



THE RCVS SURVEY OF THE VETERINARY NURSING PROFESSION 2008

THE FINDINGS OF A SURVEY OF VETERINARY NURSES
CONDUCTED BY THE
ROYAL COLLEGE OF VETERINARY SURGEONS

RCVS Survey of the Veterinary Nursing Profession 2008

The Survey of the Veterinary Nursing Profession 2008 was carried out by the Institute of Employment Studies on behalf of the Royal College of Veterinary Surgeons.

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Figure 1: Map of Survey Respondents postcodes

Figure 2: Map of Database Members postcode

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EXECUTIVE SUMMARY

THE SURVEY

RCVS's Survey of the Veterinary Nursing Profession 2008 was launched in January 2008. Questionnaires were posted to 11,156 people on the veterinary nurse (VN) database, including those whose listings had lapsed within the previous 12 months. Of the 11,156 total, 7,490 were VNs and 3,666 were students. The response rate was 35 per cent (3,869 responses, of whom 790 were students). Ten per cent of respondents opted to complete their questionnaires online rather than using the paper version that had been posted to them. The respondent profile closely matched the VN database as a whole in terms of gender, ethnicity and age; however, students had a lower response rate than VNs (22 per cent compared to 41 per cent).

PERSONAL PROFILE

VNs are overwhelmingly female (98 per cent) and white (99 per cent). They are also mostly young, with 56 per cent being under 30, 31 per cent in their thirties and only 13 per cent 40 and over. Their average age is 30, which means they are much younger than the vets they support; the *RCVS Survey of the Veterinary Profession 2006* showed that their average age was 45. Three per cent have a disability or limiting medical condition, by far the most common being back pain. Relatively few VNs have dependants: 22 per cent have children living with them, and 1.5 per cent care for a dependent adult.

STATUS

Seventy-eight per cent of respondents are qualified VNs, 21 per cent are students and one per cent unqualified VNs. Nearly all (98.5 per cent) predominantly use (or are working towards, if students) a small animal qualification rather than an equine. Qualified VNs mostly (98.5 per cent) qualified in the UK, and mostly fairly recently: of those who provided their year of qualification, 62 per cent qualified from 2000 onwards, and only 3.5 per cent before 1980. Before embarking on their VN qualification, the highest educational level reached by the majority (67 per cent) was secondary education, either GCSEs or A levels or their equivalents. Twenty-three per cent had non-VN qualifications equating to level 2, 3 or 4 NVQs/SVQs, while nine per cent had a degree and/or a postgraduate qualification or higher degree.

VNS AT WORK

Only 0.4 per cent of respondents are unemployed and the majority of these are seeking work, mostly within veterinary nursing. Of those at work, 90 per cent are currently working

in clinical veterinary practice. Three per cent of respondents are on a career break, mostly because they are looking after children; when asked how long they expected their break to last, the most frequently-given answer was 12 months.

Most respondents (88 per cent) work in England, with seven per cent working in Scotland, three per cent in Wales, one per cent in Northern Ireland and one per cent abroad.

Thirteen per cent of students, and 13 per cent of VNs, have a second job in addition to their main employment. For students, the most frequently-mentioned second jobs were bar work (26 per cent) and jobs in retail/catering/health and beauty (26 per cent), while for VNs, other veterinary-related work was mentioned most often (46 per cent).

VNS WORKING OUTSIDE CLINICAL PRACTICE

Ten per cent of working respondents work outside clinical practice, mostly in professional (42 per cent), managerial (12 per cent) or sales or customer service (11 per cent) roles. Of these, 33 per cent work in VN education, 14 per cent in public sector jobs, 11 per cent in pharmaceutical, pet food or pet insurance companies, 18 per cent elsewhere in the private sector, and ten per cent in the charity/voluntary sector. Fifty-seven per cent need a VN qualification to do their job. The majority of VNs working outside clinical practice seem unlikely to return, as only 26 per cent said they intended to seek work in clinical practice in the future, and most of these said they would not be doing this not within the next year.

VNS IN CLINICAL PRACTICE

THE WORKING WEEK

Most VNs and student VNs have their main employment in small animal practices (68 per cent) or mixed practices (22 per cent), with seven per cent working in a referral practice and three per cent in an equine, farm or other type of practice.

For those working full time in a small animal or mixed practice, the average working week is just over 41 hours, plus 11 hours on call for small animal practices and 17 hours on call for mixed practices. Full-time respondents report that they worked an average of 10.5 hours overtime in the previous month. Of the 40 per cent of respondents on an on-call rota, 23 per cent are not paid any extra for being on call, while the rest are paid for each call-out and/or receive an on-call allowance.

VNs and students in clinical practice on average spend most of their time (74 per cent) with small animals, mostly dogs and cats. They are also involved in day-to-day aspects of running a practice (23 per cent), leaving just three per cent of time for exotics, horses, farm animals and other duties. Table 1 gives further details.

Table 1: Average (mean) percentage of working time spent on different activities by VNs and vets

Species/Discipline/Activity	%
Small animals	
Dogs	33.9
Cats	29.2
Rabbits	6.7
Birds	1.4

Others (eg tortoises, gerbils)	1.7
Exotics*	1.0
Horses	1.7
Farm animals	0.5
Practice management/administration	11.5
Reception	10.9
Other	2.1

*Exotics are animals that are more likely to be known as living wild in another climate than as household pets in the UK. Snakes and iguanas would be considered exotics but not rabbits, budgerigars or tortoises.

Table 2 shows how often VNs and students carry out certain activities. Only the activities undertaken by 50 per cent or more of respondents on a daily or several times weekly basis are included.

Table 2: Frequency of undertaking different types of work, percentage

	Every day	Several times per week
Nursing clinics/consultations		
Qualified	23.9	34.4
Nutritional advice/counselling		
Qualified	15.1	35.9
Caring for hospitalised animals		
Student	68.1	24.7
Qualified	60.8	24.6
Administration of medicines by injection		
Student	75.3	20.5
Qualified	78.5	15.3
Setting up intravenous fluids		
Student	33.1	44.4
Qualified	42.4	36.9
Dispensing of medications to clients		
Student	63.9	29.6
Qualified	64.7	24.2
Administration of anaesthetic pre-medication		
Student	42.9	38.1
Qualified	54.8	27.2
Monitoring of anaesthesia		
Student	53.3	37.3
Qualified	56.0	31.4
Assisting during surgical procedures (not scrubbed)		
Student	25.0	41.7
Qualified	30.1	29.8
Taking radiographs		
Student	11.4	39.5
Qualified	14.8	41.9

	Every day	Several times per week
Processing radiographs		
Student	15.6	60.5
Qualified	20.4	51.7
Performing in-house laboratory tests		
Student	42.3	45.2
Qualified	43.2	37.9
Taking blood samples		
Student	26.2	33.9
Qualified	44.6	36.5
Teaching/supervising student vet nurses		
Qualified	37.7	21.5
Reception work		
Student	44.9	26.9
Qualified	36.8	24.5
Practice administration		
Qualified	30.9	20.3
Clinical cleaning (eg consulting rooms, theatre, instruments)		
Student	89.8	9.0
Qualified	75.3	15.2
General domestic cleaning (eg waiting room, kitchen, corridors)		
Student	70.2	11.3
Qualified	50.2	17.5

Over half (58 per cent) of respondents consider themselves to have particular areas of expertise. The top five most frequently cited areas were: NVQ/VN assessor (49 per cent of those with an area of expertise), nutrition/diabetes (25 per cent), behaviour management (16 per cent), dentistry (ten per cent) and emergency/critical care (eight per cent). Eighty-one per cent of students and 66 per cent of VNs take part in visits to clients.

POSITION, PAY AND PRACTICE PROVISION

Table 3 shows the position respondents occupy within the practice. Of those who are locums, nearly half (47 per cent) work for more than one practice, with two practices being the most frequently cited.

Table 3: Position in practice, percentage

Position	%
Student nurse	21.5
Nurse	47.3
Head nurse	23.9
Practice manager	3.3
Locum	2.7
Practice owner or partner	0.8
Other	7.3

The average basic annual salary (excluding on-call and overtime) of full-time VN respondents is £17,104, while for students it is £10,648. As might be expected, VNs who qualified some time ago earn more than recent qualifiers; those who qualified before 1980 earn £21,708 on average, while the 2000 and later qualifiers earn £16,711. Two thirds (65 per cent) of those who work overtime are routinely paid for doing so, while six per cent are sometimes paid for overtime and 16 per cent receive time off in lieu. The remaining 14 per cent receive no pay or time off.

Most VNs receive some benefits in addition to pay. Ninety-seven per cent are given a uniform, 25 per cent a pension, nine per cent health insurance, eight per cent accommodation, and six per cent reduced veterinary fees or pet insurance.

TIME AWAY FROM THE WORKPLACE

The most common reason for VNs being away from work is holidays. On average, respondents had 19.5 days holiday in the previous 12 months. VNs appear to be a healthy group of people; on average, they had 3.4 days absence in the previous 12 months due to illness, this compares with the national average of 8.4 days. Other reasons for being away from the workplace include maternity leave, continuing professional development (which is covered in the next main section), maternity leave and compassionate leave.

CAREER PLANS

Seventy-three per cent of respondents plan to stay in clinical practice for the foreseeable future, while three per cent plan to leave as soon as possible. The remaining 24 per cent plan to leave within the next year or next five years. Those who plan to leave for reasons other than retirement were asked why, and the results can be seen in Table 4.

Table 4: Reasons for wanting to leave clinical practice, percentage

Reason for wanting to leave	%
Pay/not rewarded/valued	30.1
Career change/new challenge	20.8
Care of dependants/to have family	19.2
Dissatisfaction with VN work (hours, etc.)	10.4
Emigration/travel	5.7
Fed up with way veterinary nursing is going	4.7
Lack of career opportunities	4.2

CONTINUING PROFESSIONAL DEVELOPMENT

VNs received an average of 3.1 days of continuing professional development (CPD) in the previous 12 months. However, a quarter of respondents (26 per cent) did not receive any CPD. Seven per cent of VNs were also involved in giving CPD. Mostly, CPD is funded by the employer or practice. Eighty-four per cent of respondents said this was the case; however, 12 per cent funded their CPD themselves.

In addition to their primary VN qualification, four per cent of respondents have an RCVS DipAVN and six per cent a veterinary nursing degree. A further 12 per cent are studying for the DipAVN, or plan to do so in the next five years, while five per cent are studying, or planning to study, for a veterinary nursing degree.

Table 5 shows the CPD methods that VNs have used, and the time they spent, in various activities. When asked about their preferred methods, the three most popular first preferences were weekday courses/study days (51 per cent), in house courses (13 per cent) and weekend courses/study days (12 per cent).

Table 5: CPD methods used (per cent) and average (mean) hours spent in past 12 months by VNs

CPD Method	Used %	Hours
Weekend courses/study days	31	14
Weekdays courses/study days	49	15
Evening courses/study days	36	7
In-house conferences eg within own practice	51	7
Videos/DVDs	9	4
Distance learning, online or correspondence courses	18	25
Books/journals/articles	64	18
Other	3	39

ELECTRONIC COMMUNICATIONS

Most respondents (83 per cent) use email regularly, and only four per cent do not have an email address either at home, or work, or both. Of those who use the internet, 56 per cent do this at home, 16 per cent at work, and 24 per cent both. Students are more likely than VNs to visit the RCVS website, with 50 per cent saying they visit it frequently or occasionally, compared with 32 per cent of VNs. Respondents felt that their best source of information about RCVS was *RCVS VN News/RCVS News* (50 per cent said it was their best source).

Despite their ability to access emails and the internet, most respondents (62 per cent) still prefer to receive RCVS communications by post. However, 60 per cent said they would be willing to pay their annual retention or listing fee online.

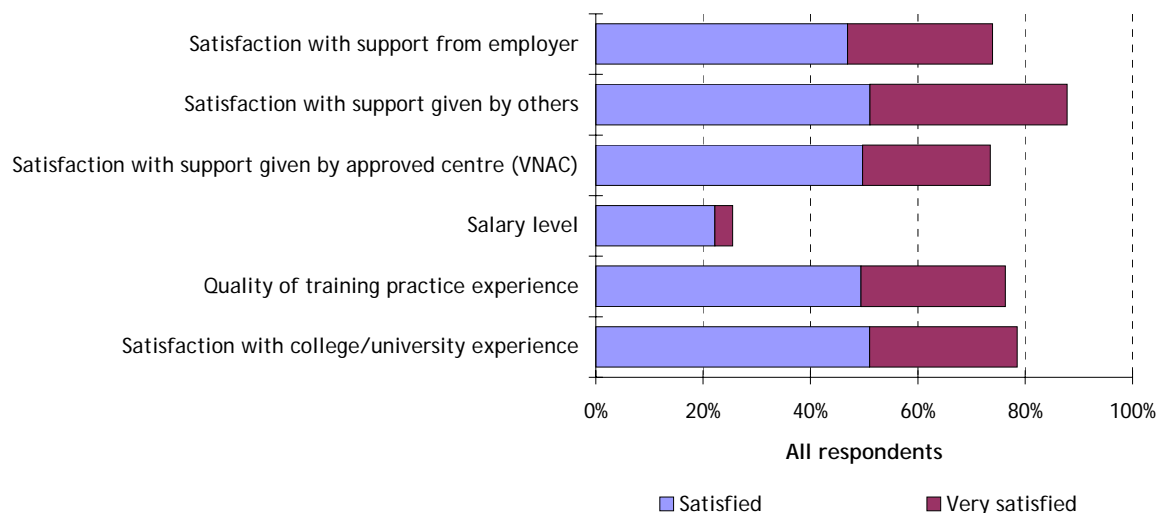
STUDENTS AND RECENT QUALIFIERS

When they qualify, 57 per cent of students intend to remain with their training practices, while 27 per cent intend to move to another practice, and nine per cent to take up their first postgraduate post. Of the eight per cent who have other plans, 'travel' and 'reassess career' are the most frequently-cited options.

Some students appear to have had considerable difficulty finding a training position or placement. Although 36 per cent of non-university students, and 32 per cent of university students, only had to approach one practice, a further 17 per cent of non-university students, and 18 per cent of university students, had to approach more than 20 practices. Having found a post, however, the majority of students are able to stay there after qualifying; of those who qualified very recently (2007 or 2008), 68 remained in their training practice.

Students and recent qualifiers (2007 and 2008) were asked how satisfied they were with various aspects of their training. Figure 1 shows the percentage who were satisfied or very satisfied with each aspect.

Figure 1: Views about training aspects held by students and recent qualifiers



Students and recent qualifiers were also asked if they received appraisals during their training or after qualifying. Seventy-two per cent said yes. Receiving an appraisal or not has a big impact on satisfaction levels, as Table 6 and Table 7 show. It is interesting to note that having an appraisal or not impacts on all aspects, even those that are not obviously related to appraisals. A higher percentage of those who had received appraisals, for example, were satisfied with their college/university experience than those who had not (82 per cent compared to 74 per cent).

