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2013

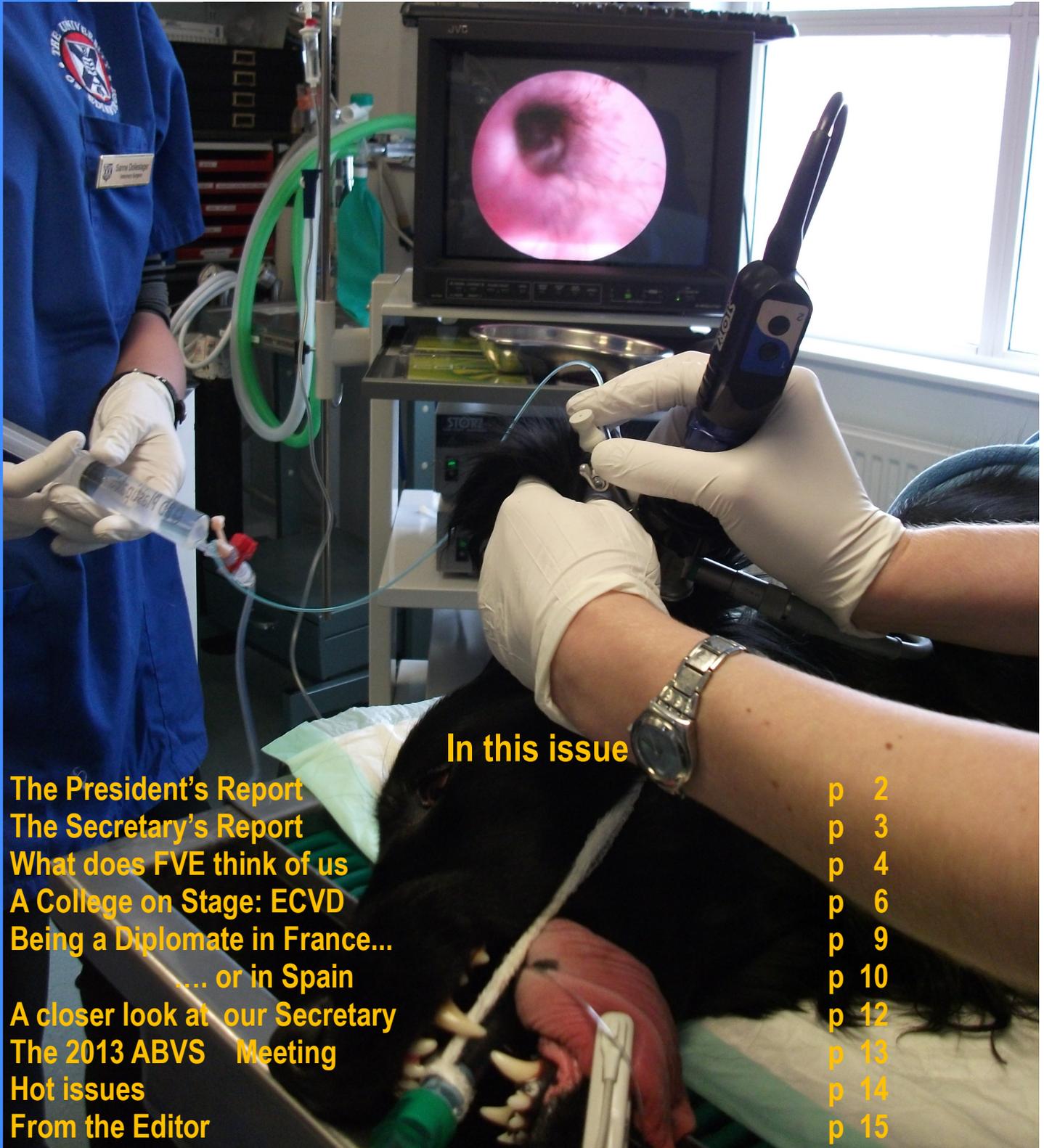
The EBVS NEWSLETTER

Editor Stefano Romagnoli
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Veterinary Excellence through Specialisation



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President's Report 2012 – 2013

Peter O'Brien, ECVCP
EBVS President

The annual report of the President is one of the most relevant items of the Annual General Meeting of the EBVS as it sets the tone for the meeting. Peter O'Brien took office as EBVS President in April 2012, and this is his first Report as President. The following document will be presented for approval by the EBVS AGM on April 12.

It's been challenging and time-consuming work this year, but in the end it's been rewarding to participate and to see some progress. This is briefly outlined below, and reflects a team effort of the Executive Committee (EC) and co-opted members, the webmaster and now the CEO, and importantly the EBVS reps. This year has largely focused on some re-structuring of the EBVS but also on some important new initiatives.

The CEO - This year sees evolution of the EBVS to a more professional organisation with the recruitment and engagement of the CEO. He is taking on a major role in operational management and as an ambassador of the EBVS in its external dealing with other European veterinary organisations, veterinary specialist regulatory bodies on other continents, and in political circles to promote EBVS objectives.

Redefining EC Member Roles - This largely relates to transference of a substantial portion of past Secretariat roles back to the EC, especially the Treasurer and Secretary and the half-time new CEO. There is continued development of SOPs and Job descriptions to capture learnings so as to facilitate standardised and effective management of operations and also succession in the positions.

Improving Communications - This year also sees a significant resurrection and upgrading of EBVS web-based communications and engagement of EBVS reps. This includes the website, EBVS discussion forum and EBVS email. There has been recent upgrading of specialist list maintenance and of the specialist search function. An impressive Newsletter 5 was issued last year and issue 6 is being launched with the AGM.

Specialist Certificates - At the AGM there will be a demonstration of the above new features by our webmaster and of the new, automated facility for electronic issuance of EBVS Specialist Certificates from the website.

Residency and Exam Quality Control - The EBVS is continuing its efforts to standardise and enhance the quality of specialist exams and of residency supervision. The second workshop for specialist examiners is being held with the AGM and is being expanded this year to include consideration of supervision of residents. Presentations from the 2012 workshop and key literature have been circulated to the EBVS representatives and cer-

tificates of attendance have been issued. Enrolment has grown from 23 persons last year to 40 persons this year. The workshop has been and is being offered as a service by EBVS without charge. Importantly, the EBVS board will vote at the AGM on the EC's proposal to provide, free of charge to the college, a specialist exam observer once per 5 years for established colleges and each other year for the other colleges.

AGM Venue - Following a successful AGM last year at the brand-new, four-star Thon EU hotel in the centre of Brussels European Quarter, this venue is being used again for 2013. A daily rate has been negotiated that includes accommodations, breakfast and lunch and refreshments throughout the day. The EBVS continues its long tradition of treating the EBVS representatives and the EBVS guests to a great dinner. The attendance to the AGM has now expanded to a full complement of 46 EBVS reps in addition to the executive and guest observers and speakers.

