



**Open and BCVSp member meeting, 1 February 2024, 5pm**

**Look in the chat for link to join BCVSp**

**The meeting will be recorded**

# Agenda – open section

1. Introduction, welcome, housekeeping Mark Bowen (Chair)
2. Future for vet specialists in UK (Mark Bowen)
  - a. shortages reports for RCVS
  - b. Development of specialist routes within UK
  - c. Specialism within primary care
3. EVBS update Julie Rosser, CEO EBVS on behalf of Heiko Nathues, President EBVS
4. Use & misuse of terminology: post nominals, registration as a RCVS Specialist (Davina Anderson)
5. Member services (Celia Marr)
6. Current BCVSp(VSA) initiatives (Celia Marr & Davina Anderson)
  - a. BCVSp rebranding
  - b. PSS scheme update (Celia Marr)
  - c. Supporting resident training (Davina Anderson)
  - d. Others

# The UK



- Recruitment and retention challenges
  - Intern recruitment from overseas (Government Authorised Exchange scheme)
    - SEE NEWS PAGES
  - Examples required to lobby RCVS [earlycareer@yourvetspecialist.org](mailto:earlycareer@yourvetspecialist.org)
  - RCVS Education initiatives
    - Specialism within primary care
    - Flexible routes to specialisation
- We strive to educate the public on the understanding and application of veterinary specialist care

An update from EBVS

Julie Rosser DipECVS,  
DipACVSMR  
CEO, EBVS

## EBVS Executive Committee



President:

**Heiko Nathues**

(Switzerland), ECPHM



Senior Vice

President:

**Zoe Polizopoulou**

(Greece), ECVCP



Vice President:

**Raphaël Guatteo**

(France), ECBHM



Treasurer:

**Amanda Boag**

(UK), ECVECC



Secretary:

**Gonçalo Da Graça**

**Pereira**

(Portugal), ECAWBM

## EBVS Staff



**CEO:**

**Julie Rosser**

(Austria), ECVS

[ceo@ebvs.eu](mailto:ceo@ebvs.eu)



**Secretariat:**

**Areti Kesisoglou**

(Greece)

[info@ebvs.eu](mailto:info@ebvs.eu)



**Director of Education:**

**Mark Bowen**

(UK), ECEIM

[education@ebvs.eu](mailto:education@ebvs.eu)



**IT Support Officer:**

**Tania Susmelj**

(Italy)

[IT-support@ebvs.eu](mailto:IT-support@ebvs.eu)



**Communications**

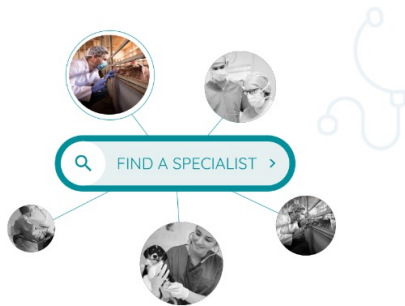
**Support Officer:**

**Andreja Kastelic Hrček**

(Slovenia)

[communication@ebvs.eu](mailto:communication@ebvs.eu)

# Outreach and social media



## Initiatives

- Member and public engagement
- I-restart ERASMUS grant
- Engagement with national regulators regarding specialist titles
  - **including RCVS initiatives**
- Greater engagement with National Veterinary Specialist Organisations
- Better definition of 'rotating internships'
- Resident wellbeing
- Double diplomates
- Clinical educator training





# Use & Misuse of Specialist Terminology

- Extracts from the RCVS Code of Conduct (2023)
- **23.29** Veterinary surgeons do not have to join the specialist list to practise any particular specialty, but they must be registered with the RCVS and **included on the specialist list if they want to practise in the UK and use the title 'specialist', or imply they are a 'specialist'**. This includes veterinary surgeons seeking to use such titles, or allowing others to use such titles, in connection with their business, trade, employment, or profession.
- **23.30** **Only veterinary surgeons on the specialist list may use the title 'specialist' or 'RCVS Recognised Specialist' or imply they are a 'specialist'**. Specialists on the specialist list may also use an appropriate title conferred by their speciality college.
- **23.31** **Veterinary surgeons who are not on the specialist list should not use the title 'specialist' or imply they are a specialist**, for example, they should not use such terms as 'specialising in'. They may however use terms such as 'having a special interest in...', 'experienced in...', or 'practice limited to...', when promoting their services.
- **23.36** **Veterinary surgeons and veterinary nurses should not allow organisations to make misleading or inaccurate claims on their behalf.**

