hours work themselves. Just over a quarter (26%) use a dedicated out-of-hours provider (up from 22% in 2006).

“Time spent on small animal work has been steadily increasing – by just over 6% in the last 12 years.”



Two-thirds (66%) of VVs in clinical veterinary practice personally undertake out-of-hours work, with the majority (86%) being on call for ten vets or fewer. Over half (59%) carry out home (or off-site) visits out of hours, with the mean average time/distance to the furthest client from the furthest practice in their out-of-hours rota being 43 minutes or 9.5 miles. This compares with a mean of 8.3 miles for routine visits in 2010, and 8.2 for routine visits in 2006. The 2006 survey did not ask about distance/time for out-of-hours visits.

Only half of VV respondents have the minimum 11-hour rest period every 24 hours that is required by the WTR, and of the 50% who do not, only 12% have signed up to a workforce agreement that provides other compensatory rest.

A greater number of VNs (83%) receive the 11-hour rest period and of those who do not, 11% have signed up to a workforce agreement. The vast majority of both VVs and VNs receive at least two days' rest every 14 days and at least 20 days' paid holiday per year, plus bank holidays.

Information station

“It's a communications issue” is often the cry that goes up at our Regional Question Time meetings when a lack of awareness about a key issue is uncovered. We communicate with members through newsletters, the website, literature and meetings. But how well is this received?

The majority of VV respondents felt that *RCVS News*, our thrice-yearly newsletter, was the best source of information about College activities (59%), followed by the website (17%) and *RCVS e-News*, the free monthly e-newsletter (10%). This last is likely to increase in popularity given that the survey showed that the majority of both VVs and VNs have access to the internet both at home and at work. Meetings were deemed to be the least useful source of information about the College – which may reflect the limits on delegate numbers at our main events (Meet the RCVS Days, Regional Question Times and the AGM).

VNs showed a slight preference for receiving information via the VN press (26%), with our website and *RCVS News* being preferred by 25% and 24% respectively. *VN Standard*, the Awarding Body's publication written for those involved with VN training, was preferred by 19%. Again, meetings were not popular – although VN turn-out at our Regional Question Times has increased over the last few years.

Our website, RCVSONline, is used by the majority of respondents (75% for VSs and 87% for VNs), but fairly infrequently. The new website, to be launched early 2010, will offer more useful functions, such as online payment and the ability to update contact and address details, which we hope will increase the perceived usefulness of the site and the frequency of visits.

Students and recent qualifiers

Of those 10% of VS respondents who graduated in 2007 onwards, 4% are still to find their first post, although just under a third of the remainder felt that finding their first job was actually easy. Around 40% had to approach between two and five

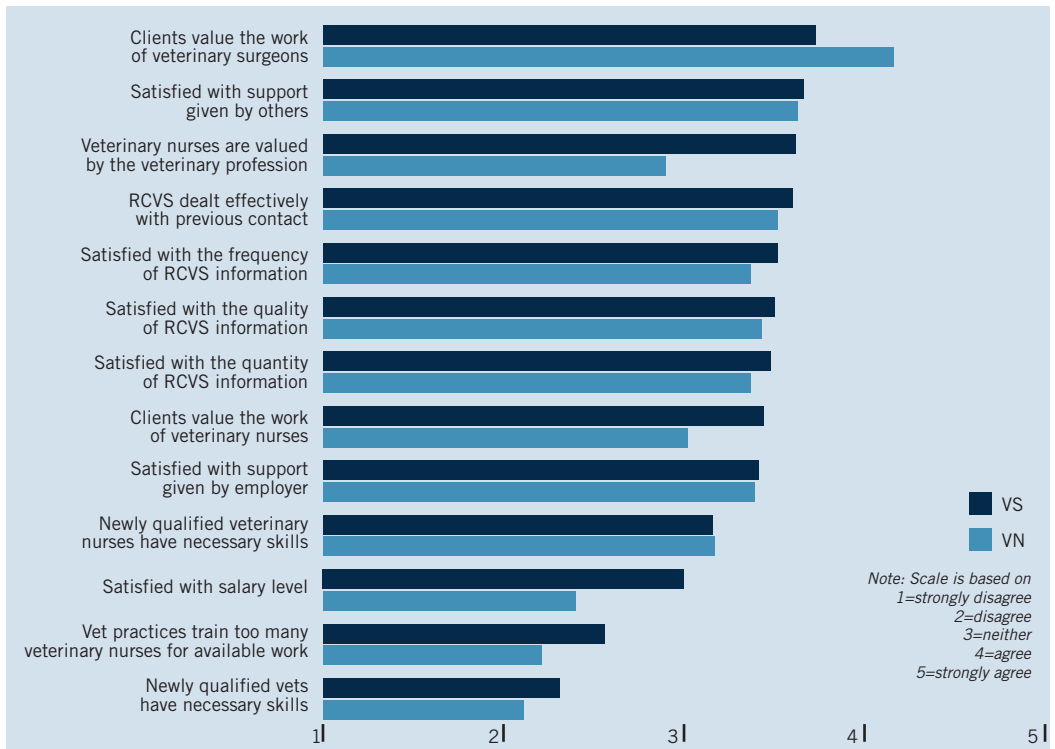
practices to secure their first role, and the average length of time from graduation to securing a post was one month (median).