Veterinary Specialisation - See EBVS Newsletter 5 for details and additional information on the topics below, ESCO, EU Dir 2005/36, and VetCEE. This year sees the beginning of formal recognition by the European government of the veterinary specialist.

ESCO (European Skills/Competences, Qualifications and Occupations) is an initiative of two EU Directorate-Generals: Employment, Social Affairs and Equal Opportunities, and Education and Culture. It is linking training and occupational opportunities and candidates by defining the specific skills and competencies, and associated qualifications, that are needed. Similar definition is becoming the expectation for specialist colleges in their training programmes and examinations. EBVS EC engagement in this initiative has ensured that the Veterinary Specialist is considered a major occupation of veterinarians.

EU Directive 2005/36 - The Directive concerning recognition of professional qualifications ("our" Directive) was recently opened up by the European Commission for amendment. The EBVS EC and others have successfully lobbied the Directorate-General for Internal Market and Services, and also members of the European Parliament (MEP) to propose to the European parliament an amendment for automatic recognition of veterinary specialities, along with those of medicine and dentistry. This opens the door for formal and legal recognition of veterinary specialisation in Europe. The current EBVS working group will be expanded to move this initiative along further, already the new CEO has joined. Additionally, the EBVS National Representatives are being recruited for assistance here, and a core group of them is being convened at a satellite meeting to the AGM. EBVS will also continue its successful partnering with the EAHP (European Association of Hospital Pharmacists), who have a similar interest in gaining formal recognition of their profession's specialisation.

VetCee and the Middle Tier - Important progress is being made and will be reported on at the AGM on development of accreditation

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between the new graduate and the EBVS specialist. This is expected to encompass current and developing national qualifications.

Specific Tasks for the President this year - The president has taken a lead or key role in addressing the operational issues and in progressing new initiatives. These include CEO recruitment and training, AGM and workshop organisation, re-defining EBVS EC roles, improving EBVS communications and in organising and chairing two face-to-face meetings of the executive committee between AGMs. Additionally, the president has represented the EBVS at the annual meeting of the American Board of Veterinary Specialisation, in partnership with EAHP to influence Dir 2005/36 amendment, three ESCO meetings, and meetings of EAEVE, ECCVT, and FVE.

Secretary's Report 2012 – 2013

Linda Franken-Horspool ECVPT
EBVS Secretary

The annual report of the EBVS Secretary is also an important introductory item at the EBVS General Assembly. Linda Franken-Horspool became as EBVS Secretary in April 2012, and this is her first annual Report. The following document will be presented for approval by the EBVS AGM on April 12.

Once again we can reflect on an interesting, diverse and challenging year for EBVS. A number of challenges remained following the resignation of the secretariat and webmaster. These included the change in office bearers and registered correspondence address, contact with EBVS board members and the website.

Updating the legal registration of EBVS with the Dutch Chamber of Commerce (Kamer van Koophandel) was time consuming since original documents and verification of signatories was required and the Executive Committee (EC) is dispersed across Europe. This registered address for correspondence and office holders is now correct. The entry for EBVS in the Union of International Associations has also been updated. The necessary Chamber of Commerce forms (change of office bearers, change of address, etc.) will be available during the AGM and appropriate copies of identification documents can be made then to simplify any changes in the EC in future.

A job description and advertisement for the position Chief Executive Officer (CEO) of the EBVS were finalised in early September 2012. This took slightly longer than expected since it was decided that the summer months were not the most optimal moment to advertise the position. The position was advertised to potentially interested par-

ties via College Representatives. Fifteen applications were received – from six Diplomates of five Colleges (ECAR, ECBHM, ECVA, ECVP and EVDC) and nine others. The candidate applications were screened by a committee (EC plus one additional Diplomat from ECLAM) using a rating scale based on the job description. A shortlist of six candidates was selected and interviewed by the President, Vice President and Past President via Skype (early- to mid-November). Two candidates (one Diplomat) were interviewed face-to-face in London on 6 December 2012. The Secretary coordinated the interview process and communication with candidates. The position was filled and the successful candidate started as CEO in mid-January 2013.

The EC held two meetings following election in Brussels on 21st April 2012. The first meeting was held in Dublin on 26-27th October 2012 and was partly face-to-face (President, Secretary, Treasurer) and partly via Skype (Vice President, Past President, ordinary member). This meeting also included reports on VetCEE, from the European Association of Hospital Pharmacists (EAHP) lobbyist and from the webmaster. The second meeting was held in London on 25-26th February 2013 and was face-to-face. A summary of the minutes of both meetings has been circulated to College representatives via their online forum (*see also article on page 14—Editor's note*).

Contact with EBVS Board members has proven challenging due to the outdated lists on the website. This has taken rather long to sort out but thanks to the hard work of the new CEO supported by the webmaster this seems to have been resolved recently. Correspondence with the Colleges has been on the website content and financial liability of Colleges. Recently the issue of trademarking College acronyms and logos arose and has been investigated further. The College representatives' forum is the place to start new discussions on College matters. It is very important that the Secretary be informed of changes to EBVS Board membership (College representatives) in a timely fashion.

EBVS does not currently have a secretariat. The contact email address has been managed in the interim by the President but will be transferred shortly to the Secretary to ensure that the workload is shared by the EC. The appointment of the CEO and the progress that has been made since his appointment in January 2013 has gone some way to address some of the administrative challenges facing the EC. Much of the communication can be managed through College representatives and the website and online forum, but further (part-time) administrative support may be required to allow the CEO and EC to focus on EBVS and College matters.

The Secretary is now able to update College details directly on the website. The majority of Colleges have now confirmed that their details are correct or have provided updated information, and the

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website has been updated accordingly. The website will be updated in mid-2013. This will include modernization of the look and feel as well as the addition of both public and College representative frequently asked questions and an overview of meetings attended by the EBVS EC. Outstanding administrative challenges include a means to facilitate simple updating of information on the more than 3000 Diplomates, ideally including online annual returns, welcome letters for new Diplomates and specialist certificate generation.

Interviewing the FVE President

Stefano Romagnoli, ECAR
EBVS Newsletter Editor

Read the thought-provoking and challenging considerations of Christophe Buhot, a French veterinarian who graduated from Toulouse in 1984 and who is the current President of the Federation of Veterinarians of Europe (2011-2013). A small animal practitioner with an advanced degree in ophthalmology, he has been an accomplished advocate for veterinary professional issues both in France, where he is board member of the SNVEL (Syndicat National des Vétérinaires d'Exercice Libéral), the French association of veterinary practitioners, since 1998 and in Europe, where he has served as President of the European Union of Veterinary Practitioners (UEVP, one of the branches of FVE) from 2005 to 2009, before taking on the role of FVE President.

How large is your organization, how many veterinarians does FVE represent, and which are the most Easterly countries from which they come? FVE currently represents 43 national veterinary organisations plus 4 international veterinary organisations. The 43 national organisations come from 38 European countries, including all 27 EU member countries. Other countries represented in FVE are Iceland, Norway, Switzerland, the Balkan countries and Turkey. Albania and Ukraine send observers. The 4 international organisations (we call them Sections) represent specific branches of the profession: practitioners, official veterinarians, veterinary hygienists, and veterinarians in education, research and industry. FVE strives to represent the whole profession in all its diversity. Altogether FVE represents around 230 000 veterinarians.

