Mapping Veterinary Profession in Europe

30th EAEVE General Assembly - 19 May 2017
Royal Veterinary College (RVC), London

Rafael Laguens
FVE President
Federation of Veterinarians of Europe

FVE General Assembly

Founded in 1975

46 national organisations
38 European countries

4 FVE Sections

- UEVP (Practitioners)
- UEVH (Hygienists – Public Health Officers)
- EASVO (Veterinary State Officers)
- EVERI (Education, Research, Industry)

FVE General Assembly

240,000 veterinarians

www.fve.org
FVE’s mission

The European veterinary profession, embodied by FVE, strives to enhance animal health, animal welfare, public health and protect the environment by promoting the veterinary profession.

Together with its members, FVE aims to support veterinarians in delivering their professional responsibilities to the best possible standard, and that this expertise is recognized and valued by society.
Working Groups

- Medicines WG
- Food Safety & Quality WG
- Statutory Bodies WG
- Animal Welfare WG
FVE main activities:

• Medicines: revision medicines EU legislation, AMR, ...

• Animal Health: tertiary legislation animal health law

• Food Safety: tertiary legislation official controls

• Veterinary Education and training: ECCVT, EAEVE-FVE survey, VETCEE...

• Animal welfare: dedicated action plan, survey tail docking & provision enrichment materials ...

• Veterinary Statutory Bodies (Colleges, Orders, Chambers ...)

• Europe Vet Futures.....
Brussels, 24 April 2017

Dear Dean,

On behalf of the professional and student organisations representing the Medical Doctors, the Dentists, the Veterinarians and our students, we are inviting you to work collaboratively under the ‘One Health’ concept to tackle current and future challenges for our professions and our society.

All organisations recognise that education is the cornerstone of our health competences, while underlining the importance of **interdisciplinary training** and creating a "**One Health**" culture among all future health professionals.

**The six organisations call on you to foster exchanges between medical, dental and veterinary schools under the One Health approach and to undertake concrete initiatives to implement a common training of medical, dental and veterinary students**.

Many global challenges and health risks are related to the contact between humans, animals and the environment in a globalised world. Examples are zoonoses, antimicrobial resistance, modern diseases caused by the current lifestyle such as obesity and cancer, natural or manmade disasters, food and feed safety crisis, etc. Global trade and increasing mobility of humans, animals and goods facilitate these interactions, especially with regards to infectious diseases.

The One Health\(^1\) approach recognises that the health of humans and animals as well as their ecosystems are interconnected. It addresses health risks at the human-animal-ecosystem interfaces and requires applying a multidisciplinary and cross-sectorial approach to address potential or existing risks. Rather than identifying and treating infections in isolation, One Health focuses on a collaborative and holistic surveillance of humans, animals and the environment to better predict and control diseases, as well as to better prepare and manage crises.

Faced with increasing cross-border threats to health such as the spread of infectious zoonotic diseases and increased resistance of microorganisms to antibiotics, cross-sectorial collaboration between doctors, veterinarians and dentists is needed in order to appropriately tackle these global challenges. Our professions need to coordinate not only the surveillance and control efforts but also prevention. Better understanding of the development and transmission of diseases can also arise from an increased collaboration in the research field.

While the One Health approach has recently gained recognition in Europe and worldwide, its application in education needs to be further encouraged and facilitated. **This letter is addressed to all Medical, Dentist and Veterinary Education Establishments in Europe in order to stress that education, pre- and post-graduate, is key for ensuring the quality of the treatments delivered by the health professions. We want to underline the importance of creating a ‘One Health’ culture for future health professionals and encourage them to closely collaborate starting from their studies and throughout their professional life.**

Only by implementing One Health education in the curricula and closely collaborating as professionals, will we be able to tackle the current and upcoming health challenges in our globalized world. Our organisations remain committed partners for future actions to be undertaken on the One Health approach.