Table 6: Satisfaction with support from employer, percentage

	Very Dissatisfied	Dissatisfied	Neither	Satisfied	Very Satisfied
Appraisals/reviews received	2.5	6.6	10.5	48.4	31.8
No appraisals/reviews received	10.6	18.8	12.6	43.0	15.0
All respondents	4.9	10.2	11.1	46.9	27.0

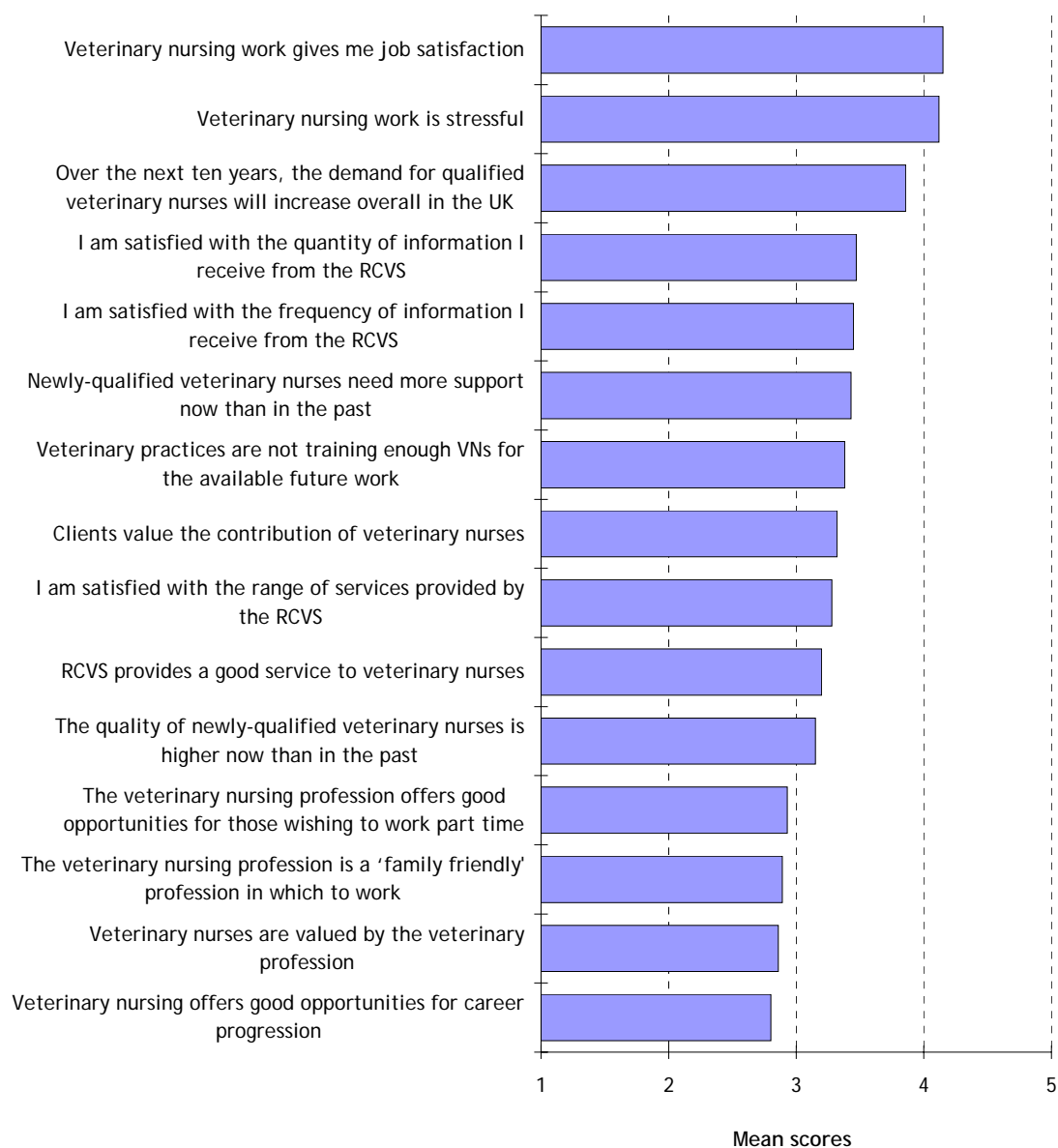
Table 7: Quality of training practice experience, percentage

	Very Dissatisfied	Dissatisfied	Neither	Satisfied	Very Satisfied
Appraisals/reviews received	0.8	7.8	7.8	52.1	31.5
No appraisals/reviews received	5.8	19.3	16.4	43.0	15.5
All respondents	2.2	11.1	10.3	49.4	26.9

VNS WITH ATTITUDE

Respondents' reactions to a series of 15 attitude statements give an interesting insight into their opinions and perceptions. Figure 2 shows the results, using average (mean scores), and shows that VNs have high levels of job satisfaction but find their work stressful; and that they are dissatisfied (with scores below the midpoint of 3) with career progression, part time working opportunities, family friendliness and the extent to which they are valued by the veterinary profession.

Figure 2: Average (mean) attitude scores



Further analysis of attitudinal responses reveals the following observations:

- Those in the middle age-band of respondents (30 to 39) are often less positive than their younger and older counterparts about different aspects of the VN profession.

- VNs aged under 20 are least likely to say that veterinary nursing work is stressful and most likely to say that it gives them job satisfaction. Younger VNs also agree much more strongly than their older counterparts that the VN profession offers good opportunities for career progression.
- Students are more likely than qualified VNs to say that VN work gives them job satisfaction and that the profession offers good opportunities for those wishing to work part time. They are less likely to say that veterinary practices are not training enough nurses for the available future work.
- Qualified VNs are more likely than students nurses to say that veterinary nursing is a 'family friendly' profession, but less likely to say that the profession offers good opportunities for career progression.

Respondents were asked whether they would still opt to become a veterinary nurse if they could start their career again. Of those who answered, 55 per cent said yes, 19 per cent said no, and 26 per cent were unsure. Respondents aged under 20 were most likely to say they would choose the same career again (75 per cent answered 'yes'), while respondents aged 30 to 39 were least likely to give this response (50 per cent answered 'yes').

UPS, DOWNS AND CHALLENGES

The three best things about being a VN are, according to respondents:

- working with/caring for animals (64 per cent gave this response)
- job satisfaction (44 per cent)
- variety (33 per cent).

By contrast, the three things that would make veterinary nursing a better profession in which to work, are:

- better pay (81 per cent)
- better recognition for the profession (36 per cent)
- more respect from vets/employers (21 per cent).

Finally, the three main challenges currently facing the veterinary nursing profession are:

- pay (45 per cent)
- education/training issues (28 per cent)
- lack of recognition for the profession (27 per cent).

1 INTRODUCTION

1.1 BACKGROUND

This report presents the results of the Survey of the Veterinary Nursing Profession 2008, carried out on behalf of the Royal College of Veterinary Surgeons (RCVS) by the Institute for Employment Studies (IES). This is the second survey to be carried out by RCVS which specifically looks at veterinary nurses; the previous survey was conducted in 2003. In addition, a total of four previous surveys have looked at veterinary surgeons. These were conducted in 1998, 2000, 2002 and 2006. Throughout this report, where possible and appropriate, the results are compared with the most recent (2006) of these surveys, and with the 2003 veterinary nurse survey.

The aim of this survey is to provide the RCVS, and other interested parties, with an evidence-based view of the veterinary nursing profession and the changes taking place within it.

1.2 SURVEY PROCESS

The questionnaire was compiled by IES using questions from the most recent survey of veterinary surgeons (*The UK Veterinary Profession in 2006*), together with additional questions derived from discussions with experts at the RCVS. The questionnaire can be found in Appendix 1 of this report.

The survey was launched in late January 2008, following a small pilot of both the postal and online versions of the questionnaire in November 2007, which used a sample of 119 individuals taken from the database. Of these, 50 were students, 19 were recent qualifiers (1 January 2007 onwards) and 50 were qualifiers pre-2007. Seventy-five received a postal questionnaire while 44 were sent an email telling them how to access the online questionnaire. The purpose of the pilot was to ensure that questions and routing instructions could be understood and were not ambiguous or misleading. Following minor amendments the questionnaire, together with a reply-paid envelope, was sent to names on the veterinary nurse database. This included those whose listings had lapsed within the previous 12 months. In the covering letter from the RCVS President and Veterinary Nurses Council Chairman, recipients were given the option, if preferred, of completing an online version of the questionnaire.

1.3 RESPONSE

By the time the survey closed on 7 March 2008, IES had received 3,869 completed questionnaires from veterinary nurses, representing an overall response rate of 35 per cent. Of these, 3,471 (90 per cent) completed paper questionnaires, while the remaining 398 (ten per

cent) opted to complete the online version. The response rate for veterinary nurses was 41 per cent (compared to 46 per cent in 2003), and for student veterinary nurses 22 per cent (compared to 34 per cent in 2003).

A response analysis was carried out to compare survey respondents to the veterinary nurse database as a whole. The results are shown in Table 1.1. They indicate that the two are exactly matched for gender and ethnicity, and closely matched for age.

Table 1.1: Response analysis, percentage

	Survey respondents	VN database
Gender		
Male	2	2
Female	98	98
Age		
Under 20	4	2
20-29	52	56
30-39	31	31
40-49	10	9
50 or over	3	3
Ethnicity		
White	99	99
Minority ethnic	1	1

Note: Ethnicity is known for only 74 per cent of those on the membership database; the percentages in this table for ethnicity represent a breakdown of those whose ethnicity is known.

1.4 DATA INPUT AND SURVEY ANALYSIS

The survey responses were coded and input into the statistical package SPSS for analysis. The responses to open-ended, free-text questions (such as 'What are the best three things about being a veterinary nurse?') were also coded to facilitate analysis.

2 PERSONAL DETAILS

2.1 GENDER

Overall, 98 per cent of respondents are female and two per cent are male; these percentages are the same as they were in 2003. By comparison, 45 per cent of respondents to *The UK Veterinary Profession in 2006* survey were female whilst the remaining 55 per cent were male. It is difficult to make statistically valid gender comparisons for veterinary nurses as the proportion of males is so low.

2.2 AGE

The age of respondents ranges from 17 to 78. Table 2.1 shows the full age breakdown and compares it with that of respondents to *The UK Veterinary Profession in 2006* survey.

Table 2.1: Age breakdown of Veterinary Nurses (VNs) and Vets, percentage

Age group	VNs (%)	Vets (%)
Under 20	4	0
20-29	52	17
30-39	31	27
40-49	10	22
50-59	3	15
60-69	0.2	10
70+	0.1	9

The overall mean age of veterinary nurses is 30.1 and the median is 28.0. By comparison, the overall mean age for veterinary surgeons is 44.9. The former is clearly overall a younger profession. It is difficult to make comparisons with the 2003 survey due to differences in presenting the data; however, in 2003 around three-fifths of veterinary nurses were aged 25 to 35, which suggests that the profession's age structure has not changed over the past five years.

The small number of male veterinary nurses have a slightly lower average age than females – a mean of 28.9 compared with 30.1 and a median of 26.0 compared with 28.0. Further breakdowns show that the average age for all respondents who are currently employed is 31.3 (mean) and 29.0 (median), whilst for students it is 22.9 (mean) and 22.0 (median); for those who are retired it is 59.3 (mean) and 60.5 (median); for those who are unemployed it is 28.2 (mean) and 25.5 (median); and for those who are on a career break it is 32.1 (mean) and 32.0 (median).

As would be expected, the average age of veterinary nurses who are currently working in a practice varies depending on their position within their practice, as Table 2.2 shows.

Table 2.2: Average (mean and median) age of respondents by position in practice

Position	Mean age	Median age
Student nurse	23.2	22.0
Nurse	30.3	28.0
Head nurse	32.4	31.0
Practice manager	36.3	35.0
Locum	32.0	31.0
Practice owner or partner	36.8	35.0
Other	31.9	30.0

2.3 ETHNICITY

Just one per cent of respondents are from a minority ethnic group, compared with two per cent in 'The UK Veterinary Profession in 2006' survey. The 2003 survey of veterinary nurses also yielded only one per cent from minority ethnic backgrounds. The one per cent in 2008 is made up of: mixed ethnicity 0.6 per cent, Asian/Asian British 0.1 per cent, Chinese 0.1 per cent, and other ethnicity 0.2 per cent. Less than 0.1 per cent is Black/Black British. As the proportion of respondents from minority ethnic groups is so low, further analysis on this variable would not be statistically valid.

2.4 DEPENDANTS

Twenty-two per cent of respondents report that they have dependent children living with them, while 1.5 per cent report that they provide care to a dependent adult. These percentages are similar to those reported by veterinary nurses in 2003, when 21 per cent had children and three per cent other dependants. By comparison, the proportion of respondents to 'The Veterinary Profession in 2006' survey with dependants was notably higher (35 per cent had dependent children living with them and 5.5 per cent provided care to a dependent adult).

Unsurprisingly, eight per cent of those with dependants are currently taking a career break compared with just three per cent of those who have no dependants. Similarly, on average those with dependants who are currently employed in clinical veterinary practice work a shorter basic working week, excluding on-call and overtime, than those without dependants (27.8 hours compared with 38.2 hours). However, only 33 per cent of those with dependants agree or strongly agree with the statement that 'The veterinary nursing profession is a 'family friendly' profession in which to work', whereas 47 per cent disagree or strongly disagree.

2.5 DISABILITY

Three per cent of respondents report that they have a disability or medical condition that limits the work they can do. This is notably lower than the eight per cent in 'The UK Veterinary Profession in 2006' survey. When asked to provide further details, the veterinary nurses describe their disabilities/limiting conditions as: back pain (38 per cent), stress/depression/mental health issues (six per cent), injury due to accident (three per cent),

heart problems (two per cent), and age-related conditions (two per cent). Of the remainder, 37 per cent suffer from various other conditions and the remaining 13 per cent do not give details.

Respondents reporting a disability have a mean age of 34.1 compared with the overall mean age of 30.1.

2.6 STATUS

Seventy-eight per cent of respondents give their status as qualified veterinary nurse, 21 per cent as student veterinary nurse and the remaining one per cent as unqualified nurse. Qualified veterinary nurses have an average (mean) age of 31.9 compared with the overall survey average (mean) of 30.1. A breakdown of their specific status is shown in Table 2.3. There is some overlap as approximately 10 per cent give more than one status.

Table 2.3: Status of qualified veterinary nurses, percentage

Status	%
Listed small animal VN	37.1
Listed equine VN	0.4
Qualified VN (not Listed/Registered)	7.1
Registered small animal VN	64.5
Registered equine	0.7

2.7 QUALIFICATION PREDOMINANTLY USED

Respondents were asked which qualification they predominantly use or, if they are students, which they are working towards. Almost all (98.5 per cent) say a small animal qualification and 1.5 per cent say an equine qualification. It is difficult to make statistically valid comparisons between these two groups as the latter is so small.

2.8 COUNTRY OF QUALIFICATION

Nearly all respondents (98.5 per cent) qualified in the UK. Of the remainder, 0.5 per cent qualified elsewhere in the EU, and one per cent elsewhere in the world. By comparison, only 78 per cent of respondents to 'The Veterinary Profession in 2006' survey qualified in the UK.

2.9 YEAR OF QUALIFICATION

The qualification years given by the respondents ranges from 1964 to 2008. A detailed breakdown is given in Table 2.4.

Table 2.4: Year of qualification of respondents, percentage

Year of qualification	%
1960-69	0.3
1970-79	2.4
1980-89	5.6
1990-94	7.0

1995-99	14.4
2000-02	13.2
2003-08	34.3
Not given	22.8

2.10 PREVIOUS QUALIFICATIONS

Table 2.5 shows the highest educational level the respondents reached before embarking on their veterinary nursing qualification.

Table 2.5: Respondents' prior qualifications, percentage

Qualification	%
Secondary education – GCSEs, O level or equivalent	34.6
Secondary education – A level or equivalent	32.6
National cert/diploma/level 2 NVQ/SVQ (non-VN)	17.7
HND/level 3 NVQ/ SVQ (non-VN)	4.9
Level 4-5 NVQ/SVQ (non-VN)	0.3
Degree	8.1
Postgraduate qualification	0.6
Masters degree	0.2
Doctorate	0.0
Other	1.1

A breakdown of respondents' positions in the practices in which they work by the type of qualifications they held before embarking on their veterinary nursing qualifications can be found later in the report. Table 2.6 then shows the average (mean) salaries by prior qualifications of those working full-time (ie whose basic working week, excluding on-call and overtime, is 37.5 hours or more) in a clinical post, broken down by age.

Table 2.6: Average (mean) salaries of those working full-time in a clinical post by age and prior qualification

Qualification	Under 20	20-29	30-39	40-49	50+
GCSEs or equivalent	£11,108	£16,557	£18,696	£19,927	£19,720
A-levels or equivalent	£10,482	£16,415	£18,817	£20,730	£23,463
Vocational qualifications	£11,000	£15,821	£17,978	£14,070	£13,700
Degree or higher	-	£16,055	£17,732	£18,743	£15,000

Twelve per cent of those whose highest prior qualifications are GCSEs or equivalent are currently studying for further qualifications, compared with 16 per cent of those whose highest prior qualifications are A-levels or equivalent, 14 per cent of those with vocational qualifications and 13 per cent of those with degrees or higher.