What were the key issues within FVE when you were elected as President, and what progress have you made with them?

The main dossiers concern the revision of the Directive on Professional Qualifications and the Directive on Medicines, how to keep antimicrobials effective for now and the future, the One Health concept, meat inspection, not forgetting future Animal Health law and various animal welfare projects. The voice of the veterinary profession must be heard on all these different topics, and FVE

does not spare its energy in our attempts to influence politicians and decision makers for the benefit of the veterinarians. So far progress has been a bit difficult to assess because the key issues are very numerous and most of them are "ongoing". The EU time scale is very long, ... too long!

What is your vision for FVE – where and how do you see your organisation in 20 years from now?

I think that, despite the current situation, the EU will grow. The legislation that affects us all, concerning animal health and welfare and public health, will increasingly be European legislation. This means that meaningful representation of the profession at the European level becomes ever more important. FVE wishes to consolidate its position as the voice of European veterinarians. We want to support veterinarians in every way that we can to help them fulfill their tasks as effectively as possible, in a way that it is recognised and valued by society. One aspect of our vision is further harmonisation of the EU market for veterinary medicines with better availability of medicines. Also, we would like to see an increased emphasis on disease prevention, for example through improved animal health management. In this context I would like to draw your attention to the newest FVE brochure "Veterinarians vital for animals, vital for people"

Being veterinarians, veterinary specialists are represented by FVE. How important is Veterinary Specialisation for FVE and how could FVE work with EBVS to promote this?

We believe veterinary specialisation is important for two reasons. First, we see specialists as the front runners in their fields of expertise. They are



Christophe Buhot, FVE President 2011-2013

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important for the continuous development of veterinary science and its practical applications. Through this, specialisation draws the whole veterinary profession forward. This progress enhances the role and strengthens the position of the profession in existing areas, as well as opening up opportunities in new areas. Veterinary specialisation is also one way that the profession responds to the growing expectations of animal owners.

How is EBVS as an organisation perceived by FVE members?

EBVS is recognised as the European body setting the standards for specialisation, and ensuring that these standards are met. At the same time, I also have to say that EBVS is sometimes seen as looking inwards, more focused on itself than the outside world. We think it would be good if EBVS was clearer on how it wishes to position the specialist in the wider society. This could help the development of a clearer view on the training levels for specialisation. No-one has anything against individual specialists going higher and higher, but this should not lead to ever-increasing threshold standards to the extent that it becomes very difficult for new specialist to enter a College.

What specifically do you mean by positioning the specialist in the wider world?

The point I wanted to make is that, at least in our opinion, EBVS should be clearer about its final objectives. In our view, 3 of the 4 objectives listed on the EBVS website (to recognise new Colleges, set up and maintain a register and assure the quality of specialists) are rather tools than objectives. The goals for which these tools are needed (and also for which specialists are needed) should rather be something like the advancement of veterinary medicine, and the availability and accessibility of specialist veterinary knowledge and skills to animals and their owners.

The mission of EBVS should probably be something like: "... the development of veterinary medicine and the establishment of networks of highly specialised veterinarians, offering high quality veterinary services to the public as well as advice to their first opinion colleagues....." When you aim to achieve these kinds of goals, it will be clear why you need to set standards, and keep a register of people that meet those standards. Now, it seems to us, EBVS is acting as a quality assurance office, without having identified the reasons for which that quality is needed.

This also makes it difficult to establish the optimal level for specialisation. Often we get the impression that certain Colleges think that only the very highest level is acceptable. As a consequence, they tend to set increasingly higher standards, making it more difficult to enter a College. We believe such a trend is questionable and should be challenged. We have nothing against individuals striving for the highest level that they can achieve, but for a College of Specialists, aiming to provide services to animals and their owners,

one must consider what is the appropriate threshold for a specialist that at the same time ensures a good coverage throughout a country

What do you specifically think EBVS should be doing that it is not doing with regard to external interactions?

I think EBVS should be clearer about its remit and its role within the society at large. These issues might be very obvious to your members, but the perception of an animal owner or an average citizen could be fairly different, particularly as the public is not aware about all the procedures and the requirements to become a specialist. It should be clear to the public that specialisation is not for the sake of specialists themselves, but that there is a higher goal behind it. This must be the fulfillment of our obligations as a profession in relation to animal and public health, and wellbeing.

Is there a generalised (or FVE) perception that it is becoming too difficult to become a specialist?

At least in FVE we believe that, for several Colleges, it is becoming too difficult, and I believe that this view is shared by many people within our profession.

VETCEE is focusing on a "middle tier" of training between the specialist level above and the tier below for graduate veterinarians. Do you agree with the need to have these 3 tiers of training in veterinary medicine?

We believe VETCEE is or should be more about the quality of postgraduate education than about a qualification. This was the conclusion of the March 2012 meeting of the funding organisations. Personally, I don't agree with the need for a title or a new qualification, but strongly support any form of training and education of high quality.

Do you think that there are other clinical specialist qualifications equivalent to that of the EBVS specialist?

I do not think so, in Europe.

Do you think that there are important veterinary specialisations that are not covered by EBVS (eg One Health? Other?)?

I would have to think about it. You already have a long list of Colleges in the EBVS. It might be better to give some of the existing Colleges a broader scope than to have more colleges.

Do you think that there are important aspects of the veterinary profession at the specialist level which are not covered by any EBVS College?

I am not sure, but many Colleges deal with veterinary technical matters. Maybe we should be looking less at the technical aspects and more at other equally relevant matters.

Do you have a specific suggestion for an article in a future issue of the EBVS Newsletter?

Maybe something about the

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above mentioned optimal level of specialisation, and threshold standards for Colleges?

Is ECCVT being effective in meeting its challenges? This is almost a philosophical question. It depends on how one sees ECCVT. In our view ECCVT is a coordination platform. It coordinates the work of all, but each member keeps its full autonomy. We do not want to bind each other to a certain position. In this way its effectiveness will be limited by the aspirations and current goals of its members. However, I wish to add that as a platform for coordinating all our thoughts and common activities, it works well. It is very valuable that the leaders of the member organisations meet at regular intervals and share their views and plans.

The European College of Veterinary Dermatology

Keith L Thoday, ECVD

Keith Thoday is Professor of Veterinary Dermatology and Head of the Dermatology Service at The University of Edinburgh, The Royal (Dick) School of Veterinary Studies, Scotland. He is a Founding Diplomate of the European College of Veterinary Dermatology (ECVD), one of the first Colleges to be established in Europe in 1992, and was its President in 2004 and 2005. He has been representing his college on the European Board of Veterinary Specialisation (EBVS) since 2008.