Kind regards,

Dr Marco Landi

Mr Luka Banščak

President of the Council of European Dentists

President of the European Dental Students’ Association

Dr Jacques de Haller

Mr Stefan Hardt

President of the Standing Committee of European Doctors

President of the European Medical Students Association

Dr Rafael Laguens

Mr Malcolm Chong

President of the Federation of Veterinarians of Europe

President of the International Veterinary Students’ Association

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\(^1\) Our recommendation is also in line with the recommendation of the World Health Organisation for Animal Health (OIE), member of the FAO/OIE/WHO Collaboration (Tripartite), calling for “interdisciplinary education, in order to not only reflect recent scientific information and technical developments, but also to meet a wide range of social expectations.”

\(^2\) http://www.onehealthinitiative.com/
Call on the Deans of Medical, Dental and Veterinary Schools to foster and implement **common training with other professions** to motivate close collaboration of health professions in their professional life.
FVE proposes an action plan to promote and support its initiatives at national level.

Effective mechanisms for delivery, ready access to and evaluation of continuing education.

Universities

National Veterinary Associations,

Statutory Bodies (Colleges, Orders, Chambers ...)

Should work together
Some NGO’s neutering campaigns

There is concern over vets travelling into other countries to carry out neutering.

Several serious mistakes were made, related to “Good Veterinary Practice” and “Cross Border Veterinary Services”.

Legal (vets not registered), medication, public image, competition, ethical.

Internet trade of dogs and cats:
Promote responsible internet trade of dogs and cats
Impact of Brexit on Veterinary profession

New registrations by country of qualification

- United Kingdom: 795
- New Zealand: 17
- Australia: 83
- European Union: 701
- South Africa: 15
- USA: 18
- Canada: 2
- Rest of the World: 8

Presidential Taskforce: To help RCVS to ensure the best interests of the veterinary professions, the public and animal health and welfare.

Working Group: To identify the key issues for the veterinary profession arising from Brexit, to inform BVA’s lobbying on behalf of the profession.
BVA manifesto for 2017

The British Veterinary Association is the national representative body for the veterinary profession in the UK. We promote evidence-led policy drawn from the scientific and clinical expertise of our members working in all areas of the veterinary profession.

Veterinary surgeons are on the frontline of caring for animals, diagnosing and treating disease, providing preventive healthcare, animal welfare advice and emergency aid, and undertaking pioneering research into animal and public health. It is vets who monitor and protect the welfare of livestock from birth to slaughter, who ensure our food is safe to eat and who care for our well-loved pets. Our members work at the cutting edge of science and at the heart of the communities in which they practise. As such they are in a unique position from which to offer the next Government evidence-based and informed advice and policy recommendations.

Since the EU Referendum in June 2016 BVA has been developing principles and recommendations for the UK’s Brexit negotiations to secure the best possible outcome for animal health and welfare and public health. This manifesto highlights our Brexit priority asks alongside our domestic policy recommendations for the next Government. We believe they provide a clear pathway to improving animal health and welfare in the UK and we look forward to working with the next Government to develop and implement them.

Securing a successful outcome for animal health and welfare after Brexit

The next Government should:

1. Guarantee working rights for non-British EU vets and veterinary nurses currently working and studying in the UK, and for British vets and VNs working in the EU, at the existing level with no time limit to ensure the need for veterinary services can be met.
Europe Vet Futures

Research, meetings, via social media

The veterinary profession – veterinary nurses, practice managers, users of veterinary services...

Express their views on where they see themselves and the profession by 2030

- Project launched in Nov 2014
- Report published in Nov 2015
- Presented to FVE GA Nov 2015

www.vetfutures.org.uk/ressources
A profession in charge of its future

Summary of ambitions and recommendations

A leading force for animal health and welfare

Valued for our wider roles in society

Confident, resilient, healthy and well-supported

A broad range of diverse and rewarding career paths

Thriving, innovative, user-focused businesses

Exceptional leadership
Europe Vet Futures

Vet Futures Summit, 4 July 2016
Appendix B: Summary of ambitions and recommendations

Vet Futures – Taking charge of our future was published in November 2015. It is available at www.vetfutures.org.uk/resources. For ease of reference, its ambitions and recommendations are reproduced here.