3 JOB DETAILS

3.1 EMPLOYMENT STATUS

Table 3.1 shows the current employment status of respondents, regardless of whether they are in veterinary or non-veterinary employment.

Table 3.1: Employment status of all respondents, percentage

Employment status	%
Full-time/part-time/voluntary employment	81.3
Student VN	15.4
Unemployed	0.4
Taking a career break	2.8
Retired	0.1

3.2 UNEMPLOYMENT

As Table 3.1 shows, only 0.4 per cent of respondents are currently unemployed (a total of 16 individuals). They have been unemployed for between one and 24 months, with an average (mean) of 5.2 months. The mode is one month, while the median is three months.

Eighty-eight per cent (14 of the 16 individuals) of unemployed respondents are seeking work. Ten of these 14 are seeking work within clinical nursing and one in a non-clinical position within veterinary nursing. The remaining three are seeking work outside the veterinary nursing profession. Nine said that, although they are not currently seeking work outside of the profession, they may do so in future.

As the proportion of respondents who are unemployed is so small, it would be difficult to carry out any further valid analysis on them.

3.3 CAREER BREAKS

As Table 3.1 shows, 2.8 per cent of respondents are currently taking a career break. The purpose of these career breaks is shown in Table 3.2. 'Other' purposes given are setting up a business and various personal/domestic reasons. The respondents expect their career breaks to last between three and 96 months, with an average (mean) of 24.6 months, and both a median, and a mode of 12 months.

Table 3.2: Purpose of career breaks, percentage

Purpose of career break	%
Parental leave/looking after children	56.0
Illness (self)	8.3
Study	8.3
Sabbatical	1.8
Other	5.5
Not given	14.7

Only 27 per cent of those currently on a career break agree or strongly agree with the statement that 'The veterinary nursing profession is a 'family friendly' profession in which to work' compared with 33 per cent of all respondents with dependants and 36 per cent of respondents overall. Although 82 per cent agree or strongly agree with the statement that 'Veterinary nursing work is stressful,' this is slightly less than the figure of 86 per cent of respondents overall.

3.4 PREVIOUS EMPLOYMENT

Respondents who are unemployed, on a career break, or fully retired, were asked about their most recent employment. Sixty-five per cent worked in clinical veterinary practice, nine per cent worked outside the VN profession, three per cent worked in veterinary related teaching, two per cent in a veterinary related industry and three per cent in other veterinary related employment (the remaining 17 per cent gave no information). The majority (77 per cent) were employed in the UK, with three per cent employed elsewhere in the EU and the remaining 20 per cent giving no information.

3.5 COUNTRY OF WORK

Of those in current employment (whether veterinary or non-veterinary) or in a training practice/placement as a student, 88 per cent work in England, 7 per cent in Scotland, three per cent in Wales, one per cent in Northern Ireland, and one per cent in other countries. These other countries include Ireland (41 per cent), The Channel Islands (15 per cent), Europe (13 per cent), Australia and New Zealand (11 per cent) and the US and Canada (four per cent).

3.6 SECOND JOBS (STUDENTS)

Thirteen per cent of student veterinary nurses report that they have a second job. Of these, 87 per cent are employed in their second job, eight per cent are self-employed and five per cent work on a voluntary basis. The number of hours per week they work in these second jobs ranges from three to 90 with an average (mean) of 14.7. The nature of the most commonly held second jobs is shown in Table 3.3. Of those who do bar work as a second job, 32 per cent are university students.

Table 3.3: Nature of second jobs held by students, percentage

Nature of second job	%
Bar work	26.0
Retail/catering/health & beauty	26.0

Other veterinary related work	19.2
Casual (eg child/pet sitting)	12.3
Office work	8.2
Outdoor work	2.7

3.7 SECOND JOBS (VETERINARY NURSES)

Thirteen per cent of veterinary nurses in employment report that they have a second job, compared to 14 per cent in the 2003 survey. Of these, 62 per cent are employed in their second job, 32 per cent are self-employed and six per cent work on a voluntary basis. The nature of the jobs is shown in Table 3.4, and is fairly similar to the descriptions provided by respondents to the 2003 survey.

The number of hours worked per week in these second jobs ranges from one to 84 with an average (mean) of 13.6. Veterinary nurses with second jobs whose main employment is in clinical veterinary practice work an average (mean) basic working week in their practices, excluding on-call and overtime, of 33.9 hours compared with the overall survey average (mean) of 36.1 hours.

Table 3.4: Nature of second jobs held by veterinary nurses, percentage

Nature of second job	%
Other veterinary related work	46.2
Casual (eg child/pet sitting)	10.2
Retail/catering/health & beauty	9.1
Office work	7.4
Bar work	6.9
Teaching	6.9
Outdoor work	3.6
Farm work	2.8

3.8 WORKING WITHIN OR OUTSIDE CLINICAL PRACTICE

Of those respondents who are currently working (ie who are not students, unemployed, on a career break or retired) 90 per cent say that their main employment is in clinical veterinary practice and the remaining ten per cent that their main employment is outside of this field. The next chapter of this report gives a further analysis of respondents working outside clinical practice.

4 WORKING OUTSIDE CLINICAL PRACTICE

This short chapter gives details of the ten per cent of working respondents who say that their main employment is outside clinical veterinary practice.

4.1 EMPLOYMENT STATUS

Eighty-seven per cent of respondents working outside the profession are employed, while 12 per cent are self-employed and one per cent are working on a voluntary basis.

4.2 TYPE OF WORK

Table 4.1 gives a breakdown of the type of work that respondents working outside the profession are doing.

Table 4.1: Type of work done, percentage

Type of work	%
Professional	41.9
Manager or senior official	11.6
Sales or customer service	10.6
Other	9.7
Associate professional or technical	8.4
Administrative or secretarial	7.4
Not given	4.5
Skilled trade	2.3
Personal services	2.3
Elementary (unskilled)	1.3
Process plant or machine operative	0.0

'Other' types of work include: lecturing/teaching (66 per cent), animal welfare (17 per cent), student vet (seven per cent), health and safety (three per cent) and emergency services (three per cent).

4.3 TYPE OF ORGANISATION

The breakdown of the type of organisation in which respondents say they work is shown in Table 4.2.

Table 4.2: Type of organisation worked in, percentage

Type of organisation	%
VN education	32.6
Elsewhere in the private sector	18.1
Other	16.1
Public sector	13.5
Charity/voluntary sector	9.7
Pharmaceutical company	6.5
Pet food company	2.3
Pet insurance company	2.3

4.4 TIME SPENT OUT OF CLINICAL PRACTICE

The time respondents have spent outside of clinical practice ranges from nought to 30 years. The mean is 5.8 years, the median four years and the mode one year.

4.5 HISTORY OF CLINICAL PRACTICE

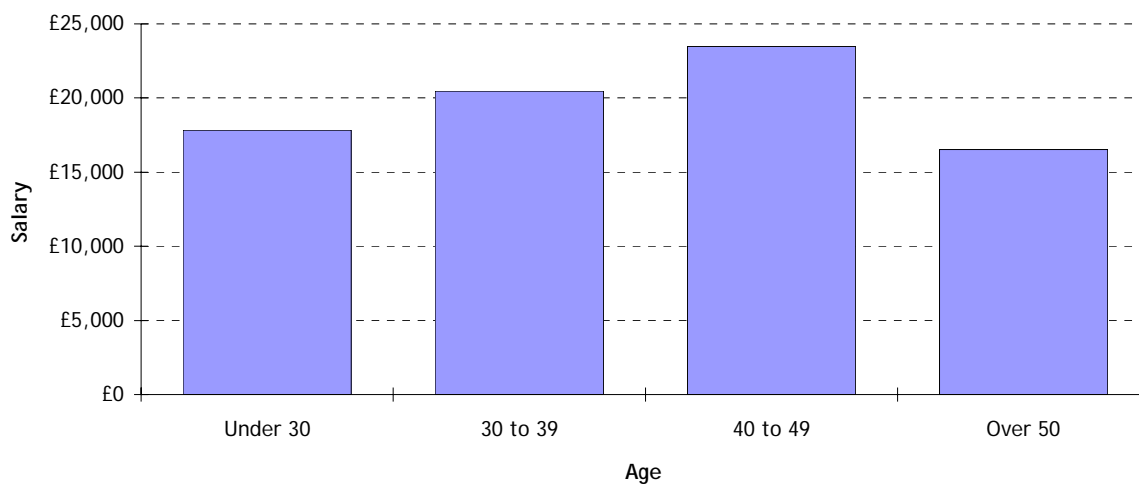
The vast majority of respondents (98 per cent) have worked in clinical veterinary practice in the past. Of these, the time they spent in clinical practice ranged from one to 35 years with a mean of 10.4 years, a median of ten years and a mode of ten years.

4.6 VN QUALIFICATION REQUIRED

Fifty-seven per cent of respondents need a veterinary nursing qualification to do their current job, whereas 43 per cent do not.

4.7 SALARY

The basic annual salary (excluding benefits and overtime) of these respondents ranges from £0 to £90,000. The mean is £19,831, the median is £20,200 and the mode is £25,000. For those who need a veterinary nursing qualification to do their job the mean is £21,641, whereas for those who do not need a veterinary nursing qualification to do their job the mean is £17,458 (although it is noted that these figures are based on a fairly small number of individuals who have declared their salaries). Figure 4.1 shows how the mean salary of this group varies with age.

Figure 4.1: Average (mean) salary by age of VNs working outside clinical practice

4.8 LOST TO CLINICAL VETERINARY PRACTICE?

It appears that the majority of respondents working outside clinical practice are not very likely to return. Thirty-three per cent said 'no' when asked if they intend to seek employment in clinical veterinary practice in the future, and 42 per cent are unsure, leaving just 26 per cent who do intend to seek work in clinical practice. Of the latter group, 34 per cent intend to seek work in clinical practice within the next year and 66 per cent in the longer term.

5 WORKING WITHIN CLINICAL PRACTICE

This chapter gives details of the 90 per cent of working respondents whose main employment is in clinical veterinary practice.

5.1 TYPE OF PRACTICE

Table 5.1 shows the types of practice in which these respondents are employed. The total percentage comes to over 100 as a small proportion of respondents work in more than one type of practice. The percentage of respondents listing each type of practice as their *main* employment is therefore given in brackets.

Table 5.1: Type of practice respondents are employed in (with main employment indicated in brackets), percentage

Type of practice	%	
Mixed practice	24.2	(21.6)
Small animal/exotic practice	68.9	(68.4)
Equine practice	2.1	(1.2)
Farm practice	0.6	(0.2)
Other	2.8	(1.7)
Referral practice	10.7	(6.9)

5.2 HOURS WORKED BY PRACTICE

Respondents were asked to give their working hours (including overtime) and on-call hours (if applicable) in a typical week. The responses of full-time respondents (ie those whose basic working week is 37.5 hours or more) are shown by type of practice in Table 5.2. Unfortunately, comparisons with previous surveys are difficult as the questions were asked in different ways.

Table 5.2: Average (mean) hours worked and hours on call by main type of practice

Type of practice	Hours worked	Hours on call
Mixed practice	41.5	17.0
Small animal/exotic practice	41.3	11.3
Equine practice	45.1	23.8
Farm practice	2.0	0.0

Type of practice	Hours worked	Hours on call
Other	38.6	16.4
Referral practice	40.9	9.0

5.3 EXPERTISE

Respondents whose main employment is a clinical post were asked whether they consider themselves to have particular areas of expertise. Fifty-eight per cent responded that they did and 42 per cent that they did not. Those who did were asked to give a maximum of two expertise areas which they had provided to clients or to their employer(s) in the past 12 months. Their responses are listed below with the percentage reporting each given in brackets:

- NVQ/VN assessor (49)
- Nutrition/diabetes (25)
- Behaviour management (16)
- Dentistry (10)
- Emergency/critical care (8)
- General/referral nurse clinics (6)
- Surgery/theatre (6)
- Management/office specialist (6)
- Specific animal specialist (6)
- Dermatology (4)
- Physio/hydrotherapy (3)
- Anaesthesia (3)
- Exotics (3)
- Weight management (3)
- Education/teaching (2)
- Lab work (2)
- Counselling/bereavement (1)
- Wound management/first aid (1)
- Radiography (2)
- Pharmacy (1)

Of those reporting that they have particular areas of expertise, 51 per cent list their position in the practice as nurse, 37 per cent as head nurse, 11 per cent as other, five per cent as practice manager, three per cent as locum, one per cent as student nurse and one per cent as practice owner or partner. The percentage with at least one area of expertise who have a degree or higher qualification is 8.9 per cent, marginally greater than the 8.1 per cent of respondents overall.

5.4 CAREER PLANS

Table 5.3 gives a breakdown of respondents' career plans with regard to clinical practice. Just under 73 per cent plan to stay in clinical practice, compared with 82 per cent of vets in 'The UK Veterinary Profession in 2006' survey.

Table 5.3: Career plans with regard to clinical practice, percentage

Career plans	%
Stay in clinical practice for the foreseeable future	72.8
Retire or leave clinical practice as soon as possible	2.8
Retire or leave clinical practice within the next year	6.9
Retire or leave clinical practice within the next five years	17.5

Of those who do *not* intend to stay in clinical practice for the foreseeable future, one per cent are aged under 20, 57 per cent are aged between 20 and 29, 35 per cent are aged between 30 and 35, six per cent are aged 40 to 49 and one per cent are aged 50 or over. The very low proportion in the latter category suggests that the majority are *not* planning to leave due to retirement. Those wanting to leave for reasons other than retirement were asked to state why. Table 5.4 gives a breakdown of the most common reasons.

Table 5.4: Reasons for wanting to leave clinical practice, percentage

Reason for wanting to leave	%
Pay/not rewarded/valued	30.1
Career change/new challenge	20.8
Care of dependants/to have family	19.2
Dissatisfaction with VN work (hours, etc.)	10.4
Emigration/travel	5.7
Fed up with way veterinary nursing is going	4.7
Lack of career opportunities	4.2

5.5 POSITION IN PRACTICE

Table 5.5 gives a breakdown of the position of the respondents in the main practice in which they work. There is a very small degree of overlap as some respondents indicate that they have more than one position.

Table 5.5: Position in practice, percentage

Position	%
Student nurse	21.5
Nurse	47.3
Head nurse	23.9
Practice manager	3.3
Locum	2.7
Practice owner or partner	0.8
Other	7.3

'Other' responses given include deputy head nurse (31 per cent), senior nurse (25 per cent), VN related manager (14 per cent), assessor/training manager (12 per cent), receptionist (seven per cent), and administrator/practice manager (five per cent).

Table 5.6 shows the highest educational level reached by student nurses, nurses and head nurses, before embarking on VN training.

Table 5.6: Highest educational level reached by student nurses, nurses and head nurses, percentage

Position	GCSE/O level/equiv	A level/equiv	Vocational qualification*	Degree or higher
Student nurse	19.1	35.5	32.1	13.3
Nurse	35.9	30.2	24.7	9.2

Head nurse	41.5	34.0	18.5	6.0
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*Vocational qualifications included are National cert/diploma/level 2 NVA/SVQ (non-VN), HND/level 3 NVQ/SVQ (non-VN0) and Level 4-5 NVQ/SVQ (non-VN)

5.6 LOCUMS

As Table 5.5 shows, 2.7 per cent of respondents working in clinical veterinary practice are locums. Forty-seven per cent of these are currently working in more than one practice. The mean number of practices worked in is 2.9, the median is two and the mode is two. The greatest number of practices mentioned by a respondent is ten. Ninety-eight per cent of locums are qualified veterinary nurses, one per cent are working as unqualified nurses and one per cent classify themselves as student veterinary nurses.

