

# Addressing issues and driving change

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# Overview



- Strategic plan
- Schedule 3
- VN Futures

# RCVS Strategic Plan



***Ambition: to become a Royal College with leadership and innovation at its heart, and support this creatively and with determination***



# Changing market



- Innovation will change veterinary practice as we know it today and disrupt existing way of working.
- Regulations will increasingly become less relevant and the College must be proactive seeking to support innovation not discourage it.
- Innovation is an irresistible force – the only choice is whether to engage with it.

# Technologies facilitating disruption and change

- Telehealth
- Wearables and implantables
- Low cost, real-time genomic sequencing
- Big Data
- Artificial Intelligence (AI)



[www.rcvs.org.uk](http://www.rcvs.org.uk)





*The network for veterinary innovation*

**[www.vivet.org.uk](http://www.vivet.org.uk)**

# Leadership



# Everyday leadership



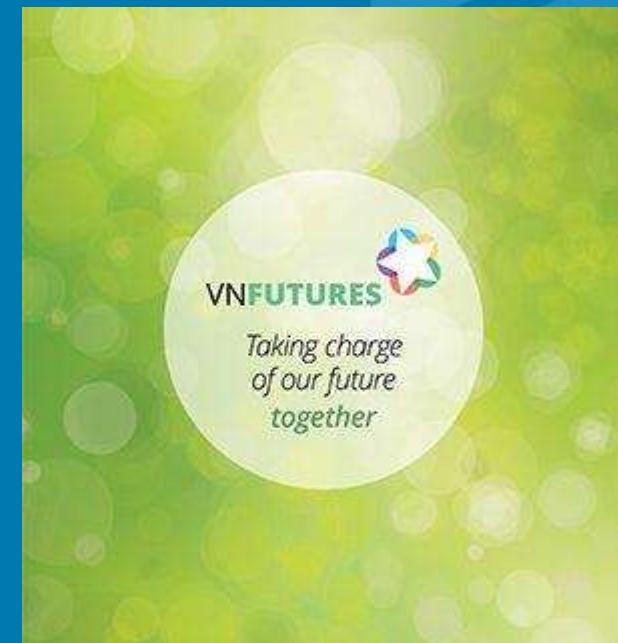
- All veterinary professionals are leaders, society looks to them as such and every day they face leadership challenges.
- Self-reflection and the development of leadership skills should be a component of CPD for all veterinary nurses.

- Edward Jenner Veterinary Leadership Programme
  - Online and open to all
  - First port of call for veterinary leadership skills development
  - Strong focus on everyday leadership – addressing the daily challenges of working as a veterinary professional
  - Provides first step on ‘leadership journey’

# Schedule 3 Survey



*Clarify and bolster the role of the  
veterinary nurse via a reformed  
Schedule 3*



# What is Schedule 3?



- Schedule 3 of the veterinary Surgeons Act 1966 includes an exemption which allows registered/student veterinary nurses to carry out limited acts of veterinary surgery when employed and under direction/supervision of a vet
- The caveat is '*medical treatment or minor surgery not involving entry into a body cavity*' but it is not always clear how this applies in practice

# Careful delegation



- Consider three key factors:
  - 1) The nature of the procedure or treatment
  - 2) The animal concerned – species, condition, likelihood of complications, owner's wishes
  - 3) Qualification of person being delegated to: training, experience, confidence, willingness to accept delegation, availability of more qualified support
- RCVS or court would consider 'reasonableness' of decision

# RVN Vs SVN: Supervision



	<b>RVN</b>	<b>SVN</b>
Medical treatment	Direction	Direction + supervised
Minor surgery	Direction	Direction + direct and continuous supervision

# What can be delegated under Schedule 3?

- Examples of duties which MAY be delegated:
  - 2<sup>nd</sup> vaccinations
  - Maintenance & monitoring of anaesthesia
  - Routine dental hygiene work
  - IV catheterisation and injections
  - IM injections
  - Placing urinary catheters
  - Blood sampling



# What is off limits?



- Castrations or spays
- Administering medicine incrementally or to effect, to induce and maintain anaesthesia
- Extracting teeth using instruments
- Cystocentesis
- Undertaking medical or minor treatment independently

# The Code and supporting guidance

[www.rcvs.org.uk/advice-and-guidance/](http://www.rcvs.org.uk/advice-and-guidance/)

- ▶ [Code of Professional Conduct for Veterinary Surgeons](#)
- ▶ [Code of Professional Conduct for Veterinary Nurses](#)
- ▶ [Code of Professional Conduct app](#)
- ▶ [Veterinary Nurse Rules](#)
- ▶ [Riding Establishments](#)
- ▶ [Contact the Professional Conduct Department](#)

## Web Tools

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## Advice & guidance

We provide advice to veterinary surgeons, veterinary nurses and the public on what constitutes good professional conduct.