A leading force for animal health and welfare

1. Develop and promote an animal welfare strategy for the veterinary profession
2. Enhance moral reasoning and ethical decision making in education, policy-making, practice-based research and everyday veterinary work
3. Explore options to develop an online animal welfare hub to better disseminate animal welfare research, evidence and tools, including the ethical appraisal of common practices in the light of emerging evidence
4. Clarify and promote regulatory requirements and professional responsibilities relating to animal welfare
5. Develop joined-up national campaigns on preventive health and the five welfare needs

6. Increase collaboration between veterinary and human health professionals and environmental organisations, in line with the One Health concept
7. Promote and celebrate the wider roles of veterinary surgeons and veterinary nurses outside clinical practice within the veterinary profession and to the general public, starting with school-age children, both to help recruit future veterinary surgeons and nurses, and to develop a better informed public
8. Make a broader range of extramural studies (EMS) opportunities available to veterinary students (including non-veterinary) business, public policy and international fields
9. Work alongside ‘traditional’ funders of research and other stakeholders to adopt a more strategic, long-term outlook

A broad range of diverse and rewarding career paths

10. Deliver a coordinated, well-funded and evidence-based approach to mental health and wellbeing for the veterinary team
11. Review the approach to recruiting and retaining veterinary and veterinary nursing students to ensure adequate support, improve wellbeing and manage expectations
12. Deliver peer support and mentoring in all UK vet schools and improve support for new post-graduates
13. Develop support for overseas graduated veterinary surgeons working in the UK, who may not have benefited from the same undergraduate support as UK students
14. Develop tools and services to help veterinary employers make working environments more supportive for everyone
15. Help veterinary professionals to work with uncertainties, and develop reflective practice, starting with undergraduates
16. Explore and consult on a sustainable structure for the veterinary degree, including the viability of limited licences, allowing veterinary students to focus on their studies and specialise during the veterinary degree
17. Ensure that veterinary undergraduates are provided with career ‘roadmaps’ and encouraged to undertake relevant work experience as part of EMS
18. Undertake a veterinary workforce study to assess the rewards, recognition and working conditions of vets and veterinary nurses, and the drivers of low and unequal pay
19. Create a one-stop-shop for careers advice and support to promote diverse career opportunities
20. Explore how we can encourage a more diverse profession (in relation to ethnicity, socio-economic background, gender etc) including reviewing the application and selection process for UK vet schools
21. Improve outreach, and careers advice for schoolchildren to better communicate the realities and opportunities of a veterinary career
22. Develop a public-facing awareness campaign to raise the profile of wider veterinary roles (including public health, research, government, industry, and academia)

Confident, resilient, healthy and well-supported

23. Develop a broad range of learning and development opportunities for veterinary professionals to ensure competences are maintained and are relevant to best practice
24. Produce career and development plans for veterinary professionals
25. Enhance business and finance skills among veterinary professionals through education, EMS and continuing professional development (CPD)
26. Explain whether practice standards inspection should be compulsory
27. Develop communications tools to improve consumer understanding of veterinary costs and fees, and promote the value of veterinary care
28. Consider whether and how allied professionals might be regulated as part of the covered team
29. Encourage veterinary nurse leaders to develop a report and recommendations which are directly relevant to veterinary nurses and their future, and complementary to the Vet Futures report
30. Explore options for bringing greater coherence to the support and representation of the veterinary profession
31. Explore ways to develop the next generation of veterinary leaders including by identifying and nurturing talent, and providing them with the skills and opportunities to succeed
32. Develop and communicate clear routes to a wide range of leadership roles
33. Look to develop a proactive veterinary-led ISG (global agenda where the UK can lead in public health, education, regulation and improving standards)
34. Develop a vet-led leadership programme, including mentoring and targeted leadership programmes, in particular for groups underrepresented in leadership (eg women and people from minority ethnic groups)