5.7 OWNERSHIP OF PRACTICE

Respondents were asked who owns the practice they work in. Their responses are shown in Table 5.7, where they are compared with the responses of vets in 'The Veterinary Profession in 2006' survey.

Table 5.7: Ownership of practice as reported by VNs and vets, percentage

Owner of practice	VNs (%)	Vets (%)
Sole principal	25	29
Partnership	49	50
Limited company	12	15
Corporate group/concern	5	2
Charity	6	3
Other	2	2

'Other' responses include university/vet school (62 per cent), various/combination (25 per cent), and non-vet owner (six per cent).

5.8 STAFF IN PRACTICE

Respondents were asked about the number of different categories of people in their practices. Those working in practices operating from more than one premises, or as part of a chain, were asked to define their practice as their immediate workplace. Table 5.8 shows their average (mean) responses and compares them to those of respondents in 'The Veterinary Profession in 2006' survey.

Table 5.8: Average (mean) number of people in veterinary practices as reported by VNs and vets

Category	VNs	Vets
Partner/director	2.0	2.3
Full-time assistants/employees	4.3	3.0
Part-time assistants/employees	1.1	0.6
Locums	0.3	0.4

Listed veterinary nurses	1.5	2.7
Unlisted veterinary nurses	0.2	0.5
Student veterinary nurses	1.9	1.4
Non-qualified clinical staff	1.0	1.4

5.9 SALARY

Respondents were asked to state their basic annual salary (excluding unsocial hours and overtime). The mean salary of those working full time (ie whose basic working week excluding on-call and overtime is 37.5 hours or more) is £17,104. The median is £17,000 and the mode is £18,000. The mean salary of non-university students is £10,648, the median is £11,000 and the mode is £10,000. Figure 5.1 shows the mean basic annual salary of those working full time broken down by the decade in which they qualified. By comparison, the 2007 Annual Survey of Hours and Earnings found that the median annual pay for full-time employees in the UK was £23,764. An employee working 37.5 hour per week at minimum wage would earn an annual salary of £10,764.

Figure 5.1: Mean basic annual salary of those working full-time in clinical practice by the decade in which they qualified



5.10 PRACTICE PROVISIONS

Ninety-seven per cent of respondents report that their practice provides them with a uniform, 25 per cent report having a pension provided, nine per cent are given health insurance, and eight per cent are provided with accommodation. Thirteen per cent report being provided with various other benefits including reduced veterinary fees or pet insurance (six per cent of all respondents), training/CPD (four per cent) and dividends/practice profits (one per cent).

It was suspected that the three per cent who are not provided with a uniform may be the same three per cent who work as locums. However, even when locums are excluded from the analysis, the proportion of respondents who are provided with a uniform rises only from 97 to 98 per cent.

5.11 HOURS WORKED

Sixty-four per cent of respondents have a basic working week, excluding on-call and overtime, of 37.5 hours or more and are therefore classed as full-time. The remaining 36 per cent work less than this and are classed as part-time. The average (mean) length of the basic working week for full-time respondents is 40.3 hours (compared to 37 hours in 2003), whereas for part-time respondents it is 27.8 hours. The longest basic working week reported by a full-time respondent is 98 hours. Comparisons of hours worked and overtime with previous surveys, including those looking at veterinary surgeons, are difficult as the questions were asked in different ways.

5.12 OVERTIME

Full-time respondents report that they worked between 0 and 96 hours overtime in the last month. The mean amount of overtime worked during this time period was 10.5 hours, the median was eight hours and the mode was ten hours.

Sixty-five per cent of respondents report that they are routinely paid for overtime and a further six per cent that they are sometimes paid for overtime. Sixteen per cent are allowed to take time off in lieu. The remaining 14 per cent receive no payment.

5.13 ON-CALL WORK

Forty per cent report that they are on an on-call rota. Of these, 23 per cent are not paid anything extra for being on-call, 38 per cent are paid an on-call allowance and 69 per cent are paid if they are called out. There is some overlap here, in that some respondents who receive an on-call allowance are also paid for each call-out.

5.14 ALLOCATION OF WORK HOURS

Respondents were asked to indicate the percentage of their working time and on-call time, during a typical working week, which is spent on different types of work. Their average (mean) responses are shown in Table 5.9 and compared with the average (mean) responses of vets in 'The UK Veterinary Profession in 2006' survey.

Table 5.9: Average (mean) percentage of working time spent on different activities by VNs and vets

Species/Discipline/Activity	VNs	Vets
Small animals		
Dogs	33.9	33.5
Cats	29.2	29.1
Rabbits	6.7	4.8
Birds	1.4	1.1
Others (eg tortoises, gerbils)	1.7	1.6
Exotics*	1.0	0.6
Horses	1.7	9.2
Farm animals	0.5	10.4

Practice management/administration	11.5	5.0
Reception	10.9	-
Other	2.1	3.9

*Exotics are animals that are more likely to be known as living wild in another climate than as household pets in the UK. Snakes and iguanas would be considered exotics but not rabbits, budgerigars or tortoises.

'Other' activities mentioned are assessing/training, cleaning, paperwork, specialist consultations, pharmacy and laboratory work.

5.15 TYPE OF WORK UNDERTAKEN

Table 5.10 shows how frequently a wide range of different clinical and non-clinical work is undertaken in practice by student nurses, qualified nurses, unqualified nurses and all respondents on average. It should be carefully noted however that the figures for unqualified are based on only a very small number of individuals (just one per cent of all respondents are unqualified). For each category, the most frequent response shows in bold.

Table 5.10: Frequency of undertaking different types of work, percentage

	Every day	Several times per week	Once per week or less	Rarely	Never
Nursing clinics/consultations					
Student	26.6	21.3	7.7	19.5	24.9
Qualified	23.9	34.4	18.5	12.7	10.5
Unqualified	25.0	25.0	12.5	25.0	12.5
Nutritional advice/counselling					
Student	8.4	21.7	27.7	30.7	11.4
Qualified	15.1	35.9	25.7	15.9	7.4
Unqualified	8.7	39.1	21.7	13.0	17.4
Caring for hospitalised animals					
Student	68.1	24.7	4.8	1.8	0.6
Qualified	60.8	24.6	8.0	4.6	2.0
Unqualified	58.3	29.2	12.5	0	0
Administration of medicines by injection					
Student	75.3	20.5	3.6	0.6	0
Qualified	78.5	15.3	3.2	2.0	0.9
Unqualified	78.3	17.4	4.3	4.3	0
Setting up intravenous fluids					
Student	33.1	44.4	17.2	4.7	0.6
Qualified	42.4	36.9	14.0	4.9	1.8
Unqualified	47.8	39.1	8.7	0	4.3
Dispensing of medications to clients					
Student	63.9	29.6	4.1	2.4	0
Qualified	64.7	24.2	6.0	3.2	1.8
Unqualified	75.0	4.2	12.5	4.2	4.2
Administration of anaesthetic pre-medication					
Student	42.9	38.1	5.4	8.3	5.4

	Every day	Several times per week	Once per week or less	Rarely	Never
Qualified	54.8	27.2	7.9	6.7	3.4
Unqualified	41.7	33.3	12.5	4.2	8.3
Monitoring of anaesthesia					
Student	53.3	37.3	3.6	3.0	3.0
Qualified	56.0	31.4	5.8	4.5	2.3
Unqualified	54.2	37.5	8.3	0	0
Assisting during surgical procedures (scrubbed)					
Student	4.2	8.9	18.5	47.6	20.8
Qualified	5.1	6.8	26.9	53.2	8.1
Unqualified	4.2	12.5	16.7	50.0	16.7
Assisting during surgical procedures (not scrubbed)					
Student	25.0	41.7	16.1	12.5	4.8
Qualified	30.1	29.8	19.9	15.8	4.4
Unqualified	16.7	33.3	33.3	8.3	8.3
Performing minor surgical procedures					
Student	0.6	1.8	4.2	18.0	75.4
Qualified	2.3	6.4	14.6	36.0	40.7
Unqualified	4.3	4.3	0	13.0	78.3
Dental hygiene work					
Student	1.2	15.7	25.9	27.1	30.1
Qualified	5.0	26.0	31.1	22.5	15.4
Unqualified	13.0	13.0	8.7	39.1	26.1
Assisting with dental extractions					
Student	1.2	7.2	18.7	22.9	50.0
Qualified	3.0	16.0	18.6	23.3	39.2
Unqualified	13.6	13.6	18.2	13.6	40.9
Taking radiographs					
Student	11.4	39.5	24.6	13.8	10.8
Qualified	14.8	41.9	23.7	14.7	4.9
Unqualified	13.0	21.7	26.1	34.8	4.3
Processing radiographs					
Student	15.6	60.5	16.2	5.4	2.4
Qualified	20.4	51.7	16.8	6.8	4.3
Unqualified	26.1	43.5	30.4	0	0
Assisting with ultrasound					
Student	4.2	28.3	39.8	17.5	10.2
Qualified	6.8	28.7	33.0	17.1	14.4
Unqualified	8.7	13.0	52.2	4.3	21.7
Performing in-house laboratory tests					
Student	42.3	45.2	6.5	5.4	0.6
Qualified	43.2	37.9	10.3	5.8	2.9
Unqualified	43.5	43.5	4.3	0	8.7
Taking blood samples					
Student	26.2	33.9	18.5	14.3	7.1
Qualified	44.6	36.5	11.6	5.5	1.8

	Every day	Several times per week	Once per week or less	Rarely	Never
Unqualified	17.4	56.5	13.0	8.7	4.3
Teaching/supervising student vet nurses					
Student	7.5	8.1	10.6	15.5	58.4
Qualified	37.7	21.5	11.4	10.7	18.7
Unqualified	13.6	31.8	13.6	9.1	31.8
Reception work					
Student	44.9	26.9	16.2	9.0	3.0
Qualified	36.8	24.5	16.1	15.9	6.7
Unqualified	60.9	8.7	13.0	8.7	8.7
Practice administration					
Student	24.7				
Qualified	30.9	20.3	15.7	17.2	15.9
Unqualified	30.4	21.7	8.7	17.4	21.7
Clinical cleaning (eg consult rooms, theatre, instruments)					
Student	89.8	9.0	0.6	0.6	0
Qualified	75.3	15.2	4.8	3.0	1.6
Unqualified	82.6	13.0	0	4.3	0
General domestic cleaning (eg waiting room, kitchen, corridors)					
Student	70.2	11.3	10.7	6.0	1.8
Qualified	50.2	17.5	14.3	12.2	5.9
Unqualified	69.6	13.0	17.4	0	0

5.16 NURSING CLINICS

Respondents were asked about the nursing clinics in which they are involved. Their responses are shown by status in Table 5.11.

Table 5.11: Nursing clinics respondents are involved in by status, percentage

Nursing clinic	Total	Student VN	Qualified VN	Unqualified VN
None	24.7	42.4	23.4	25.0
Nutrition	58.6	35.2	60.3	50.0
Dental	49.1	30.3	50.6	29.2
Puppy/kitten	51.2	37.6	52.2	37.5
Vaccination	24.4	13.9	25.1	25.0
Other	37.4	23.6	38.5	29.2

'Other' clinics mentioned include post-operative clinics (22 per cent), weight/obesity (22 per cent), general check-ups (19 per cent), geriatrics (11 per cent), behaviour (seven per cent), diabetic/renal (five per cent), flea/worming (four per cent) and specific individual animal (four per cent).

5.17 VISITS TO CLIENTS

Eighty-one per cent of students, 66 per cent of qualified veterinary nurses and 63 per cent of unqualified veterinary nurses report that they take part in visits to clients.

6 CONTINUING PROFESSIONAL DEVELOPMENT AND TIME AWAY FROM THE WORKPLACE

6.1 DAYS AWAY FROM THE WORKPLACE

Respondents were asked how many days they have spent away from the workplace in the last 12 months due to CPD (giving), CPD (receiving), holidays, veterinary politics, illness, maternity leave, compassionate leave and other reasons. Their mean responses are shown in Table 6.1 and are compared with those of respondents to 'The UK Veterinary Profession in 2006' survey.

Table 6.1: Days away from work: average (mean)

	VNs	Vets
CPD (giving)	0.5	1.1
CPD (receiving)	3.1	5.6
Holidays	19.5	21.6
Veterinary politics, committees, etc.	0.3	1.0
Illness	3.4	2.0
Maternity leave	5.7	Not known
Compassionate leave	0.4	Not known
Other	0.8	Not known

The majority of respondents (93 per cent) have not given any CPD over the past year, compared with 88 per cent of respondents to 'The UK Veterinary Profession in 2006' survey. Only 26 per cent however have not received any CPD, compared with 12 per cent of vets. The median number of days CPD received is two, compared with four for vets. In 2003, veterinary nurses reported receiving a very similar amount of CPD: a mean average of 3.25 days, with a median of two days.

In September 2007 it became mandatory for registered veterinary nurses to receive a minimum of 15 hours CPD per year and a minimum of 45 hours over three years. Currently they are receiving a mean average of 3.3 days per year, whereas non-registered nurses are receiving a mean average of 2.7 days per year.

Like veterinary surgeons, veterinary nurses appear to be very healthy; only 3.4 days on average per respondent have been lost due to illness. Thirty-seven per cent of respondents have not had any time away from the workplace due to illness over the past year, compared with 66 per cent

of respondents to 'The Veterinary Profession in 2006' survey. By comparison, the CIPD's 2007 National Survey of Absence Management Policy and Practice reported the average level of employee sickness absence as 8.4 days per year.

'Other' reasons for being away include examinations or attending university (38 per cent), unpaid leave (26 per cent), conferences (five per cent), jury service (three per cent) and looking for work (three per cent).

6.2 QUALIFICATIONS

Table 6.2 shows the percentage of respondents who hold further work-related qualifications, in addition to their primary VN qualification, or who are studying for or plan to study in the next five years for such qualifications.

Table 6.2: Qualifications: other than primary VN qualification, percentage

Qualification	Held	Studying for	Plan to study for in next 5 years
RCVS DipAVN	3.6	1.9	10.1
Veterinary nursing degree	5.7	1.3	3.8
Masters degree (VN related)	0.1	0.1	1.2
Masters degree (other)	0.5	0.6	1.3
Other	17.1	6.7	8.9

'Other' qualifications include A1 assessor qualifications (28 per cent), VN related general qualifications (25 per cent), animal specific qualifications (11 per cent), D32/33/34 (ten per cent) and qualifications not related to work (five per cent). In 2003, a slightly higher percentage (4.3 per cent) held a DipAVN qualification from the RCVS.

6.3 CPD PROVISION METHODS

Table 6.3: CPD methods used (per cent) and average (mean) hours spent in past 12 months by VNs

CPD Method	Used %	Hours
Weekend courses/study days	31	14
Weekdays courses/study days	49	15
Evening courses/study days	36	7
In-house conferences eg within own practice	51	7
Videos/DVDs	9	4
Distance learning, online or correspondence courses	18	25
Books/journals/articles	64	18
Other	3	39

Table 6.3 shows the percentage of respondents who have used different CPD methods over the past 12 months, together with the average (mean) hours spent using these methods. Table 6.4 presents the same information for respondents to 'The Veterinary Profession in 2006' survey.

Table 6.4: CPD methods used (per cent) and average (mean) hours spent in past 12 months by Vets

CPD Method	Used %	Hours
Weekend courses	44	23
Evening courses/study days	63	9
In-house conferences	39	12
Seminars	46	19
Videos/DVDs	24	6
Distance learning - online	6	20
Distance learning - correspondence	3	49
Books/journals/articles	87	42
Other	23	32

When asked about preferred methods, the most popular first preferences expressed by veterinary nurses were weekday courses/study days (51 per cent), in-house courses (13 per cent), weekend courses/study days (12 per cent), distance learning online or correspondence courses (nine per cent) and evening courses (nine per cent). The most popular second preferences were in-house courses (22 per cent), evening courses (17 per cent), weekday courses/study days (16 per cent) and books/journals/articles (15 per cent).