# What can I do about this?

- NOTIFY THE RCVS that this person is in breach of the Code of Conduct
- You should receive a reply that they will look into it
- You should check over the next few weeks that something has been done about it
- Please notify us as well, so we can keep a log of how often this occurs
- <https://yourvetspecialist.org/confidential-reporting-of-the-misuse-of-specialist-status/>

Veterinary Specialists Association Confidential Reporting

## Confidential reporting of the misuse of specialist status

The **Veterinary Specialist's Association** are committed to protected the unique position held by veterinary specialists working in the UK. The RCVS code of conduct states that:

- Veterinary surgeons do not have to join the specialist list to practise any particular specialty, but they must be registered with the RCVS and **included on the specialist** list if they want to practise in the UK and use the title 'specialist', or imply they are a specialist'. This includes veterinary surgeons seeking to use such titles, or allowing others to use such titles, in connection with their business, trade, employment, or profession
- Veterinary surgeons who are not on the specialist list should not use the title 'specialist' or imply they are a specialist, for example, they should not use such terms as 'specialising in'. They may however use terms such as 'having a special interest in...', 'experienced in...', or 'practice limited to...', when promoting their services.

Further details can be found at <https://www.rcvs.org.uk/setting-standards/advice-and-guidance/code-of-professional-conduct-for-veterinary-surgeons/supporting-guidance/advertising-and-publicity/>

Veterinary Specialist's Association Confidential Reporting

Start now



# Member services: communication

- Policy from 1 February 2024: email communications will only be sent to paid-up members, overdue accounts will be removed after 1 year (under review)
- Please ask your IT team to add us to your white list
  - [info@yourvetspecialist.org](mailto:info@yourvetspecialist.org), [noreply@yourvetspecialist.org](mailto:noreply@yourvetspecialist.org)

- Vet News
- The Hub
  - Forum ie BCVSp community
  - Resources & Reports
  - Vacancies
  - Events

The screenshot displays the BCVSp website dashboard with the following sections:

- Resources & Reports:** Features a PDF icon and the text "Find more detail of BCVSp activities." with a "View More" button.
- Vacancies:**
  - Latest Vacancies:**
    - Podcaster, Equine Veterinary Journal:** Equine vet journal is looking for an early career clinician/researcher to produce short podcasts summarising papers... [Read More >](#)
    - Veterinary surgeon – Behavioural Medicine referral practice:** An opportunity has arisen for a full or part time veterinary surgeon with potential for a... [Read More >](#)
  - [View All Vacancies](#)
- BCVSp Community:**

	Posts	Last Post
<a href="#">Open Meeting 1 February 5pm</a>	1	17 Dec 2023
<a href="#">BCVSp and BVA meeting Dec 2023</a>	2	01 Dec 2023
<a href="#">Trustee elections 2024 - calling for volunteers</a>	1	02 Dec 2023

[View All Forums](#)
- Your Certificates:** Features a certificate icon and the text "Event certificates available for download" with a "View More" button.
- Audit Reports and Best Practice Guidelines:** Features a checklist icon and the text "BCVSp has adopted Clinical Audit as one of its key priorities" with a "View More" button.

# News, Reports & Resources

## Downloads

Reports

Audits

Confidential reporting of the misuse of specialist status



BCVSp and RCVS meeting 2023



Submission to Charity Commission for 2022



BCVSp exec. team meeting Nov 2023

BCVSp and BVA meeting 2022

News



### British Society of Toxicological Pathology

BSTP is offering online education programmes in Digestive System (February 20-29, 2024) and Urinary System...