There had been a growing interest in veterinary dermatology in Europe for many years and this fostered the creation of several specialty dermatological organisations. The inaugural meeting of the first European dermatology interest group, the British Veterinary Dermatology Study Group, took place on 20th February 1976 in London, UK. The French Veterinary Dermatology Study Group (GEDAC), was founded on 23rd April 1981 in Paris. The first meeting of the German veterinary dermatology organisation, the Freundeskreis Hautkrankheiten Interessierter Tierärzte (subsequently Arbeitskreis Verteriä Dermatologie) was held on October 12th 1982 in Birkenfeld, Germany. On September 18th 1984, the European Society of Veterinary Dermatology (ESVD) was formed to provide an organisation for veterinarians in Europe (and worldwide) who have a specific interest in veterinary dermatology, to promote research in veterinary and comparative dermatology and to improve diagnosis, treatment and prevention of dermatological disorders.

It was recognised that from the view of the profession as well as the animal owner, there was a need for special expertise in the diagnosis and treatment of dermatological diseases of animals and

that such expertise should be subject to stringent quality control by defining precise requirements for training and experience. The ESVD Executive Board subsequently decided to initiate the process of formal specialisation in veterinary dermatology.

It was decided that a specialisation sub-committee of the ESVD be established to develop the concept of a European College of Veterinary Dermatology (ECVD, the College). Members were Dr David Lloyd (Chairman, UK), Dr Didier-Noël Carlotti (FR), Professor Richard Halliwell (UK), Dr Claudia von Tscherner (CH), Dr Margreet Vroom (NL) and Dr Ton Willemse (NL). Subsequently, in 1992, it was recommended that the ECVD be formed with a maximum of six Founding Diplomates as its interim Board and organisers of the College.

In order to reduce the possible controversial aspect of who were selected as Founding Diplomates, it was decided that they would be invited by the European Community Board of Veterinary Specialization on nomination by the Honorary Members of the ESVD (all senior dermatologists in the USA) who were: Dr George Muller, Dr Robert Kirk, Dr Peter Ihrke and Dr Danny Scott; and be based upon a number of stringent criteria. These stated that Founding Diplomates must be initiators of veterinary dermatology in Europe; must have contributed substantially to the development of the subject by research, publications and lectures; be Full or Founding members of the ESVD practising in Europe; have at least 10 years of experience in veterinary dermatology, must spend at least 60 per cent of their time in veterinary dermatology and, most importantly, their appointment must be uncontroversial for the majority of ESVD members.

Didier-Noël Carlotti (FR)
Richard Halliwell (UK)
Hans-Joachim Koch (DE)
David Lloyd (UK)
Keith Thoday (UK)
Ton Willemse (NL)

Table n° 1. The ECVD's Founding Diplomates ('Grandfathers')

the older European Colleges. The Foundation Diplomates remember it well: the UK was in the middle of the Irish troubles, there was a bomb scare on Piccadilly and some of us arrived several hours late! A constitution and by-laws for the College were subsequently drawn up and approved.

Subsequent to this meeting, a call for application for *de facto* specialist status was issued. Specialists appointed *de facto* would have to apply before 5th October 1995 and would have to satisfy

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tough criteria. The credentials of the applicants were examined by the Board; 19 people were approved and thus, by the closure of the *de facto* process, there were 25 Diplomates. The ECVD gained full recognition from the EBVS in 2006. Since its foundation, the College has had ten Presidents (Table 2).

1992-1995	David Lloyd (UK)
1996-1997	Richard Halliwell (UK)
1998-1999	Ton Willemse (NL)
2000-2001	Didier-Noël Carlotti (FR)
2002-2003	Hans-Joachim Koch (DE)
2004-2005	Keith Thoday (UK)
2006-2007	Rosario Cerundolo (IT)
2008-2009	Thierry Olivry (FR)
2010-2011	Emmanuel Bensignor (FR)
2012-	Richard Harvey (UK)

Table n° 2. ECVD Presidents

32 approved residency programmes in 11 countries (Table 3). Twenty are in academia and eight are in specialist private practice; four are currently not filled. Initially, there was a third, internationally-recognised route where accepted candidates could be allowed to sit the examination without having undertaken a residency. This was designed as a temporary measure for established colleagues who were unable to apply for the *de facto* process and who would otherwise have been lost to the College. Only three applications were accepted by this route and all three persons subsequently passed the examination. This route closed in 2006.

The first Diploma examination took place in 1996 and, since then, has continued annually resulting in a healthy growth of Diplomates. After the 2012 examination, membership of the College had grown to 103, currently working in 23 countries (Table 4). In 2011, a complete and detailed review of the College's expectations of examination candidates, running to 15,000 words, was completed by a com-

The College has two current routes to the Board examinations: via a standard residency programme of a minimum of 3 years' length, and an alternative route of variable length, as stipulated in the EBVS's Policies and Procedures, for people who, for whatever reason, are unable to train on a full-time basis.

There are currently

mittee of ECVD Diplomates and is available online, to help guide Residents in their studies.

The College is the joint organiser, with the ESVD, of a very well-attended Annual Congress (ESVD - ECVD Annual Congress) that is held in Europe in 3 out of every 4 years (in the fourth year, the World Congress for Veterinary Dermatology [WCVD] takes place). The ECVD is also a joint organiser of the WCVD Congress. Working on the principle that if you are going to have a Congress you may as well have it in a really nice place, the venues of the past meetings read like a list of some of the very best places in the world to visit!

The College has a website (www.ecvd.org) which in 2012 was completely redeveloped. It has a general access area (the College has always believed its policies and procedures must be open to all who wish to see them). Other features in this section include 'find a dermatologist' for both members of the profession who wish to refer a clinical case or members of the general public who are looking for specialist care for their animals, which can be navigated via an interactive map. There are also two restricted access areas, one for Diplomates only and one for Board Members only. The website's content is regularly updated. In 2003, the College also established two computer-based Listservs, one for its Diplomates and one for its Residents, which allow essentially immediate transmission of general information to everyone registered in one or



The current ECVD Board. From the left: Jacques Fontaine (BE, Vice-President), Emmanuel Bensignor (FR, Past-President), Susanne Ahman (SE, Member), Richard Harvey (UK, President), Monika Linek (DE, Secretary), Dominique Heripret (FR, Treasurer). Inset: Natalie Barnard (UK, Member)

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Country	Standard Route	Alternative Route	Total
UK	4	3	7
France	5	-	5
Germany	3	2	5
Italy	-	4	4
Switzerland	2	1	3
Israel	1	1	2
Spain	1	1	2
Estonia	-	1	1
Greece	1	-	1
Netherlands	1	-	1
USA	1	-	1
TOTAL	19	13	32

Table n° 3. Current ECVD Residency Programmes

other of these groups. In 2011, an internet blog was set up to give alerts on relevant new papers in veterinary dermatology in journals which might not be routinely scanned by its members and, in particular, its residents. It is regularly updated and is also able to be



Keith L. Thoday, ECVD

accessed by the public.