6.4 CPD FUNDING

Respondents were asked to indicate what percentage of their CPD was funded by themselves, their employers or practices, grants or other sources. Their average (mean) responses are shown in Table 6.5. The most common 'other' source of funding was drug companies (57 per cent). In 30 per cent of 'other' source cases, no fee was required.

Table 6.5: CPD funding sources

Funding source	Mean % of funding from this source
Self	12
Employer or practice	84
Grant	1
Other	2

7 ELECTRONIC COMMUNICATIONS AND USE OF THE INTERNET

7.1 USE OF THE INTERNET

Eighty-three per cent of respondents report that they use email regularly. Eighty-nine per cent have a home email address and 33 per cent have a work email address, with just four per cent having no email address of their own at all. Table 7.1 gives a breakdown of where respondents mainly use the internet.

Table 7.1: Where respondents use the internet, percentage

Where the internet is mainly used	%
At home	56.3
At work	16.1
Both	24.1
Neither	3.5

7.2 USE OF THE RCVS WEBSITE

The frequency with which respondents visited the RCVS website over the past 12 months is shown in Table 7.2. Figures are broken down for students and non-students.

Table 7.2: Frequency of visits to RCVS website, percentage

Frequency	Students	Non-students
Frequency (eg several times a week)	7.1	5.4
Occasionally (eg a few times a month)	43.3	26.4
Rarely (a few times over the year)	41.9	48.2
Never	7.7	20.1

7.3 RCVS COMMUNICATIONS

Despite the widespread use of email, a majority of 62 per cent expressed a preference for receiving RCVS communications in the post, whilst 26 per cent would prefer to receive them via their home email and 12 per cent their work email. However, 60 per cent indicated that they would pay their annual retention or listing fee online (on a secure connection) if this option were available.

7.4 BEST SOURCE OF INFORMATION ABOUT RCVS

Respondents were asked which one source of information about the RCVS they found to be the best. Their responses are shown in Table 7.3.

Table 7.3: Best source of information about RCVS, percentage

Source of information	%
RCVS VN News/RCVS News	50.4
RCVS Website	39.2
RCVS E-News	6.0
Meetings	2.2
Other	2.2

'Other' sources mentioned were college (65 per cent), networking/meeting people (21 per cent), and contact with VN Council (12 per cent).

8 STUDENT VETERINARY NURSES AND RECENT QUALIFIERS

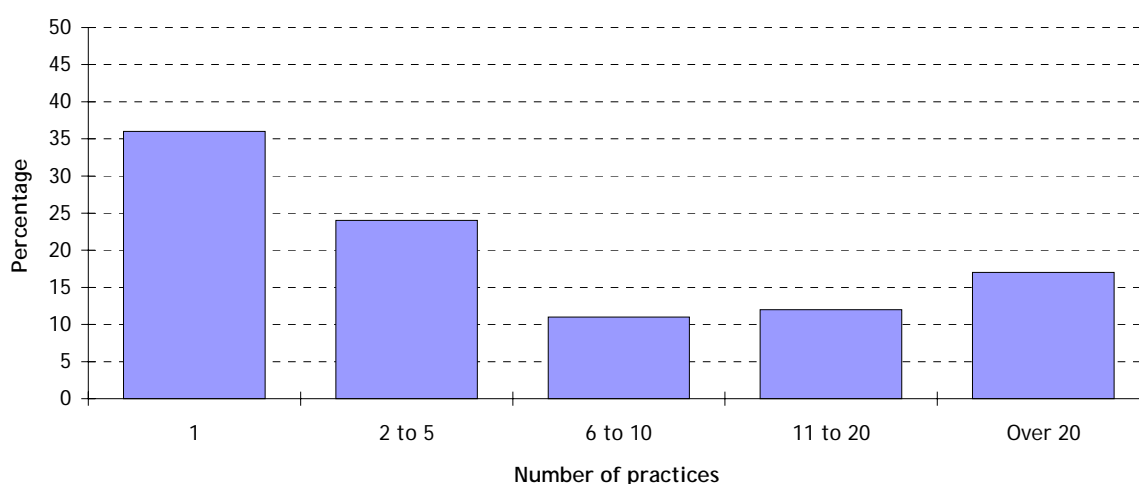
8.1 STUDENTS' INTENTIONS UPON QUALIFICATION

Student veterinary nurses were asked what they intend to do when they qualify. Fifty-seven per cent responded that they intend to remain employed in their training practices, 27 per cent said that they intend to move from their training practice to another practice, nine per cent said that they intend to take up their first post-graduate position, and eight per cent reported that they have other intentions. 'Other' intentions include travel (42 per cent), reassess career (32 per cent), BVMS (ten per cent), study (seven per cent) and other employment (five per cent).

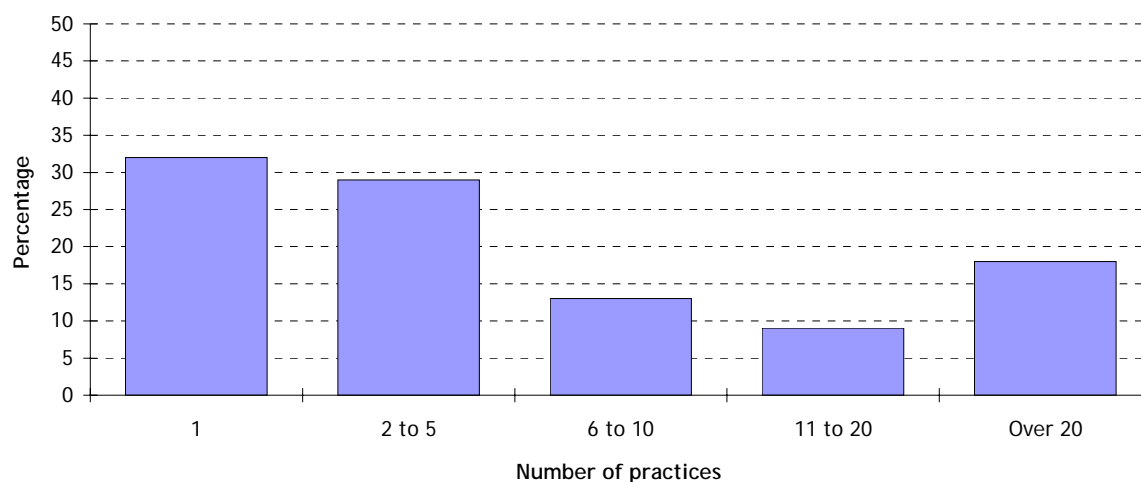
8.2 EASE OF FINDING STUDENT POSITIONS AND PLACEMENTS

Non-university students were asked how many practices they approached, before commencing training, before finding a position as a student veterinary nurse. Their responses are shown in Figure 8.1.

Figure 8.1: Number of practices approached by non-university students, percentage



Similarly, university students were asked how many practices they approached before finding a placement. Their responses are shown in Figure 8.2.

Figure 8.2: Number of practices approached by university students

8.3 RECENT QUALIFIERS

A total of 317 respondents qualified in 2007 or 2008. Their immediate destinations are shown in Table 8.1. Of those in the 'other' category, 64 per cent stayed on at university despite having finished their degrees, eight per cent took other courses and eight per cent became locums.

Table 8.1: Destinations of recent qualifiers, percentage

Destination on qualifying	%
Remained in training practice	68
Moved to another practice	20
Took up first post-graduate position	6
Other	7

Eighty-two per cent are still in their first post-qualification position. Of the 18 per cent who have moved on, the number of months spent in their first post-qualification post ranged from 0 to 60 with an average (mean) of 9.4.

8.4 APPRAISALS/PERFORMANCE REVIEWS

Current student nurses and 2007/2008 qualifiers were asked whether they receive(d) appraisals or performance reviews during their training or after qualification. Seventy-two per cent answered yes.

8.5 SATISFACTION WITH TRAINING

Table 8.2 to 8.7 show the degree of satisfaction of the current student nurses and 2007/2008 qualifiers with various different aspects of their training, cross-referenced by whether they receive(d) appraisals or performance reviews during their training or after qualification.

Table 8.2: Satisfaction with support from employer, percentage

	Very Dissatisfied	Dissatisfied	Neither	Satisfied	Very Satisfied
Appraisals/reviews received	2.5	6.6	10.5	48.4	31.8
No appraisals/reviews received	10.6	18.8	12.6	43.0	15.0
All respondents	4.9	10.2	11.1	46.9	27.0

Table 8.3: Satisfaction with support given by others in the practice, percentage

	Very Dissatisfied	Dissatisfied	Neither	Satisfied	Very Satisfied
Appraisals/reviews received	0.4	4.1	5.7	50.1	39.8
No appraisals/reviews received	2.4	7.7	7.2	53.6	29.0
All respondents	1.0	5.1	6.1	51.1	36.7

Table 8.4: Satisfaction with support given by approved centre (VNAC), percentage

	Very Dissatisfied	Dissatisfied	Neither	Satisfied	Very Satisfied
Appraisals/reviews received	2.2	6.9	15.1	50.2	25.7
No appraisals/reviews received	4.4	7.3	21.0	48.3	19.0
All respondents	2.8	7.0	16.8	49.7	23.8

Table 8.5: Salary level, percentage

	Very Dissatisfied	Dissatisfied	Neither	Satisfied	Very Satisfied
Appraisals/reviews received	19.8	32.3	20.0	24.0	3.8
No appraisals/reviews received	31.7	32.7	15.8	17.8	2.0
All respondents	23.2	32.4	18.8	22.2	3.3

Table 8.6: Quality of training practice experience, percentage

	Very Dissatisfied	Dissatisfied	Neither	Satisfied	Very Satisfied
Appraisals/reviews received	0.8	7.8	7.8	52.1	31.5
No appraisals/reviews received	5.8	19.3	16.4	43.0	15.5
All respondents	2.2	11.1	10.3	49.4	26.9

Table 8.7: Satisfaction with college/university experience, percentage

	Very Dissatisfied	Dissatisfied	Neither	Satisfied	Very Satisfied
Appraisals/reviews received	1.6	6.7	11.3	52.4	28.0
No appraisals/reviews received	2.9	10.8	12.3	47.5	26.5
All respondents	2.0	7.9	11.6	51.0	27.5

9 VIEWS ABOUT THE VETERINARY NURSING PROFESSION

In the final section of the questionnaire, respondents were asked their views about various aspects of the veterinary nursing profession. This chapter presents a summary of the results, which reveal some interesting insights into opinions, perceptions and preferences relating to this field of work.

9.1 GENERAL VIEWS

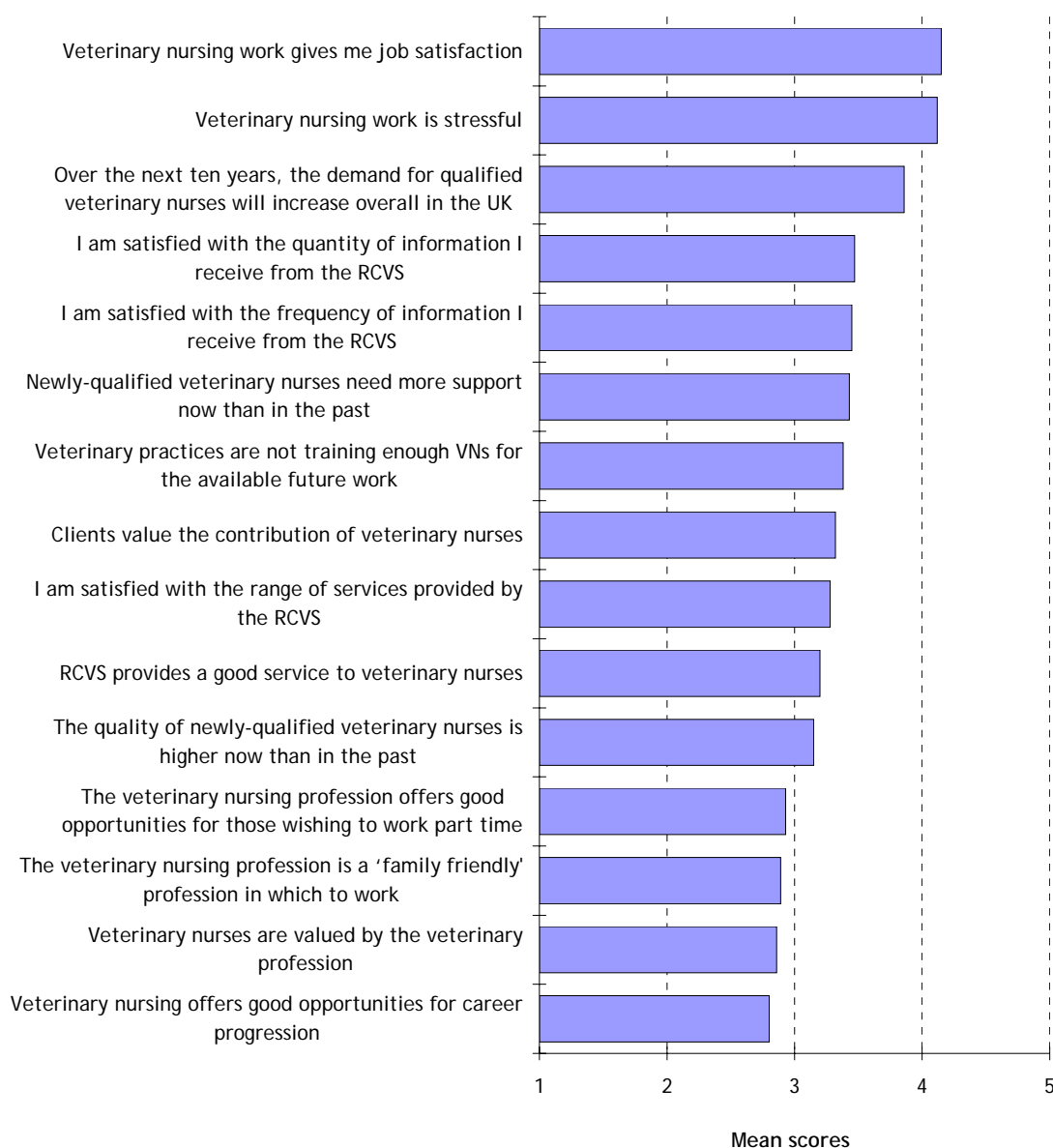
Respondents were asked to indicate the extent of their agreement with a series of 15 attitude statements, on a scale ranging from 'strongly disagree' (scoring one) to 'strongly agree' (scoring five), with a midpoint score of three. Table 9.1 shows the spread of responses and Figure 9.1 shows the mean scores.

Table 9.1: Views of veterinary nurses about their profession

	N	Strongly disagree %	Disagree %	Neither agree nor disagree %	Agree %	Strongly agree %	Average (mean score)
Veterinary practices are not training enough VNs for the available future work	3,772	2	20	26	39	12	3.38
The VN profession is a 'family friendly' profession in which to work	3,761	9	32	23	33	3	2.89
The VN profession offers good opportunities for those wishing to work part time	3,768	6	33	24	35	2	2.93
Newly-qualified VNs need more support now than in the past	3,764	1	17	29	44	9	3.43
Over the next 10 years, the demand for qualified VNs will increase overall in the UK	3,773	1	6	19	57	18	3.86
VN work is stressful	3,788	1	5	9	54	32	4.12
VN work gives me job satisfaction	3,784	1	4	7	55	34	4.15
VNs are valued by the veterinary profession	3,771	11	34	18	34	4	2.86
Clients value the contribution of VNs	3,782	4	22	19	49	7	3.32

	N	Strongly disagree %	Disagree %	Neither agree nor disagree %	Agree %	Strongly agree %	Average (mean score)
Veterinary nursing offers good opportunities for career progression	3,777	12	34	21	30	3	2.80
The quality of newly-qualified VNs is higher now than in the past	3,776	4	19	38	33	5	3.15
I am satisfied with the quantity of information I receive from the RCVS	3,785	2	11	28	58	2	3.47
I am satisfied with the frequency of information I receive from the RCVS	3,783	2	11	28	57	2	3.45
RCVS provides a good service to VNs	3,779	5	15	39	41	2	3.20
I am satisfied with the range of services provided by the RCVS	3,762	3	11	43	42	2	3.28

These figures suggest that a high proportion of veterinary nurses are satisfied with the jobs they are doing, despite the fact that they consider the work quite stressful. Respondents tended to be positive to some extent about the support and guidance available from the RCVS. However, there were stronger overall levels of disagreement on statements referring to flexible working, career progression, and the sense of being valued by the veterinary profession.