Valued for our wider roles in society

35. Explore how to best ensure that the NHS and wider health sector value the expertise of the veterinary profession
36. Develop a comprehensive marketing campaign to help make public health and wellbeing a more central message
37. Establish a comprehensive communications campaign to encourage the use of veterinary expertise in public health
38. Develop a public-facing awareness campaign to raise the profile of wider veterinary roles (including public health, research, government, industry, and academia)
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Thriving, innovative, user-focused businesses

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Exceptional leadership

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<th><strong>W: Vet Futures Europe</strong></th>
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<td><strong>Consider whether Vet Futures might provide a useful framework for the Federation of Veterinarians of Europe</strong></td>
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**Rationale**

We have recently outlined the Vet Futures project to colleagues within the Federation of Veterinarians of Europe (FVE) to investigate how something similar may be implemented at European level.

The process could not only provide the FVE with a strategic framework for proactivity, but also catalyse individual member states to address issues at either a national or joined-up level.

A meeting took place at the FVE offices in Brussels in May 2016 with representatives from six countries, and the Vet Futures ambitions resonated well.

A presentation was made to the General Assembly (GA) in June 2016, where the concept of a European Vet Futures was received very positively.

**Next steps**

- A meeting to take place in September (Rome), with the same group who met in May, to develop a plan for a session at the November 2016 FVE GA
- Decisions on how Vet Futures Europe will be taken forward to be made at that November meeting (Brussels)

**Timeframe**

TBC pending November meeting.

**Who?**

FVE will lead this project, with input from RCVS/BVA where appropriate.

**Evaluation**

- Engagement with the project from as many member states as possible at the November FVE GA meeting
- Development of a Vet Futures Europe report that helps shape a proactive agenda for the veterinary profession in Europe
FVE started European VetFutures

2016
- FVE ad hoc brainstorm group
- 6 workshops in Nov 2016 GA
- Report of VetFutures meeting December
- Survey on VetFutures Initiatives planned in countries
- Presentation to UE Chief Veterinary Officers (CVO’s)

2017
- FVE Board brainstorm meeting VetFutures – March
- Presentation to OIE DG (Monique Eloit) - May
- Project update and Actions list – next FVE GA June
FVE November 2016 GA - 6 WORKSHOPS - THEMES

- Leaders of tomorrow
- Structured career pathways
- Widening the scope of veterinary profession
- Well-being of the profession
- Profitable business and profession
- Stimulating and owning innovation
1. What do you wish for the development of the Veterinary Profession for the future? What are overarching goals for the profession as a whole?

2. What developments might affect the desired position of Veterinary Medicine in the coming years?

3. What steps do you believe must the Veterinary Profession take to come as close as possible to the desired situation identified under 1?

4. What are the most important threats and opportunities along our way towards achieving our goal to come close to the desired situation?
5. What is the role / added value of national Veterinary Professional Organisations in this respect?

6. What is the role / added value of FVE in this respect?

7. What actions national Veterinary Professional Organizations / FVE should take in the different areas? What resources do we need to put in?

8. How to move forward?
One of the Vet Futures recommendation:

• Repeat FVE Survey on the European Veterinary Profession.

• FVE is preparing a new Survey for 2018.

• FVE will ask the opinion, advise and help for dissemination of EAEVE
“Tackling current challenges leaves little time or energy to devote to future prospects”

“The best way to predict the future is to create it.”

Country Vet Futures + Europe

Associations, Chambers, **Schools**, **Students**, Stakeholders...
Our organisations responsibility

- Societal Challenges
- Professional Challenges
- Global challenges

- Need for ongoing FVE and EAEVE dialogue & collaboration
- Close follow up with developments

Let’s work together for the future of the veterinary profession!
“One Profession - One Vision - One Voice”

Thank you for your attention