Prior to being accepted as a Resident of the ECVD, applicants must have completed at least 1 year of a recognised, general clinical training programme in an academic institution (ideally a general internship) or a satisfactory practice equivalent. A subsequent specialised dermatology internship is also advantageous but the College recognises that such positions are few and this is not a mandatory requirement. Standard active ECVD-registered residency programmes are listed on the College's website as are most of the current residency vacancies. Most of the College's Diplomate mentors find it very helpful if individuals who are seriously considering applying for a standard residency programme contact them with a view to carrying out a short externship at their institution. This is also invaluable to prospective applicants who can thus get a flavour of the programme at that institution, their potential mentor(s) and the place where, with luck, they could be spending 3 years of their lives!

The ECVD is very concerned about the lack of official recognition of it and other Colleges in some countries in Europe. Recognition of the DipECVD and the European Veterinary Specialist™ in dermatology title differs from country to country, ranging from full (e.g. Austria, Belgium, Czech Republic, Denmark, France The Netherlands, Slovakia, Sweden, UK,) through informal (e.g. Portugal) to non-recognition (e.g. Germany, Italy and Spain). The ECVD strongly supports and appreciates the efforts of the EBVS in its attempts to make inroads into this situation. One particular achievement of the College is that, although there is as yet no reciprocity, ECVD members are considered specialists by the American College of Veterinary Dermatology (ACVD) and can be solo mentors for residency programmes of the ACVD. There have also been major developments in the UK where the Royal College of Veterinary Surgeons recognises the quality of European veterinary specialist diplomas

France	21
United Kingdom	19
Germany	12
Italy	10
Switzerland	7
Spain	4
The Netherlands	4
United States	4
Belgium	3
Greece	3
Sweden	3
Slovakia	2
Australia	1
Austria	1
Croatia	1
Denmark	1
Estonia	1
Ireland	1
Israel	1
Poland	1
Portugal	1
Russia	1
Slovenia	1
TOTAL	103

Table n° 4. Current numbers of ECVD Diplomates by Country of Employment

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and has begun to close its own routes to postgraduate diplomas and specialization if there is a corresponding qualification offered by an EBVS-recognized College. There is a similar situation in France where the "Conseil National de la Spécialisation Vétérinaire" is now recognizing a high number of European veterinary specialist colleges, granting the official title of veterinary specialist to European Diplomates of fully recognized Colleges that have applied for this (*see also the following article from DN Carlotti—Editor's note*). This is in complete contrast to some other countries in mainland Europe (notably Germany, Italy and Spain) where there has been no such initiative yet.

In 20 years, there has been tremendous progress in specialist education in veterinary dermatology in Europe. Pivotal to this has been the ECVD, under the auspices of the EBVS. It is interesting to speculate as to what the next 20 years may hold for veterinary dermatology in Europe.

An Update on legal recognition of EBVS Diplomas in France

Didier N. Carlotti, ECVD

Didier Noël Carlotti is a Diplomate (and Co-founder and Past President) of the European College of Veterinary Dermatology (ECVD), as well as long serving President of the French Association of Companion Animal Veterinarians. In 1999 he was among the promoters of the foundation of a Syndicate of French Diplomates of European veterinary specialist colleges, which played a pivotal role in achieving the first legal recognition of a European veterinary specialist college (ECVD) in a non-English speaking European country. Since then, several other European veterinary specialist colleges have been recognized officially in France.

French veterinarians have been actively pursuing veterinary specialization in Europe (there are more than 300 European Veterinary Specialists™ working in France in 2013), as well as very actively trying to persuade their government to formally recognize European Veterinary Specialists™. The European route has been actively supported by the French Association of Companion Animal Veterinarians (Association Française des Vétérinaires pour Animaux de Compagnie, AFVAC). In 1999 a Syndicate (Union) of European Diplomates was created in France. Albeit small, such a group (Syndicat Français des Vétérinaires Membres de Collèges Européens, SFVMCE) was successful in achieving recognition as a formal disputer with the French government, and was supported by AFVAC from the outset. The two organisations, AFVAC and SFVMCE have worked together over the years lobbying hard for

the recognition of EBVS Colleges in France (Romagnoli, 2011). In 2009, the French Ministry of Agriculture adopted a number of position papers as suggested by the Conseil National de la Spécialisation Vétérinaire (CNSV, a Committee regulating veterinary specialisation in France which is dependent on the General Directorate on Teaching and Research of the French Ministry of Agriculture, Agri-food and Forests). Through these documents, the first European College to be officially recognized in France was the ECVD in 2010, followed by two other Colleges ((European Colleges of Veterinary Diagnostic Imaging (ECVDI) and Ophthalmology (ECVO)) and subspecialties of two further Colleges (small animal surgery (ECVS) and companion animal cardiology (ECVIM-CA Cardiology)) in May of the same year.

The CNSV meets twice a year. In January and October 2012 seven Colleges were officially recognized, and at the last CNSV meeting there was an application from a Diplomate of the European College of Veterinary Public Health (ECVPH) for legal recognition of that College, which was awarded. Consequently, now Diplomates from 13 European veterinary specialist colleges can legally use their EBVS title in France for any formal purpose (Table n° 1).

<i>CNSV Approval on</i>	<i>College Legally Recognized</i>
5 May 2010	ECVD
6 October 2010	ECVDI
6 October 2010	ECVO
6 October 2010	ECVS-Small Animal Surgery
6 October 2010	ECVIM-CA-Cardiology
31 January 2012	ECVCP
31 January 2012	ECVS-Large Animal Surgery-Equine
31 January 2012	EVDC
31 January 2012	ECVIM-CA-Small Animal Internal Medicine
3 October 2012	ECLAM
3 October 2012	ECVN
3 October 2012	ECVCN
13 February 2013	ECVPH

Table n° 1 – Date of Approval from the CNSV (a national Committee regulating Veterinary Specialisation in France – see text for explanations) for 13 European veterinary specialist colleges. Diplomates of these colleges can now legally use their European Veterinary Specialist™ title in France

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Didier Noël Carlotti, ECVD

Diplomates of the abovementioned veterinary specialist colleges are entitled to use the title "Veterinary Specialist in", provided of course there has been a formal application from the Diplomate asking for specialist recognition on an individual basis. The procedure is fairly simple, requiring a request in writing to the CNSV. Actually, the EBVS Diploma per se is not "recognized" as according to French regulations only Universities can deliver Diplomas. Granting EBVS Diplomates the title of "Veterinary Specialist in" was considered more appropriate by French authorities as it is the training required to achieve a European Diploma which is formally recognized as valuable.

Veterinarians holding the French national veterinary specialist degree or DESV (Diplôme d'Études Spécialisées Vétérinaires – a system which was set up in 1992) are still quite represented in France. Although the goal of the SFVMCE is to promote the European Veterinary Specialists™, members of the SFVMCE live and work in harmony with French national specialists, whose number has not been increasing over the last few years. Each of the 13 veterinary specialist colleges mentioned above has active Residency programmes in France.