News



### Confidential reporting of the misuse of specialist status

The Veterinary Specialist's Association are committed to protected the unique position held by veterinary specialists...

News



### RCVS launches largest and most comprehensive study of the UK veterinary sector

The Royal College of Veterinary Surgeons (RCVS) is launching its Surveys of the Professions, the...

News



### RCVS Academy launches new course to support veterinary professionals with client confidentiality issues

The RCVS Academy, a free digital learning platform for the veterinary professions, has launched 'Client...


# What can members do for themselves?

- Manage your account
- Raise or comment on current issues within our forums
- Create job adverts
- Add and update your public profile

BCVSp Community		Posts	Last Post
<a href="#">Open Meeting 1 February 5pm</a>		1	17 Dec 2023
<a href="#">BCVSp and BVA meeting Dec 2023</a>		2	01 Dec 2023
<a href="#">Trustee elections 2024 - calling for volunteers</a>		1	02 Dec 2023
<a href="#">View All Forums</a>			

[Reach Animal Owners](#) Available to RCVS Specialists only [Update Public Profile](#)


My Account



Find and update your personal details.

[Account Section](#)


Our Members



A directory of all BCVSp members.

[View All Members](#)


My Orders



Check your invoices and generate receipts.

[View Orders](#)

Advertise a Position



Advertise your vacancies and training programmes.

[View My Adverts](#)



# What can the public find?

- Definition and explanations of specialist care and how we interface with primary care clinicians
- Access
- “meet the specialist” stories
  - Podcasts
  - Animal stories
- Use the “specialist finder” tool
- See vet news

# Initiatives and projects

- **Surveys**
  - Employment contracts for Specialists and Residents
    - Non compete clauses and penalties for leaving at the end of a training programme
    - Holidays, study leave, CPD allowance
    - Free access to online resources eg journals
  - Impact of Brexit (mark II)
    - Nationalities of Specialists (mark II)
    - Difficulties in recruitment (Specialists, Residents, Interns)

# Training vet specialists in UK – current status

- Phase 1
- Introduction & Aims
- With this survey, we are hoping to determine the current landscape for vet specialists in UK including information on what's on offer here, how residents are supported and rewarded and how they fare.

*We really need data from ALL SPECIALISMS! Share this survey with anyone you can think of.*

- <https://www.surveymonkey.com/r/ResidentsPh1>

# Initiatives and projects

- **Meetings**

- Resident forum
  - Training and studying – how to get the best out of your residency
  - Mental health, study buddies and other support
  - Career pathways
- Training the trainers
  - How to run successful residency programmes
  - Mentoring and managing early career vets
  - How to get help with your programme or resident
- Clinical auditing
  - What is clinical auditing
  - How to start up clinical auditing in your referral hospital/practice
  - How to engage the team and make it work
  - Development of a starter pack to share best practice

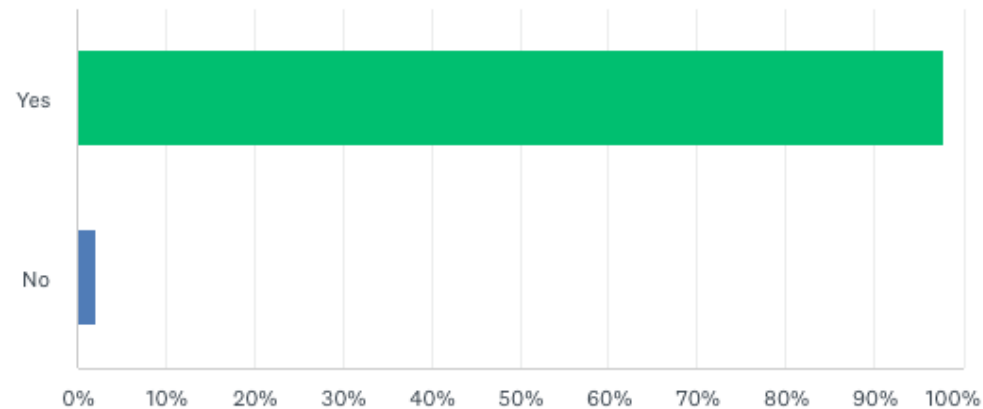


# Rebranding?

Q1

Do you agree that BCVSp should start the process of rebranding to Veterinary Specialists' Association