Here you can read the *RCVS Code of Professional Conduct for Veterinary Surgeons* and the *RCVS Code of Professional Conduct for Veterinary Nurses*, together with a comprehensive series of supporting guidance.



Information on the Riding Establishments Inspection Scheme is also available in this section.



### [Code of Professional Conduct for Veterinary Surgeons](#)

View and search the RCVS Code of Professional Conduct for Veterinary Surgeons and supporting guidance



### [Code of Professional Conduct for Veterinary Nurses](#)

View and search the RCVS Code of Professional Conduct for Veterinary Nurses and supporting guidance

# The Consultation



11,625 people responded

6,873 VNs  
29% SVN

4,752 Vets

Did you have your say?



# Professions Support Expanded Role



92% of VNs and 71% of vets agreed that nurses should be able to undertake additional areas of work



# Confidence & Competence



- How confident are you with schedule 3 tasks?
- What CPD would you like to see?

RCVS SETTING VETERINARY STANDARDS

Professional Development Record CPD

My CPD Record My Development Plan My Diary Sharing About CPD

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CPD Status

Year	Hours
2016	47 hours
2017	59 hours
2018	10 hours
Total	116 hours (45 hours required)

Type of Work

Small Animals  Academia Education  
 Production/Farm Animal  Government / Industry  
 Equine  Other

Update

To find out more about CPD please visit the [CPD Champions](#) blog written by and for members of the profession to encourage them to engage with CPD.

My CPD Record Summary

Show Year 2018

Date started	Type of activity	Subject area	Where undertaken	Hours	
08/02/2018	Seminar/ workshop -	Clinical Coach Training	Birmingham - Liz Mossop	7.0	
01/03/2018	Preparing a new...	Schedule 3 and legalities	Home	3.0	
			Total 2018	10	

# Understanding of Schedule 3



- VNs rated their understanding at 6.7 out of 10
- Whereas vets rated theirs at 5.6 out of 10
- Both VNs and vets requested more clarity and guidance on schedule 3

## Other key findings



### Top 5 frequently performed tasks:

- Clinical cleaning 92%
- Administration of medication (subcut) 91%
- Administration of medication 90%
- Monitoring of anaesthesia 87%
- Administration of medication (IM) 86%

# Read the full report



The screenshot shows the RCVS website with a blue header. The header includes the RCVS logo, a search bar, and links for 'Explore our sites', 'PROFESSIONALS', 'ANIMAL OWNERS', 'FIND A VET', and 'RCVS KNOWLEDGE'. Below the header is a navigation bar with links for 'HOME', 'WHO WE ARE', 'HOW WE WORK', 'NEWS & VIEWS' (which is highlighted in blue), 'REGISTRATION', 'LIFELONG LEARNING', 'SETTING STANDARDS', and 'CONCERNs'. The main content area shows a news article titled 'Professions overwhelmingly support expanded role for VNs' dated 31 October 2017. The article discusses a consultation on Schedule 3 of the Veterinary Surgeons Act 1966. The right sidebar features a 'NEWS' section and a 'MORE FROM 'NEWS & VIEWS'' section with a grid of small images. The footer contains the RCVS logo and the website address 'www.rcvs.org.uk'.

Explore our sites PROFESSIONALS ANIMAL OWNERS FIND A VET RCVS KNOWLEDGE

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MY ACCOUNT MY CPD

HOME WHO WE ARE HOW WE WORK NEWS & VIEWS REGISTRATION LIFELONG LEARNING SETTING STANDARDS CONCERNs

Home / News & views / News / Professions overwhelmingly support expand...

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## Professions overwhelmingly support expanded role for VNs

31 October 2017

Both veterinary nurses and veterinary surgeons overwhelmingly support that veterinary nurses should be able to undertake additional areas of work that are not currently permitted under Schedule 3 of the Veterinary Surgeons Act 1966.

The Royal College of Veterinary Surgeons (RCVS) conducted a consultation earlier this year about Schedule 3, which allows veterinary surgeons to delegate certain acts of minor surgery and medical

NEWS

MORE FROM 'NEWS & VIEWS'

www.rcvs.org.uk

# Nurse Prescriber

Debate against nurse  
prescribing



# VN Futures working groups



- Sustainable workforce
- Career progression
- Post Registration
- One Health
- VN Schools Council
- Training practices

# Thank you