Of those veterinary graduates who went straight into practice, 66% received training during their first year and nearly half started their Professional Development Phase (PDP) within the first month of commencing work. Just under 10% have yet to commence the PDP. The PDP was only brought in during 2007 so there are no comparative data on this.

In terms of appraisals, 57% of those VSs graduating from 2007 onwards received a review or appraisal during their first year in practice, of which only a third took account of the PDP. This is disappointing as evidence suggests that those new graduates working in practices where PDP plays a part in the appraisal process gain the most from the process.

By contrast, a total of 76% of student VNs and recent VN qualifiers received appraisals, up slightly from 72% in 2008. In addition, those student VNs receiving appraisals rated more highly their satisfaction with their centre, and their training

Figure 3: Views of VSs and VNs about their profession: mean scores



Source: VS and VN Surveys, 2010

Figure 4: Top five best things about a career in the VS profession



Source: VS Survey, 2010. Produced using Wordle™, Feinberg 2010¹

¹Feinberg, J. (2010), Wordle [online] Address: <http://www.wordle.net/> Last accessed: 28.07.2010.

Figure 5: Top five best things about a career in the VN profession



Source: VN Survey, 2010. Produced using Wordle™, Feinberg 2010

experience generally. Whether it is the better centres and TPs who offer appraisals, or the act of appraisal itself that increases student satisfaction, is not clear.

Nice views

As with previous surveys, we asked both VSs and VNs to express the extent of their agreement with a range of statements, which considered issues such as their satisfaction with their profession and views on the future of veterinary work (see figure 3).

The answers suggest that for VSs, the job is stressful but also very satisfying. Positive ratings on 'variety of work' and 'feeling valued by clients' no doubt contribute to these high levels of job

satisfaction. Most VNs agree that they are valued by clients, and find their work satisfying and varied, but they are less satisfied with their salary levels than veterinary surgeons.

The majority of VSs felt that new graduates need more support now than in the past and do not have the necessary skills. When the same questions were asked of VSs in 2006, views were remarkably similar. VNs share the view.

In general, male VSs are more positive than women about the veterinary profession being family-friendly and offering good part-time work opportunities. Female VSs tend to find the work more stressful, as do respondents in their twenties. By contrast,

VNs aged under 20 were most positive in their views, and those in their 30s least positive.

When comparing the views of VSs with those of VNs, greatest divergence was apparent concerning how valued VNs are by the veterinary profession, with VSs being far more positive in their assessment. Likewise, in terms of client appreciation, VSs are more positive that VNs are valued, and VNs more positive that VSs are valued. Perhaps the grass is always greener...

“Male VSs are more positive than women about the veterinary profession being family-friendly and offering good part-time work opportunities.”

Both VSs and VNs were generally satisfied with the quantity, frequency and quality of information we send to them, and agreed with the statement “The last time I contacted the RCVS, I was dealt with effectively”.

When asked to name the top three ‘best things’ about their careers, the ‘word clouds’ below (figures 4 and 5) show the most popular responses, with the size of the words indicating the frequency of the mentions.

Both VSs and VNs most commonly cite variety, job satisfaction, working with animals and client relationships among the positives, but the emphasis differs slightly, with VSs most commonly citing variety, and VNs saying working with animals. ‘Making a difference’ also rates highly for VNs, but does not make the charts for VSs, with ‘challenge’ instead rating highly.

The flipside was a question about the three things that would improve the veterinary professions, with the top five answers for VSs being: increased pay, reduced out-of-hours, better work-life balance, reduction in excessive hours and less regulation. In terms of future challenges, the economic climate, agricultural issues, client expectations and

demands, respect, responsibility and opportunities for career progression were hot topics.

The VNs also felt that improved pay would help improve their profession, along with more respect and appreciation from employers and the profession at large, more responsibility and greater career progression opportunities. The challenges looming large for them were pay, changes in training, lack of support staff and obtaining respect from both the profession generally and employers.

Be kind, rewind...

When asked if, given their time again, they would opt for the same career, 52.5% of VSs and 54% of VNs said yes – very similar to the figures from the previous (2006 and 2008) surveys.

Wellbeing

For the first time, this year we asked both VSs and VNs about their wellbeing, using an established tool called the Warwick-Edinburgh Mental Well-Being Scale (WEMWBS). This section was not compulsory, although 89% of VSs and 91% of VNs completed it.

Respondents were invited to rate a series of 14 statements, such as “I’ve been feeling optimistic about the future” and “I’ve been thinking clearly”, on a scale of one to five.

The maximum possible score was 70, the lowest 14. Both VS and VN scores ranged from 14 to 70, with a mean for VS of 49 and for VNs, 47. The significance of these findings will be discussed in more detail in the November issue of *RCVS News*.

For the full report, visit RCVSonline at www.rcvs.org.uk/surveys or, for a hard copy, contact Lizzie Lockett on 020 7202 0725 or l.lockett@rcvs.org.uk.

Our thanks go to the Institute for Employment Studies who undertook the survey on our behalf, particularly to Dilys Robinson and Gemma Robertson-Smith. And, of course, many thanks to all of you who took the time to answer our questionnaire.



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We are keen to hear your views on the results of the survey. Do you feel they accurately reflect your profession? Does action need to be taken as a result of any of the findings? Let us know – contact Lizzie Lockett on l.lockett@rcvs.org.uk or 020 7202 0725.

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