References

Romagnoli S - Recognition of EBVS Diplomas in Europe: the current darkness (Spain et al.), and a bright future ahead (France). EBVS Newsletter 3, Fall 2011, pp 14-16

On legal recognition of EBVS Diplomas in Spain

Anne Lanevski Pietersma, Diplomate of ACVP & ECVCP
Spanish EBVS Representative

Spanish EBVS (and ABVS) specialists have joined forces and, following the path taken by their French colleagues, have forcibly drawn to the attention of the Spanish authorities their vision of specialisation. Anne Lanevski Pietersma trained at the Faculty of veterinary medicine at the University of Montreal and became Diplomate of the American College of Veterinary Pathology (ACVP) in clinical pathology, in 1995, after training at Washington State University, and of the European College of Veterinary Clinical Pathology (ECVCP) in 2002. She owns her own company where she works as a toxicological clinical pathologist and is currently the Spanish national representative of EBVS.

In May 2012, the Consejo General de Colegios Veterinarios (CGCVE, also known as Council) in Spain organized a meeting to put together a Commission on Veterinary Specialization. Representatives from National organizations, such as the Asociación de Veterinarios Españoles Especialistas en Pequeños Animales (Spanish Association of Small Animal Specialists - AVEPA), the Asociación Española de Veterinarios Especialistas en Équidos (Spanish Association of Equine Veterinary Specialists - AEVEE), four members of the CGCVE, a member of the Conferencia de Decanos Veterinarios (Veterinary Deans' Conference - CDV) and two members of the Asociación de Hospitales Veterinarios Universitarios (University Veterinary Hospital Association - AHVU) were invited to the meeting.

This meeting was followed by several discussions dealing with postgraduate training in the UK, Germany, France and countries of the Mediterranean basin (Morocco and Egypt), where the European route of specialization was laid out and compared to existing national specialist qualifications. The position of the Federation of Veterinarians of Europe (FVE) on the VetCEE (Veterinary Continuous Education in Europe) was also discussed.

No representatives of European and American veterinary specialist colleges were invited to the Commission on Veterinary Specialization meeting, creating some resentment among Spanish veterinarians who are Diplomates of EBVS (or ABVS) Colleges. Currently, European Veterinary Specialists™ are not legally recognized in Spain. In response, Spanish Diplomates of European and American veterinary specialist colleges founded the Asociación de Veterinarios Especialistas de España (Association of Spanish Veterinary Specialists – AVEE). The first meeting of this association, attended by 47 delegates (Diplomates and residents), was held on January 19, 2013, at the Veterinary Faculty of the Universitat Autònoma de Barcelona.

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A bunch of "resented" Spanish veterinary specialists and residents met in Barcelona in January 2013 and founded the Association of Spanish Veterinary Specialists

During this first meeting, an executive committee of AVEE was elected: Alejandro Luján (Dip ECVN) - President; Miguel Valdés (Dip ECVS DipACVS) - Vice-president; Anne Lanevschi (Dip ECVCP) - Secretary; and María Josefa Fernández del Palacio (Dip ECVIM - Cardiology) - Member. The aims of this association are to:

1. Promote the development of veterinary specialization in Europe and the involvement of veterinary specialists in continuing education of veterinarians in Spain.
2. Advise relevant public and private institutions on matters regarding veterinary specialization and, in particular, of any training program that includes such specialization.
3. Encourage involvement and collaboration of Spanish academic institutions with other scientific associations with an interest in veterinary specialization, acting as a link between national and inter-

national organizations such as the EBVS and ABVS and their veterinary specialist colleges.

The AVEE is already taking steps to inform the Spanish veterinary community of the existence of this internationally recognized level of veterinary specialization, to inform veterinary schools not already involved in this type of postgraduate programmes as well as the AHVU of the advantages of actively encouraging this route of continuous professional development, and to serve as a bridging organization between the CGCVE and the EBVS and ABVS with regards to future plans of postgraduate training in Spain.

At the recent conference of Spanish veterinary deans, held on March 21st in Zaragoza (Spain), Alejandro Lujan, AVEE President, presented the EBVS, illustrating the training requirements that characterize the process to become a European Veterinary Specialist™. The deans requested that such a presentation be made available to veterinary students across the country so that there is wider awareness of this type of specialist training. Although they expressed support and understanding for veterinary specialization



Anne Lanevschi Pietersma, Diplomate of ACVP & ECVCP, and Spanish EBVS Representative

in Europe and Diplomate status they made it clear that formal recognition of this in Spain does not depend on them. The AVEE will continue to work with several organisations and official bodies in Spain to reach its main objective of achieving recognition of veterinary specialists, similar to what has been achieved in France. For more information please contact the AVEE at: asocvet-espes@gmail.com.

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How I got into the specialty

Linda Franken-Horspool ECVPT
EBVS Secretary

Linda Franken-Horspool tells us a bit about how she developed her fascination for veterinary pharmacology, a fascination which ended up in her becoming EBVS Secretary last year.

As the daughter of an organic photochemist

and a pharmacist one could argue that it would be inevitable that I become interested in veterinary pharmacology and toxicology. As an undergraduate I spent a summer doing an externship in veterinary pharmacology at the University of Glasgow and the rest is, as they say, history! After finishing my veterinary degree (Glasgow, 1988), I spent a short time in dairy/equine practice before returning to Glasgow where I spent 1 year as a research scholar and 3 years as a Wellcome Veterinary Research Training Scholar in veterinary pharmacology under Professor Quintin McKellar.

After completing a PhD I spent eight years in general (mainly small animal) practice and academia - teaching veterinary pharmacology and toxicology as a Visiting Lecturer at the University of Glasgow and as a British Council Visiting Lecturer in pharmacology at the University of Zambia. I joined the pharmaceutical industry – in what is now MSD Animal Health – in 1999. I submitted my credentials in 1998 and became a Diplomate of the European College of Veterinary Pharmacology and Toxicology (ECVPT) in 2001, after sitting the College examinations.

My day job is varied and is split into supporting veterinarians and their clients on the use of small animal pharmaceutical and equine products, training and supporting of customer-facing veterinarians, working on small animal pharmaceutical and equine research and development projects and advising on and conducting clinical studies. I also liaise with veterinary specialists around the globe as well as working in multidisciplinary teams with colleagues all over the world. I am lucky that my job indulges my love of travel.

My free time is taken up on the professional side with scientific writing and editing, providing continuing education in veterinary pharmacology and toxicology, the ECVPT and EBVS. Other projects, which I share with my husband, include the restoration of an old farmhouse, gardening, horse-riding and looking after a German warm-blood horse, Belgian shepherd (Groenendaeler) dog and three cats.