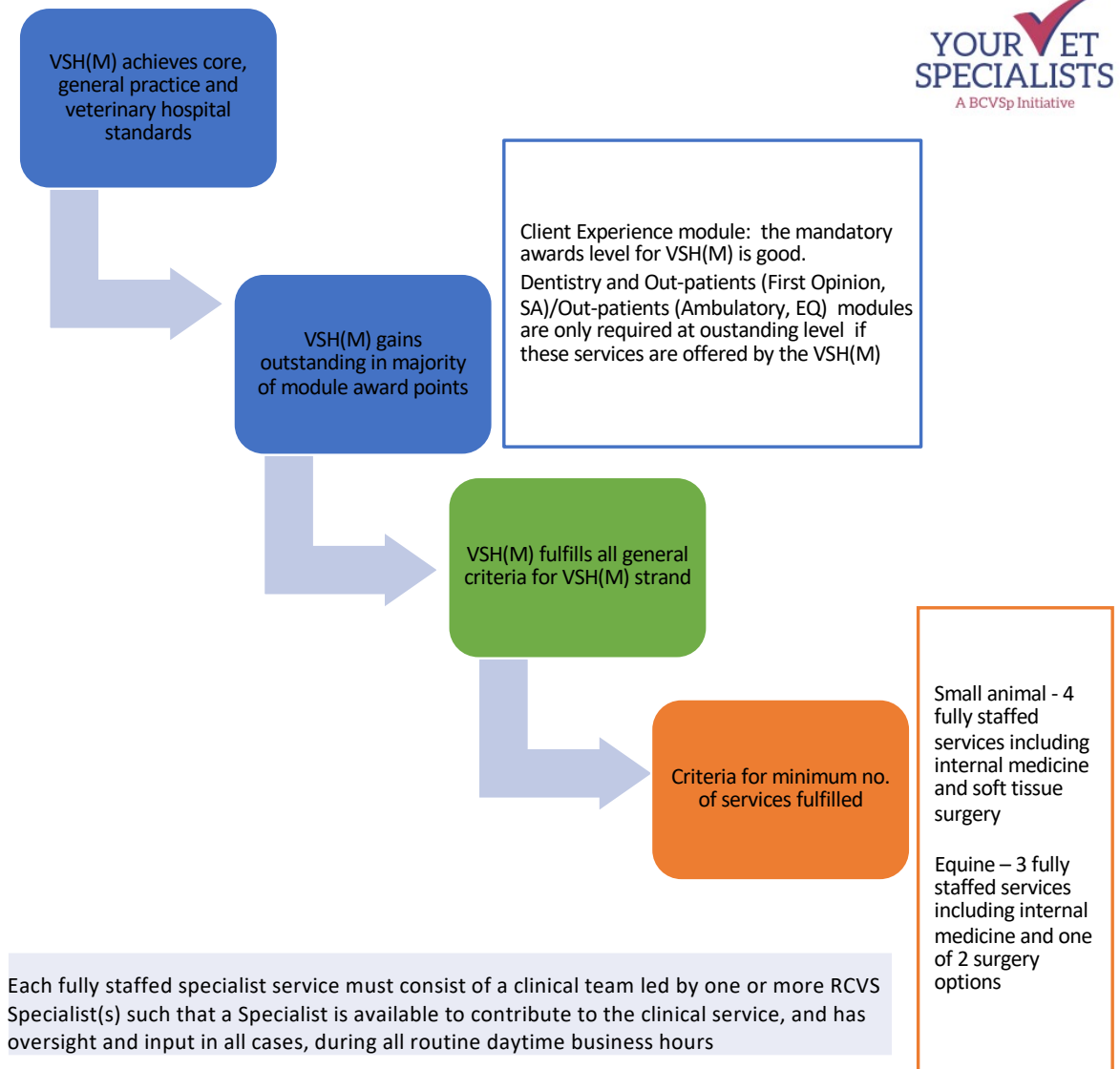
Answered: 45 Skipped: 0





# PSS Update

- Began work in 2018, project lead by Terry Emerson & Celia Marr
- Envisaged strands for
  - Specialists in single-centre units
  - Specialists in multidisciplinary units
  - Specialists offering consultancy services across a range of disciplines (already served via RCVS find a specialist tool)
- Our goal was to be “achievable but aspirational” i.e. to create a framework which would promote increasing standards in specialist care, with secondary benefit to improve transparent career progression for graduates entering the profession
- BCVSp teams formed and developed “services” criteria with OOH obligations, obligatory award points, vet and nursing expertise, Equipment, facilities, buildings and supplies, Clinical Care Guidelines, each included criteria approved by >80% of members in relevant discipline
- Worked with PSS committee and staff members to refine and cross-reference testable criteria for “services” work completed and endorsed by PSS committee by end 2019
- RCVS Standard committee rejected February 2020
- BCVSp Trustees currently considering alternative ways of implementing this scheme





# Example: equine medicine service criteria

Existing PSS code/SS code	Criteria
<b>Out of hours obligations</b>	
EQIM-1	Admissions are received 24 hours per day, 365 days a year
<b>Obligatory Awards Points: in addition to achieving outstanding in most modules, the VSH(M) must show:</b>	
5.5.10	Facilities are available for gastroscopy and there is a protocol for and evidence showing that it is used in practice.