Figure 9.1: Average (mean) attitude scores

9.2 COMPARISONS BETWEEN VETERINARY SURGEONS AND VETERINARY NURSES

Some interesting comparisons and contrasts can be drawn between the responses to the current survey and those obtained from the 2006 survey of veterinary surgeons, in which many (but not all) of the same attitude statements were presented.

For example, the highest rated attitude statement in the vets' survey was 'Veterinary work is enjoyable', with a mean score of 4.29. This mirrors the top rated statement in the current survey, 'Veterinary nursing work gives me job satisfaction', which obtained a mean score of 4.15. Similarly, the statement 'Veterinary [or, veterinary nursing] work is stressful' received the third highest agreement rating in the vets' survey, with a mean score of 4.09, and the second highest rating in the current survey, with a mean score of 4.12. There were also comparable

responses given in both surveys to the statements relating to support and information provision from the RCVS: both veterinary surgeons and nurses indicated that they were satisfied to some (but not a large) extent with the services provided.

At the lower end of the response scale, there was a close level of agreement between veterinary surgeons and nurses on the statement 'The veterinary [or, veterinary nursing] profession is a 'family friendly' profession in which to work'. Overall, both groups of respondents indicated disagreement with this statement: it received a mean score of 2.58 on the vets' survey and 2.89 on the current survey.

The only notable discrepancy between the attitudes recorded in the veterinary surgeons' and veterinary nurses' surveys was in relation to respondents' views on the future outlook for the profession. While veterinary surgeons tended to slightly disagree that demand for veterinary services would increase over the next ten years (mean score = 2.91), veterinary nurses were much more in agreement that the demand for qualified veterinary nurses would increase (mean score = 3.86).

9.3 VARIATIONS BY AGE

Analysis of attitudinal responses by age group revealed the following observations:

- Those in the middle age band of respondents (30 to 39) are often less positive than their younger and older counterparts about different aspects of the veterinary nursing profession.
- Veterinary nurses aged under 20 are least likely to say that veterinary nursing work is stressful and most likely to say that it gives them job satisfaction.
- The older the respondent, the more likely they were to agree that veterinary practices are not training enough veterinary nurses for the available future work.
- Older veterinary nurses are more likely to say that clients value their contribution.
- Younger veterinary nurses agree much more strongly than their older counterparts that the veterinary nursing profession offers good opportunities for career progression.
- The older the respondent, the more satisfied they tend to be with the quality and frequency of information provided by the RCVS.

Average (mean) responses by age are represented in Figure 9.2 to 9.8.

Figure 9.2: Veterinary practices are not training enough VNs for the available future work

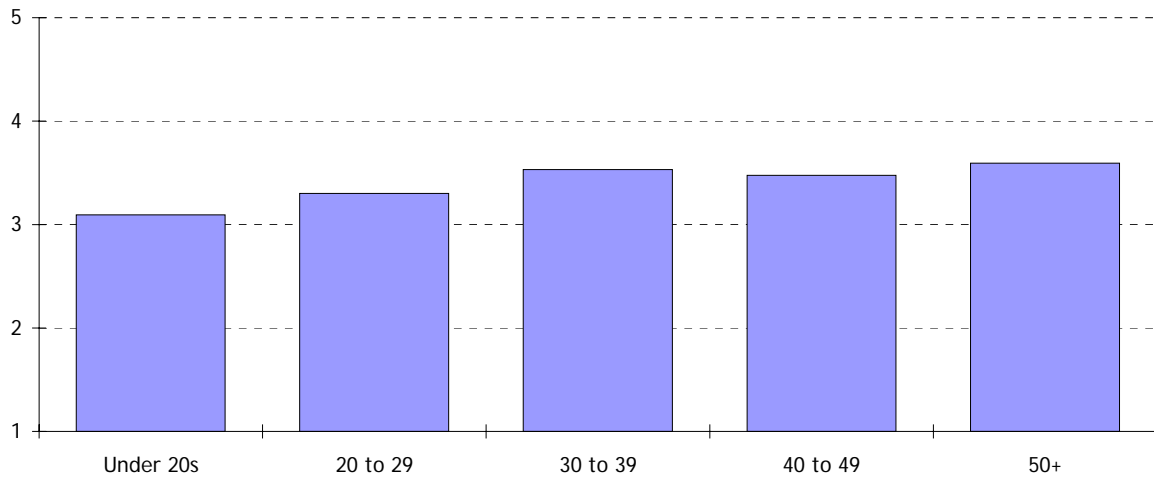


Figure 9.3: The veterinary nursing profession is a 'family friendly' profession in which to work

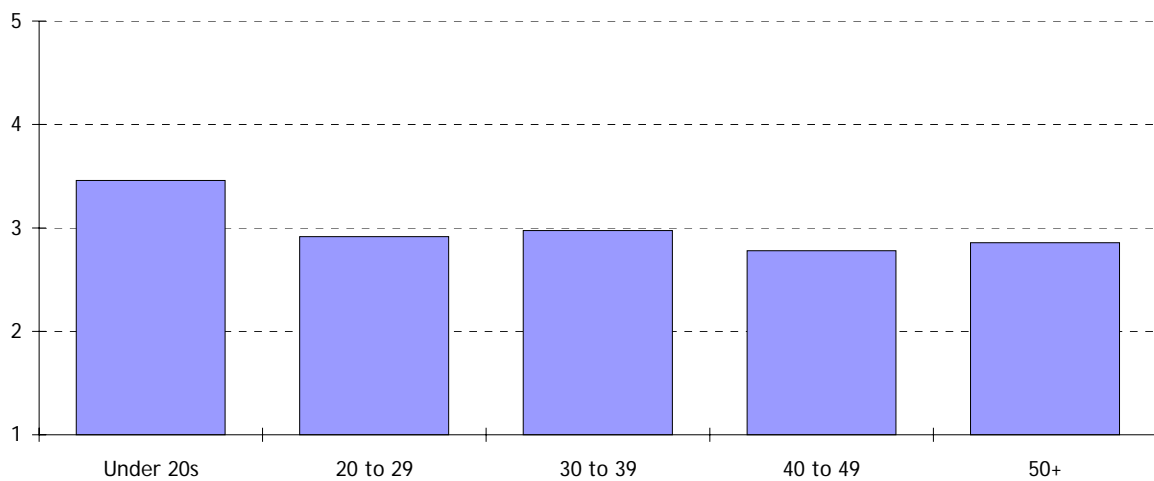


Figure 9.4: Veterinary nurses are valued by the veterinary profession

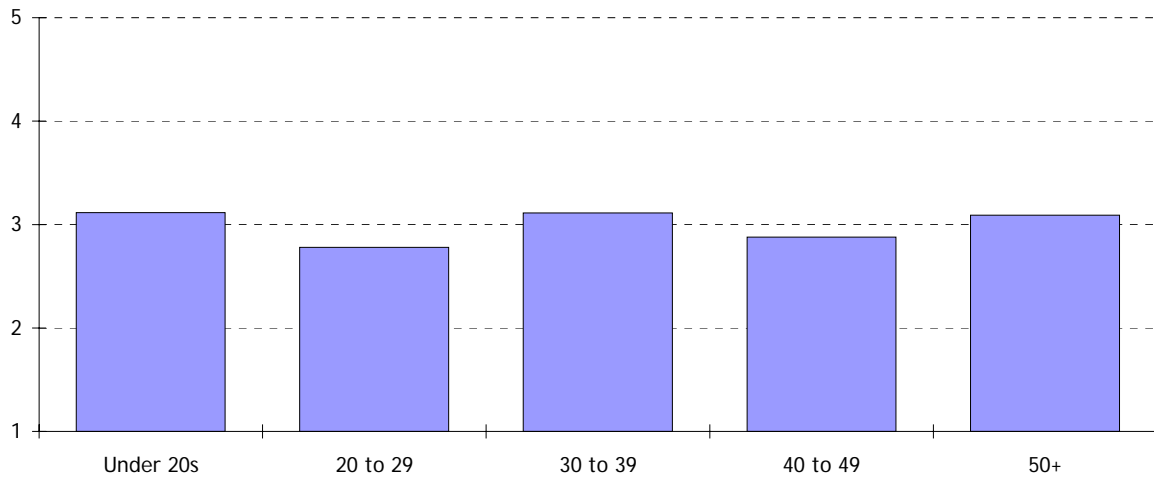


Figure 9.5: Clients value the contribution of veterinary nurses

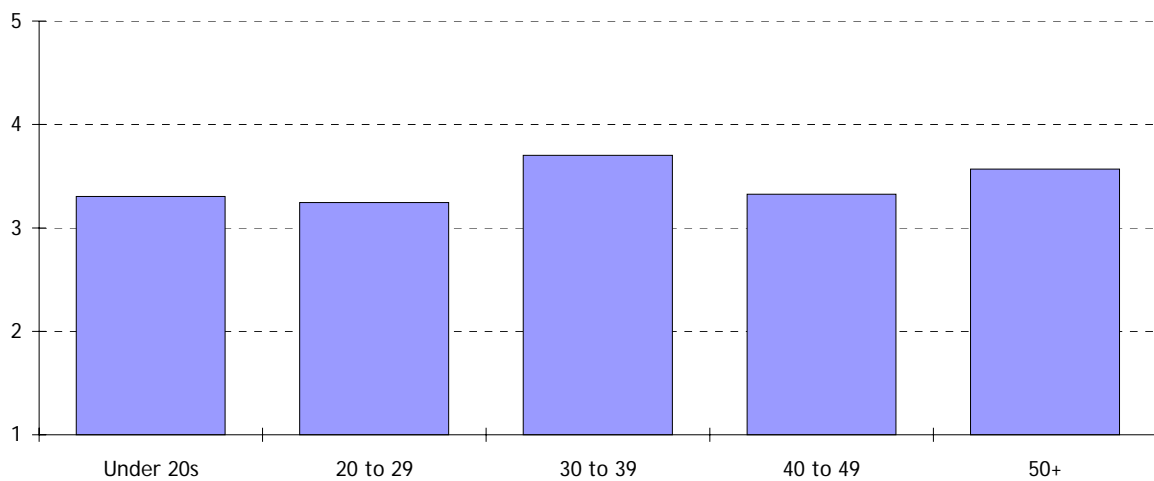


Figure 9.6: Veterinary nursing offers good opportunities for career progression

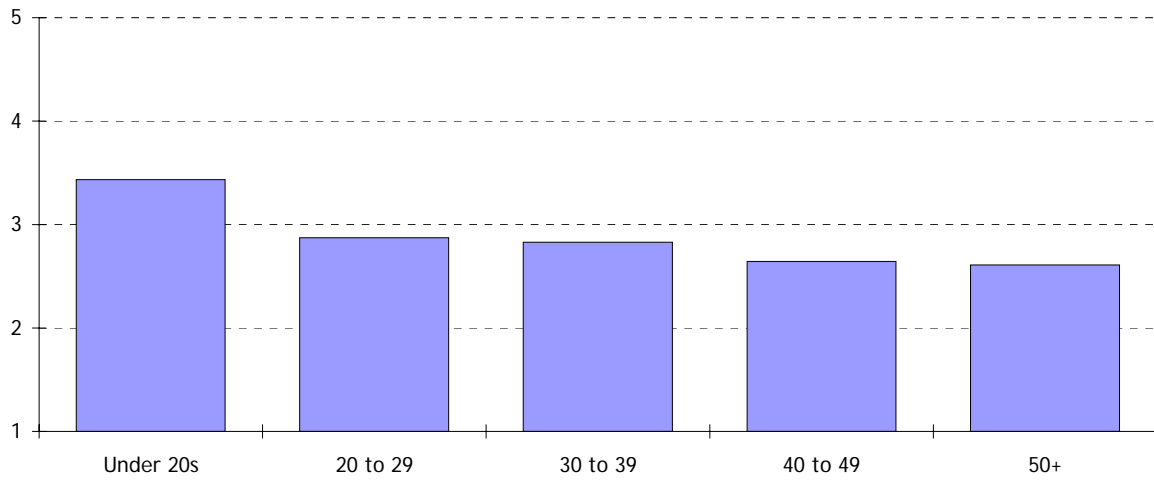


Figure 9.7: The quality of newly-qualified veterinary nurses is higher now than in the past

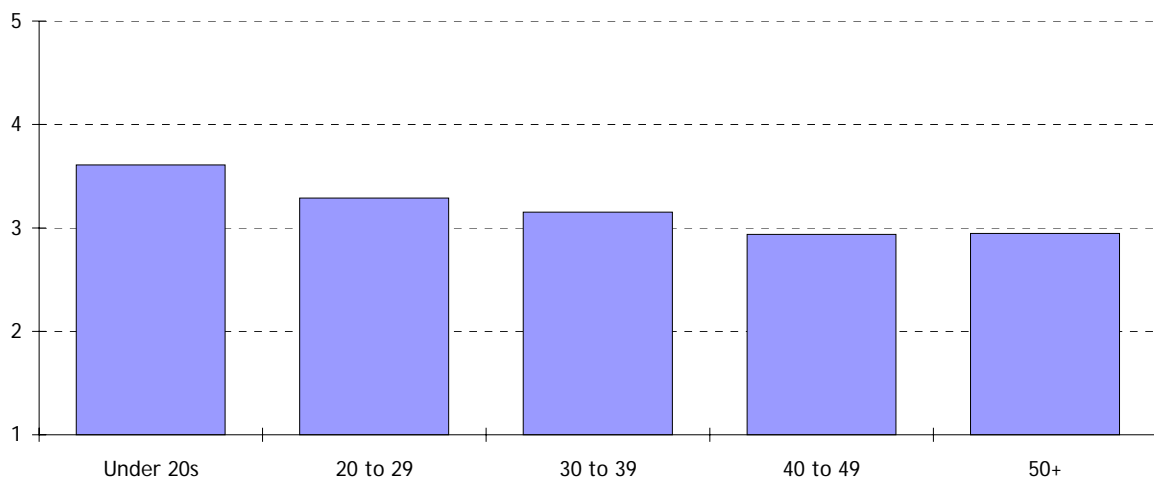
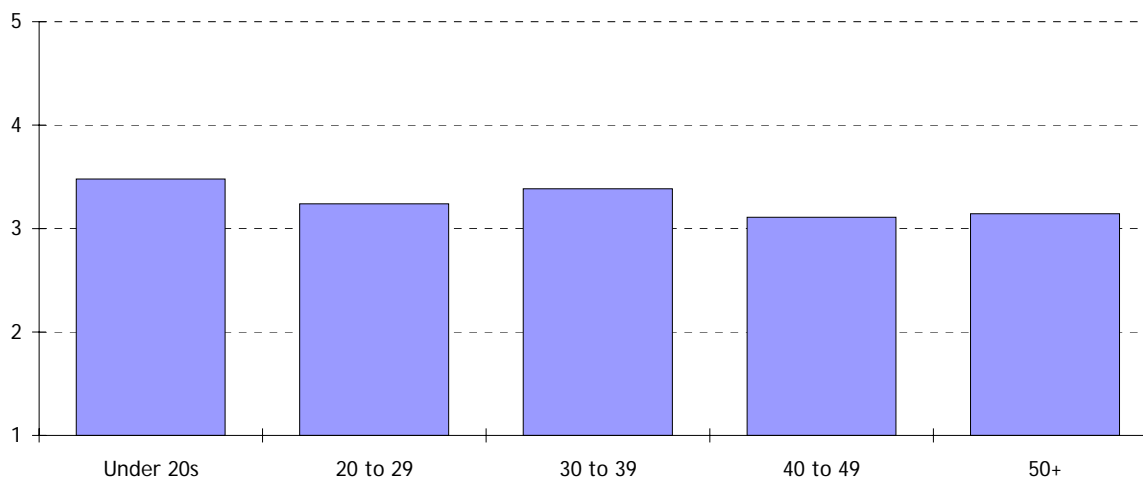


Figure 9.8: RCVS provides a good service to veterinary nurses


9.4 VARIATIONS BY EMPLOYMENT STATUS

A subsequent analysis of attitudinal responses by employment status generated the following observations:

- Student veterinary nurses are more likely than qualified or unqualified veterinary nurses to say that veterinary nursing work gives them job satisfaction and that the profession offers good opportunities for those wishing to work part time. They are less likely to say that veterinary practices are not training enough nurses for the available future work.
- Qualified veterinary nurses are more likely than students or unqualified nurses to say that veterinary nursing is a 'family friendly' profession, but less likely to say that the profession offers good opportunities for career progression.
- Unqualified veterinary nurses are more likely than qualified nurses or students to say that demand for veterinary nurses will increase over the next ten years. They are less likely to say that veterinary nurses are valued by the veterinary profession.