I joined the ECVPT executive committee (EC) as Secretary in 2007 and became the College representative in 2008. I became College Vice-President in 2009 and President in 2012. As an ECVPT EC

member I have been integral in establishing formal residency training programmes and examinations and preparing and presenting the successful application of ECVPT for full recognition in 2012. I joined the EBVS EC as Secretary in 2012. Within this role I help with the administration of the EBVS and am one of the contact points for College representatives. I coordinated the interview process for the CEO role, updated the legal registration of EBVS in the Netherlands, take the minutes during EC meetings and am currently revising the website content – along with the new Chief Executive Officer.

Joining the EC has given me further insight into the workings of EBVS and the key role it can play in veterinary specialisation in Europe. Both the EBVS and its EC are about teamwork – each of us – whether a Diplomate, college representative or EC member -



Linda Franken-Horspool, ECVPT
EBVS Secretary

brings a different skill set and it is the combination of these skills and experience that make us strong. By continuing to work together we can ensure that veterinary specialisation obtains and maintains its place in Europe.

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The 2013 ABVS General Assembly

Peter O'Brien, ECVCP
EBVS President

On Feb 22nd and 23rd 2013, Peter O'Brien travelled to Schaumburg, Illinois, USA, to represent EBVS at the Annual General Meeting of the American Board of Veterinary Specialisation. This is a report from his attendance to the meeting

Background:

The ABVS is the American Board of Veterinary Specialities. It is currently celebrating its 154th anniversary. It is the recognized accreditation agency for veterinary specialties.

There are 11,163 specialists in ABVS in 2012; versus 3000 in EBVS and 240 in the Australian New Zealand College of Veterinary Specialisations (ANZCVS). There are 84,216 members of AVMA, covering more than 80% veterinarians. Some don't want to belong, and some have left veterinary medicine. There are 1500 net new members which includes >97% of the 2500 new graduates and the retirements and deaths. 40% veterinarians graduated in the last 15 years.

The ABVS has 20 specialties that it calls RSVO'S which is the abbreviation for recognized veterinary specialty organization. Not all of these specialties are considered to be clinical (eg toxicology, epidemiology, nutrition). There are also subspecialties (RSV's) in many of the specialties: ABVP has 11; ACVIM & ACVM each have 5, and ACVP has 3. RSVO can advertise that they are an AVMA-RVSO.

Decisions made by the ABVS require ratification by AVMA Council on Education (COE) and by the AVMA Executive Board. USDE (Department of Education) in 2012 continued recognition of the COE as the accreditation agency for programs / schools leading to awarding of a degree in veterinary medicine. In 1959, the COE recommended, and the House of Delegates approved, the establishment of an Advisory Board on Veterinary Specialties. The most recent update of the rules, criteria, and procedures of the ABVS were approved by the AVMA Executive Board in 2012.

AGM

ABVS representative's travel expenses are reimbursement by 50% by AVMA.

Prior to the annual meeting, there is electronic distribution of essentially all documents. The 2012-2013 roster is circulated electronically along with numerous informational documents.

At the meeting there is a rectangular table format. It is filled to capacity with reps seated around it and guests such as from ANZCVS, EBVS, AVMA, etc at tables at the back of room.

On page 29 of their Policies and procedures (P&P) there is a statement of integrity that indicates that the table discussions are

confidential and should not be discussed outside of the room of the meeting

P&P - Numerous but minor wordsmithing revisions eg on dates and timelines for letter of intent; trademarking of name, acronym, and logo; The term "board eligible" is removed and replaced by "exam eligible". There is a flow chart for forming new RVSO / RVS; form to address disabilities to model language for request for special accommodations for the certifying exam

Protection of the Term Specialist: This term is in 30 US states, "State Practice Act" already and is protected.

ABVS Committee Reports

Annual Reports of the 20 RVSOs are reviewed by **ARRC** (Annual Report Review Committee) which consists of a 3 member committee plus an ad hoc member at large. The European counterparts of the US specialties are indicated in parentheses following the abbreviation for the US specialty: **ABVP** (cf EBVS ECBHM, ECPHM, ECSRHM), now includes as subspecialty Shelter Medicine, **ABVT** (cf EBVS ECPVT), **ACLAM** (cf EBVS ECLAM), **ACPV** (cf EBVS ECPVS), **ACT** (Theriogenology; cf EBVS ECAR), **ACVAA** (cf EBVS ECVA), **ACVB** (cf EBVS ECAWBM): behaviouralist few new diplomats in last 4 years, **ACVCP** (Pharmacology; cf EBVS ECPVT), **ACVD** (cf EBVS ECVD), **ACVEEC (currently no EBVS counterpart)**, **ACVIM:** 5 subspecialties: Cardiology, Large animal, Neurology, Oncology, SAM; overproduction affecting job market; equivalent to EBVS (ECVIM-CA (med, cardiol, oncol); ECEIM, ECVN); **ACVM: (currently no EBVS counterpart)**, microbiology; no residencies; RVS's: Bacteriology; Immunology - 51, Microbiology - 149 members; certificate no longer issued, no longer active training or exam, but these diplomats are still tracked by ABVS, Liability insurance with parent RVSO; Mycology: Parasitology new RVS with 26 members -none certified by examination. Virology - 73 members; **ACVN** - nutrition; has 74, cf EBVS ECVCN; **ACVO** (cf EBVS ECVO), **ACVP** (cf EBVS ECPV), lowest in 5 years exam pass rate but met ABVS criteria; **ACVPM** - preventive medicine; **ACVR** (cf with EBVS ECVDI); **ACVS** (cf EBVS ECVS); **ACZM** (cf EBVS ECZM); **AVDC** (cf EBVS EVDC)

5 year Reports: Each fully recognized veterinary specialty organization (RVSO) is required to submit an in-depth report of its status and activities to the American Board of Veterinary Specialties (ABVS) at five-year intervals following full recognition.

Committee on Development of New Specialties (CDNS) Report:

ACVSMR (Sports Medicine and Rehabilitation), **AAVA** (acupuncture), **Shelter Medicine**, home in ABVP which covers eg food animal; **ACVD** - EBVS EVDC sub-specialty equine dentistry is collaborating

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International Affairs Committee - Liason position for EBVS for 3 year term approved by AVMA, extension needs to be requested to be extended for another term; also need to similarly approve liason for ANZCVS; strengthen std setting; identify common interests, etc; 4 members of the committee;

ANZCVS: modelled on UK RCVS; 20 chapters = RVSO in one college; Chapter exec, exam committee; College Council governs all; Board of examiners for whole college; 9 members appointed by college council; 37 fellowship = diplomate subjects; 240 fellows in 2012; there were 1960 members in 2012; fellowship = supervised training for at least 2 years direct not remote training, more are moving to 3 years; specialist equivalents; evidence of case load; must be at least in 5th year from graduation before sit exam; exams in June; 70% pass mark for each component; 3 first-author publications in peer-reviewed journals; one must report original research; written exam for 3 h in basic science and 3-4 h clinical applications; practical + oral; specialist registration – separate from fellowship; territory registering authority does this; Aust Vet Board Council represents all registering authority; ABVS has approved ECVIM, ACVIM, ACVS, RCVS; membership exam equivalent to AVBP; aimed at practitioners; memo of understanding betw ECVS and ANZCVS – co-supervisors; College Science Week in July 11-13; max of 500 attendees;

EBVS: POB gave half hour presentation.