5.5.11	Facilities are available for upper and lower airway endoscopy and there is a protocol for and evidence showing that it is used in practice.
5.5.16	Facilities are available for diagnostic ultrasound – abdominal and there is a protocol for and evidence showing that it is used in practice.
5.5.18	Facilities are available for diagnostic ultrasound – echocardiography (with colour flow Doppler) and there is a protocol for and evidence showing that it is used in practice.
5.5.20	Facilities are available for tonometry and there is a protocol for and evidence showing that it is used in practice.
7.5.10	Ability to provide intensive care appropriate to the caseload.
7.5.11	The practice has a dedicated isolation facility.
7.5.20	The practice has the ability to perform assisted feeding including indwelling NG tubes.
7.5.21	The practice has the ability to perform CSF sampling.
7.5.23	The practice has the ability to perform CRIs.
7.5.25	The practice has the ability to perform epidural catheterisation.
7.5.26	The practice has the ability to perform thoracocentesis.
7.5.27	The practice has the ability to perform chest drain placement.
7.5.28	The practice has the ability to perform tracheotomy/tracheostomy.
7.5.29	The practice has a protocol in place for accessing advice from a service providing veterinary specific advice on the management of poisons.
7.5.30	Team members have been trained in the use of FAST scans for acute abdominal pain.
7.5.43	There is provision to provide blood transfusion.
7.5.44	There is provision to provide plasma transfusion.
8.5.22	The practice carries out a regular laboratory sample technique audit.