9.5 REFLECTIONS ON CAREER CHOICE

Respondents were asked whether they would still opt to become a veterinary nurse if they could start their career again. Of those who answered, 55 per cent said yes, 19 per cent said no, and 26 per cent were unsure. These figures are very close to those obtained in the corresponding survey of veterinary surgeons in 2006, in which 53 per cent of respondents said they would choose the same career again, 20 per cent said they would not, and 27 per cent were unsure.

A breakdown of these responses by age group revealed that respondents aged under 20 were most likely to say they would choose the same career again (75 per cent answered 'yes'), while respondents aged 30 to 39 were least likely to give this response (50 per cent answered 'yes').

9.6 UPS, DOWNS AND CHALLENGES

Respondents were asked to name the three best things about being a veterinary nurse. The top five responses are listed below. The bracketed figures indicate the percentage of people giving that response:

- working with/caring for animals (64 per cent)
- job satisfaction (44 per cent)
- variety (33 per cent)
- client relationships (30 per cent)
- challenge/responsibility (22 per cent).

Respondents were then asked to name the three things that would, for them, make veterinary nursing a better profession in which to work. The top five responses and their percentage figures are listed below:

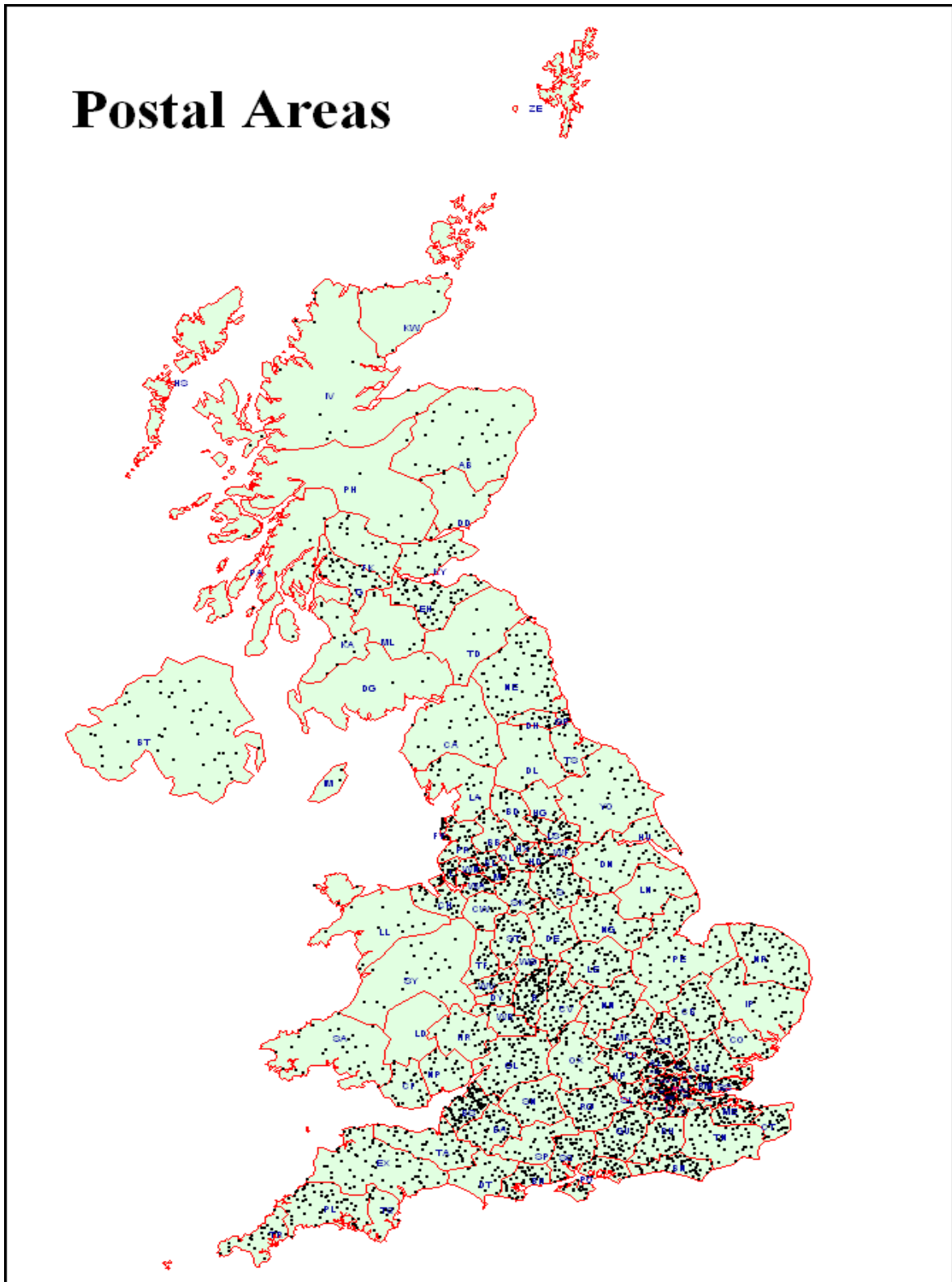
- better pay (81 per cent)
- better recognition for the profession (36 per cent)
- more respect from vets/employers (21 per cent)
- better working hours (18 per cent)
- more responsibility (16 per cent).

Finally, respondents were asked what they considered to be the three main challenges currently facing the veterinary nursing profession. The top five responses are listed below, together with the percentage of people giving that response:

- pay (45 per cent)
- education/training issues (28 per cent)
- lack of recognition for the profession (27 per cent)
- lack of qualified veterinary nurses (19 per cent)
- retention issues (18 per cent).

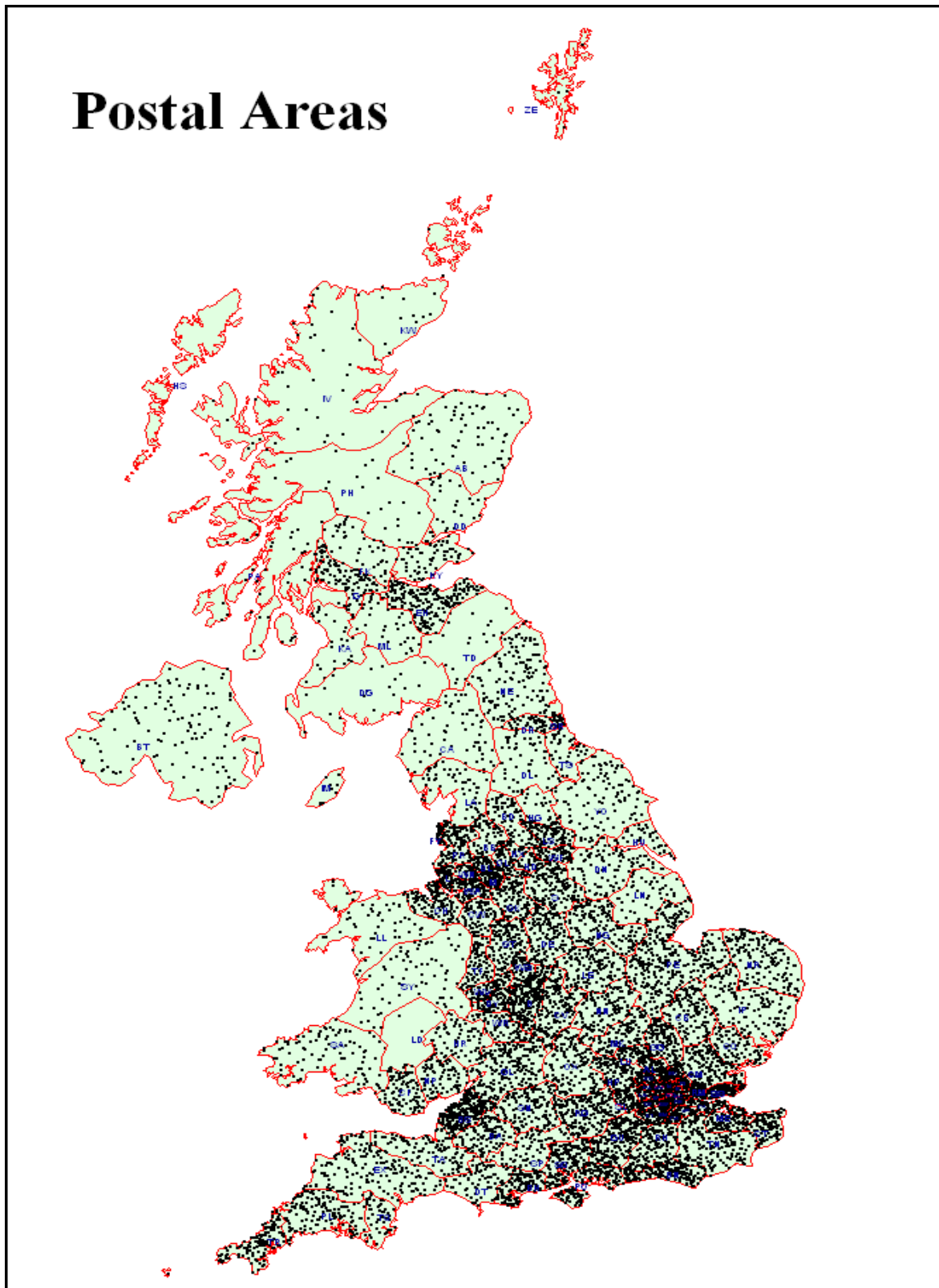
APPENDIX 1: RESPONSE BY POSTAL AREA

Figure 1: Map of survey respondents' postcodes



NB to protect anonymity, the position of the dots are randomised within each postal area. Individual dots do not therefore represent exact locations of individuals.

Figure 2: Map of database members' postcodes



NB to protect anonymity, the position of the dots are randomised within each postal area. Individual dots do not therefore represent exact locations of individuals.

APPENDIX 2: SURVEY QUESTIONNAIRE

The Royal College of Veterinary Surgeons Survey of the Veterinary Nursing Profession - 2008

Dear Colleague

We are conducting a comprehensive survey of veterinary nurses, to complement the regular surveys of veterinary surgeons carried out by the RCVS.

The purpose of the main survey is to examine the current profile of the veterinary nursing profession and anticipate future trends and changes. We hope to find out more about veterinary nurses' employment type and experiences, working patterns and professional development, and we will also be asking about nurses' aspirations for the short- and long-term and their current views on the profession.

This information will help to show us how the provision of veterinary services might be affected by various factors including numbers of veterinary nursing trainees, career breaks, part-time working, and nurses choosing to work outside the profession.

It will help us to understand the changing role of veterinary nurses within the veterinary team and the impact of the non-statutory Register of Veterinary Nurses and to determine future training needs. It will also inform our ongoing discussions about new veterinary legislation. Data from the survey accordingly provides us with an extremely useful tool for use in discussions with Government, veterinary nurse educators, the general public and other interested parties.

The survey is being carried out by the Institute for Employment Studies (IES), an independent, not-for-profit research organisation. Data in anonymous form will be used by the RCVS for further analysis; only IES researchers will see your individual responses on the questionnaires.

If you would prefer to complete this questionnaire on-line, please go to the following address:
http://www.employmentresearch.co.uk/rcvs_vns.htm

We would like to hear from anyone working in a veterinary nursing capacity, so if you have colleagues who have not received their own copy of the survey, please make a photocopy for them or encourage them to fill it out online.

We do hope you will be able to assist us in this important exercise and would like to thank you in advance for your input.

Yours faithfully



Bob Moore
President



Andrea Jeffery
Chairman, Veterinary Nurses Council

Please complete the survey form and return it in the enclosed pre-paid envelope.

Section A: About you

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

A1 Gender:

Female ¹
Male ²

A2 What is your age?

Years:

A3 What is your ethnicity? These are the main headings taken from the 2001 census. (Please tick one box only)

White ¹
Mixed ²
Asian/Asian British ³
Black/Black British ⁴
Chinese ⁵
Other ⁶

A4 Do you have dependent children living with you?

Yes ¹
No ²

A5 Do you provide care to a dependent adult?

Yes ¹
No ²

A6.1 Do you consider yourself to have a disability or medical condition that limits the work you can do?

Yes ¹
No ²

A6.2 If YES, please tell us more about the nature of your disability or medical condition, and how it limits what you can do at work.

A7 What is your status? (Please tick all that apply)

Student VN
Listed small animal VN
Listed equine VN
Unqualified nurse
Qualified VN (not Listed/Registered)
Registered small animal VN
Registered equine VN
Other qualification (please specify)

A8 Which qualification do you predominantly use or, if you are a student veterinary nurse, are you working towards?

Small animal VN ¹ Equine VN ²

A9 If qualified, where did you qualify?

UK ¹
EU ²
Other (please specify) ³

A10 If qualified, in what year did you qualify?

Year:

A11 Before embarking on your VN qualification, what is the highest educational level you reached? (Please tick one box only)

Secondary education - GCSE, O level or equivalent ⁰¹
Secondary education - A level or equivalent ⁰²
National cert/diploma/level 2 NVQ/SVQ (non-VN) ⁰³
HND/level 3 NVQ/SVQ (non-VN) ⁰⁴
Level 4-5 NVQ/SVQ (non-VN) ⁰⁵
Degree ⁰⁶
Postgraduate qualification ⁰⁷
Masters Degree ⁰⁸
Doctorate ⁰⁹
Other (please specify) ¹⁰

Section B: About your employment status

B1 What is your current employment status (in any capacity, regardless of whether you are in veterinary or non-veterinary employment)? *(Please tick one box only, then go to the Section or question indicated next to it)*

Full-time/part-time/voluntary employment ¹ Go to Section C

Taking a career break ⁴ Go to B3

Student VN ² Go to Section C

Retired ⁵ Go to B5

Unemployed and seeking work ³ Go to B2

If you are unemployed:

B2.1 How many months have you been unemployed? Months:

B2.2 Are you seeking work?
Yes ¹ Continue No ² Go to B5

B2.3 Are you seeking work within the veterinary nursing profession?

Yes, within clinical nursing

Yes, a non-clinical position

No, but may in future

No, and do not intend to

B2.4 Are you seeking work outside the veterinary nursing profession?

Yes ¹ Go to B5

No, but may do in future ² Go to B5

No, and do not intend to ³ Go to B5

If you are taking a career break:

B3 For what purpose have you taken your current career break? *(Please tick one box only)*

Travel ¹

Study ²

Illness (self) ³

Sabbatical ⁴

Parental leave/looking after children ⁵

Looking after adult dependant ⁶

Other reason (please specify) ⁷

B4 For how many months do you expect your current career break to last from start to finish?

Months:

If you are retired, taking a career break or are unemployed:

B5 What was your most recent employment? *(Please tick one box only)*

Clinical veterinary practice ¹

Worked outside VN profession ²

Veterinary-related industry ³

Veterinary-related teaching ⁴

Other VN related employment (please specify) ⁵

B6 Where were you employed? UK ¹ Other EU ² Other ³

If you are retired, taking a career break or are unemployed please now go to Section G:

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

Students should answer this section in relation to their training practice/placement

C1 In which country do you work?