Nominations Committee: The Nominating Committee has prepared two slates to be voted on at the February 2013 meeting.

Scheduling conference call: Last year: a) Committee on Development of New Specialties (CDNS) in Nov and Dec 2012; b) **ABVS – May 2012;** c) EC Nov 2012

Residencies

ABVS guidelines are that there be 2 boarded persons for a residency to be at a specific institution.

ABVS currently requires that all its RVSOs have in place an 'alternative pathway' to permit veterinarians to complete the required training without completing a full-time residency program. The common form of this alternative pathway permits veterinarians to engage in training program activities in a part-time manner spread over a longer time than the typical full-time residency program, but which require the full set of residency-equivalent training experiences and supervision.

NCCA: Certification bodies should not be making requirements for education of residents due to a conflict of interest

Job Task Analysis is needed to improve the validity and defensibility of the certification examination. In the US when contracted out rather than done in-house is expected to cost \$50,000. There are no specific guidelines by ABVS.

COE is charged with oversight of the AVMA Policy on Internships and Residencies.

Hot issues

Stefano Romagnoli, ECAR
EBVS Newsletter Editor

The following is a brief summary of issues discussed and decisions taken during the last EBVS ExComm meeting held at the airport in Stansted, UK, on 25-26 February 2013. The meeting was attended by Dimitris Raptopoulos (DR), Peter O'Brien (POB), Stephen May (SM), Mona Aleksandersen (MA), Stefano Romagnoli (SR), Neil Forbes (NF) and Linda Horspool (LH).

CEO - Dimitris Raptopoulos started on January 16, 2013. He has already had numerous meetings ('on-boarding' – Skype and face-to-face) with the EC, AGM hotel, webmaster, Irish domains and EAHP. A joint EBVS email address has been set-up for DR and POB (info@ebvs.org) and a specific address for DR (ceo@ebvs.org).

Directive 2005/36 – The final draft of the Internal Market Committee (IMCO) amendments to this Directive include a) reference in the introduction to veterinary medicine as a speciality, together with Medicine and Dentistry; b) a statement, in article 38a, that within 2 years following entry into force of this Directive, the European Commission shall examine whether veterinary specialisation should also fall within the scope of this Directive in addition to specialisation in Medicine and Dentistry, provided that this exists in at least one-third of Member States, and, if necessary, put forward a legislative proposal. A final draft has been seen, proposed amendments have been circulated to the members of the European Parliament (MEP), and DR has visited the two Greek MEPs to lobby them.

Job descriptions - A short job description is being prepared for each EC role – based on the current Policies and Procedures - so that individuals know what they are being elected to do. Some fine tuning between President, and Secretary and particularly between the CEO and secretariat is needed to clarify roles. The inclusion of simple guidelines / frequently asked questions (FAQs) on the website should help to address common questions. It is important that the CEO role is forward looking and not just administrative: administrative tasks should be done by a secretariat.

Website - The annual report formatting on the previous website was customized and not transferable. It is important that this be an automated database (not a spread sheet) and should include specialist certificate generation, the possibility to add new diplomates

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continuously and the ability to generate a welcome letter for new diplomates. Updating the website with the most recent data is nearly complete but should not need to rely on a webmaster. The search function is not optimized. Also, the ABOUT US page should be rewritten, as the mission is old and outdated and there is no vision statement. This will be a priority after the AGM.

Title for residents after training programme completed - When residents have not yet passed examinations should they have a title (e.g. post resident, board eligible, exam eligible, candidate)? In the EU residents can put their training programme in their CV and a description in a job application and do not necessarily need a specific title. In addition, there is a time limit for this in the EU and a title may introduce confusion.

New colleges - New Colleges need to understand what is required in terms of administration, residencies, examinations, etc. Guidelines on the number of diplomates (charter, within a specified period) needed to function sustainably would help. There needs to be clearly defined terminology particularly if there are going to be sub specialties within a College. Organizational maturity (e.g. committees, examination process) is very important. A draft constitution or advice for forming multidisciplinary colleges would be a good idea.

National representatives' meeting - A kick off meeting will be held on Saturday afternoon April 13, 2013, so that there is no overlap with the workshop. The College second representatives may be asked to attend this meeting to help address budget. The agenda will cover items such as specialist recognition, the EBVS brand and national requirements for specialist registration.

Workshop after AGM - This workshop is for education (residency) and/or examination committee members. The goal is to address high failure rates and has to address residency supervision and training. There will be no charges for the workshops in 2012 and 2013. In addition, the EBVS proposes sending an observer (e.g. the CEO) to College examinations once per 5 years for fully-recognised colleges, and every other year for provisionally-recognised colleges.

Financial status - Current surplus is due to longer period required to hire CEO but this has enabled more hours for DR in early 2013. No penalties were charged from late payment in 2012 due to generic nature of invoice. If Colleges have issues with payment some flexibility can be incorporated if the EBVS Treasurer is notified within 7 days of receipt of the invoice. A reminder for payment will be sent one week before payment is due.

Award - A call for nominees for an award for contributions by individuals for promoting advancement of veterinary specialisation needs to be sent out. Applications will be considered objectively based on merit.

Trademarking - The US (ABVS) is going down this route to legally register name of college, its acronym, and its logo. The EBVS logo is registered as a trademark and the EBVS and all colleges are registered as legal entities. Trademarking will be discussed further during the AGM.

Strategic planning meeting - It is proposed to hold an EC meeting in the autumn to prepare a 5-year strategic plan.

Upcoming Meetings

- **EAEVE General Assembly**, May 15-16, 2013, Padova (Italy)
- **FVE General Assembly** 7-8 June, 2012, Maribor (Slovenia)
- **ANZCVS Science Week** July 11-13, 2013, Brisbane, Queensland (Australia)

Do you have a comment or a critique about anything published in this issue of the EBVS Newsletter? Send an e-mail to the Editor at stefano.romagnoli@unipd.it. Your contribution will be published

Diplomat or Diplomate?

How often have you wondered about which one is the right term for the holder of a Specialist Diploma? Stephen May has looked at it clearing all possible doubts and even kindly providing us with the proper phonetics:

Diplomat ['dɪplə, mət] = noun

1. (Government, Politics & Diplomacy) an official, who has been appointed to represent a government in its relations with other governments such as an ambassador or first secretary, engaged in diplomacy
2. a person who deals with people tactfully or skilfully

Diplo•mate ('dɪp lə, meɪt) = noun

1. a person, as a doctor or engineer, who has received a diploma and has been certified as a specialist by a board of examiners in the appropriate field.

The front cover picture portrays a Video-otoscopy and ear flushing being carried out on an atopic female flatcoated retriever by Drs Miriam Stoeckli and Sanne Dolieslager, two dermatology residents at The University of Edinburgh's Royal (Dick) School of Veterinary Studies.