<b>Veterinary &amp; Nursing expertise</b>	
EQIM-2.1	If the team does not have specific expertise and equipment, there is a protocol for providing referral to other specialists for neonatal critical care
EQIM-2.2	If the team does not have specific expertise and equipment, there is a protocol for providing referral to other specialists for ophthalmology elective cases
EQIM-2.3	If the team does not have specific expertise and equipment, there is a protocol for providing referral to other specialists for dermatology elective cases
EQIM-2.4	Demonstration of specific training for nurses in Biosecurity and Infection Control
EQIM-2.5	Demonstration of specific training for nurses in Critical Care (only applicable when nurses are involved in these cases)
<b>Equipment, facilities, buildings and supplies</b>	
EQIM-3.1	24 hour access to comprehensive clinical pathology including haematology, clinical chemistry, blood glucose, lactate, acid-base and blood gases and nucleated cell counts
EQIM-3.2	24 hour access to blood ammonia assay
EQIM-3.3	24 hour access to ECG equipment for continuous and Holter monitoring
EQIM-3.4	24hr access to radiography capable of obtaining diagnostic quality images of the neck
EQIM-3.5	24hr access to radiography capable of obtaining diagnostic quality images of the thorax
EQIM-3.6	Appropriate stocks of drugs for equine cardiac emergencies always available
EQIM-3.7	Appropriate stocks of drugs for equine neurological emergencies always available
<b>Clinical Care Guidelines</b>	
EQIM-4.1	The VSH(M) has best practice guidelines for management of head trauma
EQIM-4.2	The VSH(M) has best practice guidelines for management of spinal trauma
EQIM-4.3	The VSH(M) has best practice guidelines for management of recumbent adults
EQIM-4.4	The VSH(M) has best practice guidelines providing a framework for management of seizures
EQIM-4.5	The VSH(M) has best practice guidelines for management of severe pain
EQIM-4.6	The VSH(M) has best practice guidelines for management of dystocia
EQIM-4.7	The VSH(M) has best practice guidelines for management of cross-tied animals

# RCVS Standard committee's reasons

- Unlikely to achieve its status purpose (clarity for public) referrals....."vast majority of referrals would come through a vet rather than directly accessed by the public": PSS committee had already identified that many vets find it difficult to distinguish specialist-lead services from other
- "achievable by a very small number of practices": our estimates were achievable by 27 small animal hospitals & 14 equine hospitals if launched in Spring 2020 (many of these would have to begin working on awards etc before applying)
- "It could be perceived as elitist and exclusive, particularly because it excludes (and therefore may disadvantage) hospitals with one or two (or three in the case of Small Animal) specialists.": "achievable yet aspirational"
- "A significant proportion of practices that might be eligible for this level of accreditation were not currently members of PSS and as such, had not been through the existing accreditation and awards process to be able to give feedback on how and where the scheme was lacking for specialist veterinary hospital services": both project leaders had extensive experience of PSS

Join BCVSp! Link in chat

Pass on to your residents: “3-for-free” offer for  
Associate membership FREEASSOC

# Agenda – BCVSp(VSA) members only

1. Financial report (Richard Hepburn)
2. Endorsement of new trustees: proposer Mark Bowen, seconder Davina Anderson
  - a. Simon Girling, <https://yourvetspecialist.org/vet/simon-girling/>, proposer Mark Bowen, seconder Davina Anderson,
  - b. Richard Meeson – <https://yourvetspecialist.org/vet/richard-meeson/>, proposer Mark Bowen, seconder Davina Anderson, taking on International Outreach
  - c. Amanda Paul <https://yourvetspecialist.org/vet/amanda-paul/>, proposer Mark Bowen, seconder Davina Anderson
  - d. Bob Partridge, <https://yourvetspecialist.org/vet/bob-partridge/>, proposer Mark Bowen, seconder Davina Anderson, taking on Treasurer
  - e. Caroline Prymak, proposer Mark Bowen, seconder Davina Anderson, taking on Public Outreach
  - f. Renata Stavinochova, <https://yourvetspecialist.org/vet/renata-stavinochova/> proposer Mark Bowen, seconder Davina Anderson
  - g. Sophie Keyte, <https://yourvetspecialist.org/vet/sophie-keyte-2/> proposer Mark Bowen, seconder Davina Anderson, taking on Early Career
3. Endorsement of new president (MB)
  - a. Davina Anderson, <https://yourvetspecialist.org/vet/davina-anderson/>, proposer Celia Marr, seconder Mark Bowen
4. Trustee recruitment plans (CMM): secretary, membership, internal comms.
5. Any other business