England ¹ Northern Ireland ⁴

Scotland ² Other (please specify) ⁵

Wales ³

C2 If working in the UK, what is the first part of the postcode of your main workplace (eg RG41, SW1A, LE1)? *(We asking this only to get a picture of where VNs are working, not to track individual responses)*

C3.1 Do you have a second job?

Yes ¹ No ² Go to C4

C3.2 If Yes, what is your second job?

C3.3 On average how many hours a week do you work in your second job?

C3.4 What is your employment status in your second job?

Employed ¹

Self-employed ²

Working on a voluntary basis ³

C4 Is your main employment in clinical veterinary practice?

Yes ¹ Go to Section D No ² Go to Section E

Section D: Main employment in clinical veterinary practice
 You should only complete this section if your main employment is a clinical post.

D1.1 The following question asks you to tell us about the type of organisation(s) in which you work, the hours you work in a typical week (excluding meal breaks), and the hours you spend on call in a typical week.
 Note: "Hours worked" should be the hours you attend at your practice (including university practice) or place of work during "open hours" (eg 8.30 am to 7.30 pm) when clients can visit the practice or when outside visits are made by appointment. If the practice or place of work is normally "open" during Saturdays and Sundays and you are on duty, include your attendance as hours worked. Please include overtime above your contractual hours.

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

	Kind of practice employed in: (if employed in more than one tick all that apply)	Hours worked in a typical week (including overtime)	Hours on call in a typical week (if applicable)
Clinical Practice			
a) Mixed practice.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Small animal/exotic practice.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Equine practice.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Farm practice.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Other (please specify).....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="text"/>			
f) Referral practice (please specify nature of practice/consultancy)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="text"/>			

D1.2 Which of the above a) to f) is your main employment? (Enter the appropriate letter)

D2 Do you consider yourself to have particular areas of expertise? (eg nutrition, behaviour, dentistry, intensive care, NVQ assessor or verifier).
 Yes ¹ No ²

If YES, please give a maximum of two expertise areas which you provided to clients or your employer(s) in the past 12 months.

D2.1

D2.2

D3 What are your career plans with regard to clinical practice? (Please tick one box only)

Stay in clinical practice for the foreseeable future ¹

Retire or leave clinical practice as soon as possible ²

Retire or leave clinical practice within the next year ³

Retire or leave clinical practice in the next five years ⁴

D3.1 If you are planning to leave for reasons other than retirement, please tell us why:

Please note: the following questions D4 - D15 apply to the main (or only) practice that you work in.

D4.1 What is your position in the practice? (Please tick all that apply)

Student nurse Locum

Nurse Practice owner or partner

Head nurse Other (please write in)

Practice manager

D4.2 If you ticked 'Locum' above, are you currently working in more than one practice? Yes ¹ No ²

D4.3 If Yes, how many practices? (Please enter number in box)

D5 Who owns the practice? (Please tick one box only)

Sole principal ¹ Corporate group ⁴

Partnership ² Charity ⁵

Limited company ³ Other (please specify) ⁶

D6 Please tell us how many partners, full or part-time veterinary surgeons, veterinary nurses or other staff are employed in your practice. If the practice operates from more than one premises, or is part of a commercial or charitable chain, tell us only about the people employed in your immediate workplace.

Nos. in practice

D6.1 Veterinary surgeons:

Partners/directors	<input style="width: 100%;" type="text"/>
Full-time assistants/employees	<input style="width: 100%;" type="text"/>
Part-time assistants/employees	<input style="width: 100%;" type="text"/>
Locums	<input style="width: 100%;" type="text"/>

D6.2 Others:

Directors/owners with no veterinary qualifications.....	<input style="width: 100%;" type="text"/>
Qualified (registered) veterinary nurses	<input style="width: 100%;" type="text"/>
Qualified (listed) veterinary nurse.....	<input style="width: 100%;" type="text"/>
Qualified (unlisted) veterinary nurses.....	<input style="width: 100%;" type="text"/>
Student veterinary nurses.....	<input style="width: 100%;" type="text"/>
Non-qualified nurses	<input style="width: 100%;" type="text"/>
Other staff (specify, eg receptionists)	<input style="width: 100%;" type="text"/>

D7 What is your basic annual salary (excluding unsocial hours and overtime)?

£:

D8 Does the practice provide you with the following? (Please tick all that apply)

Accommodation

Health insurance

Uniform

Pension

Other benefits (please specify)

D9 What is your basic working week, excluding on-call and overtime?

Hours:

D10 How many hours overtime did you work in the last month?

Hours:

D11 Do you get paid extra for overtime?

Yes ¹

No ²

Sometimes ³

Time off in lieu ⁴

D11.1 Are you on an on-call rota?

Yes ¹

No ²

D11.2 If YES, how are you paid for on-call hours? (Please tick all that apply)

Not paid anything extra for being on-call only ¹

Paid an on-call allowance ²

Paid if you are called out ³

D12 Please indicate the percentages of your working time and on-call time, during a typical week, which is spent on veterinary nursing work with each of the following species or disciplines, and the percentage of time which you spend on practice management or administrative work.

% of working time

Small animals:

Dogs	<input style="width: 100%;" type="text"/>
Cats	<input style="width: 100%;" type="text"/>
Rabbits	<input style="width: 100%;" type="text"/>
Birds	<input style="width: 100%;" type="text"/>
Other (eg tortoises, gerbils).....	<input style="width: 100%;" type="text"/>

Exotics*

Horses

Farm animals

Practice management/administration

Reception

Other (write in)

Total = 100%

* Exotics are animals that are more likely to be known as living wild in another climate than as household pets in the UK. Snakes and iguanas would be considered exotics but not rabbits, budgerigars or tortoises.

D13 Please indicate which of the following clinical and non-clinical work you undertake in practice, and how often. (Please tick one box on each row)

	Every day	Several times per week	Once per week or less	Rarely	Never
a) Nursing clinics/consultations.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b) Nutritional advice/counselling	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c) Caring for hospitalised animals.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d) Administration of medicines by injection.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e) Setting up intravenous fluids.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f) Dispensing of medications to clients.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
g) Administration of anaesthetic pre-medication.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
h) Monitoring of anaesthesia.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
i) Assisting during surgical procedures (scrubbed).....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
j) Assisting during surgical procedures (not scrubbed).....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
k) Performing minor surgical procedures	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
l) Dental hygiene work.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
m) Assisting with dental extractions	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
n) Taking radiographs	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
o) Processing radiographs	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
p) Assisting with ultrasound	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
q) Performing in-house laboratory tests.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
r) Taking blood samples.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
s) Teaching/supervising student vet nurses.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
t) Reception work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
u) Practice administration	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
v) Clinical cleaning (eg consult rooms, theatre, instruments)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
w) General domestic cleaning (eg waiting room, kitchen, corridors).....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

D14 Which nursing clinics are you involved in? (Please tick all that apply)

- None
- Nutrition
- Dental
- Puppy/kitten
- Vaccination
- Other (please specify)

D15 Do you take part in house or farm visits to clients?

- Yes 1
- No 2

Continue to Section F: 'CPD and Further Education'

Section E: Main employment *outside* clinical veterinary practice

You should only complete this section if your main employment is a non-clinical post.

E1 In your main job are you:

Employed ¹

Self-employed ²

Working on a voluntary basis ³

E2 What is your type of work? (Please tick one box only)

Manager or Senior Official ⁰¹

Personal Services ⁰⁶

Professional ⁰²

Sales or Customer Service ⁰⁷

Associate Professional or Technical ⁰³

Process Plant or Machine Operative ⁰⁸

Administrative or secretarial ⁰⁴

Elementary (unskilled) ⁰⁹

Skilled Trade ⁰⁵

Other (please specify) ¹⁰

E3 What is your basic annual salary (excluding benefits and overtime)?

£:

E4 In what type of organisation do you work? (Please tick one box only)

Pharmaceutical company

Pet food company

Pet insurance company

Elsewhere in the private sector (please specify broad area, eg manufacturing, financial)

VN Education

Public sector (please specify broad area, eg health, local/central government etc.)

Charity/voluntary sector (please specify broad area, eg animal charity, housing association)

Other (please write in)

E5 How long have you worked outside clinical veterinary practice?

Number of years:

E6a Have you ever worked in clinical veterinary practice?

Yes ¹

No ²

E6b If YES, how long for?

Number of years:

E7 Do you intend to seek employment in clinical veterinary practice in the future? (Please tick one box only)

Yes - within the next year ¹

Yes - longer term ²

No ³

Unsure ⁴

E8 Do you need a veterinary nursing qualification to do your job?

Yes ¹ Go to Section F

No ² Go to Section G

Section F: CPD and Further Education

Only complete this section if you are employed in a post (clinical or non-clinical) that requires you to hold a VN qualification.

F1 How many days have you spent, in the past 12 months, away from your workplace due to the following?

- a) CPD (giving).....
 - b) CPD (receiving).....
 - c) Holidays
 - d) Veterinary politics, committees etc.
 - e) Illness.....
 - f) Maternity leave.....
 - g) Compassionate leave
 - h) Other (please write in).....
-

F2 Other than your primary VN qualification, do you hold further work-related qualifications, are you studying for any qualifications, or plan to study for any qualifications in the next five years? (Please tick all that apply)

- | | Further qualifications held | Currently studying for | Plan to study for in the next five years |
|-------------------------------------|-----------------------------|--------------------------|--|
| a) RCVS DipAVN | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b) Veterinary nursing degree | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c) Masters degree (VN related)..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d) Masters degree (other) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e) Other (please write in) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
-

F3.1 Which of the following CPD provision methods have you used in the past 12 months? (Please indicate which you have used by ticking each box as appropriate and the total hours spent on each in last 12 months)

- | | Used | Total hours in past 12 months (please estimate if unsure) |
|---|--------------------------|---|
| a) External weekend courses/study days | <input type="checkbox"/> | <input type="text"/> |
| b) External weekday courses/study days..... | <input type="checkbox"/> | <input type="text"/> |
| c) External evening courses/study days | <input type="checkbox"/> | <input type="text"/> |
| d) In-house courses eg within own practice..... | <input type="checkbox"/> | <input type="text"/> |
| e) Videos/DVDs | <input type="checkbox"/> | <input type="text"/> |
| f) Distance learning, on-line or correspondence courses | <input type="checkbox"/> | <input type="text"/> |
| g) Books/journals/articles | <input type="checkbox"/> | <input type="text"/> |
| h) Other (please write in) | <input type="checkbox"/> | <input type="text"/> |
-

F3.2 Of the above methods, which do you prefer? (Please write in the letter, a, b) etc from the above list)

First preference: Second preference:

F4 What percentage of your CPD in the past year was funded by the following means? (Note percentages should total 100%)

- a) Yourself
 - b) Employer or practice
 - c) Grant
 - d) Other (please specify).....
-

Section G: Electronic communications and the use of the Internet

This section should be completed by everyone responding to the Survey

G1 Where do you mainly use the Internet? (*Please tick one box only*)

- At work ¹ Both ³
At home ² Neither ⁴

G2 In the past 12 months, how frequently have you used the RCVS website? (*Please tick one box only*)

- Frequently eg several times a week ¹
Occasionally eg a few times a month ²
Rarely eg a few times over the year ³
Never ⁴

G3a Do you use email regularly?

- Yes ¹ No ²

G3b If YES, do you have a work/home email address?

- Yes: work email address
Yes: home email address
No

G4 How would you prefer to receive RCVS communications? (*Please tick one box only*)

- via work email ¹
via home email ²
in the post ³

G5 Would you pay your annual retention or listing fee on-line (on a secure connection) if this was possible?

- Yes ¹ No ²

G6 Which of the following is your best source of information about the RCVS? (*Please tick one box only*)

- RCVS VN News ¹
RCVS News ²
RCVS website ³
Other website(s) ⁴
Meetings ⁵
RCVS e-News ⁶
RCVS Annual Report ⁷
Veterinary/Vet nursing Press ⁸
Other (please specify) ⁹

**If you are a student veterinary nurse or you qualified after 31 December 2006 continue to Section H
Otherwise go to Section I: "Your views about the Veterinary Nursing Profession"**

Section H: For student Veterinary Nurses and recent qualifiers

You should only complete this section if you are a student veterinary nurse, or you qualified in 2007 onwards

Begin at H1.1 if you are a student nurse

Begin at H2.1 if you qualified in 2007/8

STUDENT NURSES ONLY:

H1.1 When you qualify what do you intend to do? (Please tick one box only)

Remain employed in your training practice (TP) ¹

Move from your TP to another practice ²

Take up your first post-graduate position ³

Other (please specify) ⁴

NON-UNIVERSITY STUDENTS ONLY:

H1.2 Before commencing training, how many practices did you approach before finding a position as a student veterinary nurse?

One ¹

2 to 5 ²

6 to 10 ³

11 to 20 ⁴

Over 20 ⁵

...now go to H3

UNIVERSITY STUDENTS ONLY:

H1.3 How many practices did you approach before finding a placement?

One ¹

2 to 5 ²

6 to 10 ³

11 to 20 ⁴

Over 20 ⁵

...now go to H3

2007-8 QUALIFIERS ONLY:

H2.1 When did you qualify?

Year:

Month:

H2.2 When you qualified what did you do? (Please tick one box only)

Remained employed in your training practice (TP) ¹

Moved from your TP to another practice ²

Took up your first post-graduate position ³

Other (please specify) ⁴

H2.3 Are you still in your first post-qualification position?

Yes ¹

No ²

H2.4 If NO, after how many months did you leave this post?

Months:

BOTH STUDENT NURSES AND 2007/8 QUALIFIERS:

H3 Do/did you receive appraisals or performance reviews during your training or after qualification?

Yes ¹

No ²

H4 How satisfied are/were you with the following? (Please tick one box for each statement)

	Very dissatisfied	Dissatisfied	Neither	Satisfied	Very satisfied
a) Support given by your employer	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
b) Support given by others in the practice	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
c) Support given by your approved centre (VNAC)	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
d) Your salary level	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
e) Quality of your training practice experience	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
f) Quality of your college/university experience	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵

Section I: Your views about the Veterinary Nursing profession

This section should be completed by everyone responding to the Survey

11 We would like to gather your views about various aspects of the veterinary nursing profession. (Please indicate the extent to which you agree or disagree with the following statements, by ticking one box on each row).

	Strongly disagree	Disagree	Neither	Agree	Strongly agree
a) Veterinary practices are not training enough VNs for the available future work.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b) The veterinary nursing profession is a 'family friendly' profession in which to work.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c) The veterinary nursing profession offers good opportunities for those wishing to work part time.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d) Newly-qualified veterinary nurses need more support now than in the past.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e) Over the next ten years, the demand for qualified veterinary nurses will increase overall in the UK.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f) Veterinary nursing work is stressful.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
g) Veterinary nursing work gives me job satisfaction.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
h) Veterinary nurses are valued by the veterinary profession.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
i) Clients value the contribution of veterinary nurses.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
j) Veterinary nursing offers good opportunities for career progression.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
k) The quality of newly-qualified veterinary nurses is higher now than in the past.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
l) I am satisfied with the quantity of information I receive from the RCVS.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
m) I am satisfied with the frequency of information I receive from the RCVS.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
n) RCVS provides a good service to veterinary nurses.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
o) I am satisfied with the range of services provided by the RCVS.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

12 If you could start your career again, would you still opt to become a veterinary nurse? Yes 1 No 2 Unsure 3

13 What are the three best things about being a veterinary nurse?

1)

2)

3)

14 What three things would, for you, make veterinary nursing a better profession in which to work?

1)

2)

3)

15 In your opinion, what are the three main challenges currently facing the veterinary nursing profession?

1)

2)

3)

Thank you for completing this questionnaire.

Please now return it in the reply-paid envelope provided to:
Employment Research, Freepost PO Box 2106 SEA 1044, HOVE, East Sussex, BN3 5ZB

