

VetPartners Nursing School



Introduction to the
Lantra Level 3 Diploma in Veterinary Nursing
(Equine)

Student Information Pack

Introduction:

Here at the VetPartners Nursing School, we strive to support student veterinary nurses on their journey to become registered equine nurses. The course runs on a block release basis where students will spend six weeks per year, plus an additional week in the second year for OSCE training, in a friendly and relaxed atmosphere that will allow them to excel.

While at the school, students will mix with a wide range of like-minded students from across the country and develop connections that will last a lifetime. They will be able to discuss the different roles in their practices while understanding the role of an equine veterinary nurse and the opportunities it can bring to themselves and their practices.

Although challenging, the course will enable our students to become part of the Royal College of Veterinary Surgeons Register and allow them to register on the Lantra SQP register, making them valuable veterinary practice members.

The rest of this information pack will outline the course requirements and include RCVS Day One Skills and Competencies (DOS & DOC). If you ever need to ask further questions or get in contact, please use the Information below:

Rosina Lillywhite - Head of Centre

Email: rosina.lillywhite@theleh.co.uk

Phone: 07425330789

Enrolment information for students studying Level 3 Veterinary Equine Nursing

Entry requirements

- Minimum age 18 years
- Must be employed full-time (30 hours per week or more) in an approved training and assessment practice (TP)
- Good access to the internet at home for private study/revision and at work for the completion of the nursing progress log

Grades

- Passes in 5 GCSE subjects at Grade C (or level 4) or higher, including one science, mathematics and English language
- Equivalent examinations will be excepted if at the correct level
- All qualification certificates **MUST** be submitted in **ENGLISH**
- All students must be able to provide the school with two forms of ID, e.g. passport, driving licence

Cost

- The cost of the course is £8250 + VAT
- Any re-sits will be charged at £45 + VAT per exam
- A re-take of an OSCE examination will be charged at £385 + VAT
- The course cost will be taken as full payment in the first term; if payment is not made, the student may be liable to leave the course. Payment plans may be arranged before enrolment, and payment must be made promptly when requested.

Student Expectation

Student Teaching

Teaching will be delivered at the VPNS premises:

Liphook Equine Hospital

Forest Mere

Liphook

GU30 7JG

Accommodation

Students or their practices must organise accommodation. VetPartners Nursing School accepts no responsibility for students' accommodation requirements during teaching weeks. There are plenty of hotels and Airbnb in the local area, and students often find that after the first week, they find other students who can share accommodation to cut costs.

The VetPartners Nursing School is rural, and although public transport is available at both Liphook and Petersfield, there are no direct links to the school or the hospital. With this in mind, we recommend that students bring or hire a car and getting around during the week may also be a problem.

Meals and Refreshments

The students must source all meals during their stay. However, milk, tea, coffee and sugar are provided. The school has kitchens with fridges, freezers, kettles, microwaves, plates, mugs and cutlery.

If you have any severe allergies, please make this known to us prior to starting.

Photography

Please note that videos and photographs may be taken for marketing purposes; these uses may include but are not limited to the use on Facebook, our website, and other promotional materials. If you do not wish to be part of these, please make sure that you fill out the attached form and make this known to the school.

What to bring with you

Study materials

- This information pack
- Notepaper/book
- Pens, pencils, pencil sharpener, ruler, eraser, calculator
- Laptop (not essential, but you can use one if you would prefer)
- Ringbinder

Clothing

- Casual clothes that you can sit in all-day comfort. Please make sure that you wear appropriate and professional clothes and represent yourself and your practice as a young professional.
- There may be occasions when there is a requirement for yard-type clothing, however; this will be informed to students before the teaching week

College attendance

We expect you to complete the course with no lower than 90% attendance. You must be in the lesson ready for nine o'clock start and return promptly from break and lunch.

Assignments

Students are given at least four weeks to complete each assignment; the assignment should take priority over revision over those four weeks. Up to two weeks before the hand-in date, students may hand in a draft copy of the assignment. Assignments **must** be handed in on time; assignments not handed in on the due date will be counted as a fail.

Revision

We expect all students to prepare for their examinations in an organised and timely manner; students are expected to revise for 2-3 hours per week to top their other college and work commitments. When revising, think about the following:

- Using flashcards
- Making detailed revision notes
- Read around the subjects that you are taught; this will give you a more in-depth knowledge of the subject matter

- Read around subjects that are due to be taught; this will allow you to prepare any questions you may have on the subject area
- Use work-based experiences and other staff members to increase understanding of specific areas

Nursing Progress Log (NPL)

All students are required to complete the NPL over the two years. This must be completed with the guidance of a clinical assessor. Students must make regular journal entries on the online platform SharePoint; they will also need to complete a practical skills NPL which covers the skills from Lantra and also meet the RCVS day one skills requirements.

Record of Training

You must keep a clear list of the hours you work in practice from the date of your RCVS registration and record any holiday and sick leave you take. This will need to be recorded on the RCVS training record card. The RCVS require this to be sent to them once all examinations and assignments are completed. It is far easier to complete this record as you go along. A copy will be available to you in your student packs - please keep this safe and fill it in.

Clinical Assessor Expectations

Clinical Assessor Requirements

To perform your role as a clinical assessor, you **must** update the centre with the following annually:
Standardisation certificates – all clinical assessors **must** attend at least one standardisation meeting annually

- CV – if you have changed job roles, even within the practice
- CPD – covering at least the last two years, a proportion of the CPD must be linked to the student's syllabus to support your role as a clinical coach, e.g. Lab, radiology
- Contact/personal Information – mainly if you have changed your name or number

Student Contact

The student must have contact with their clinical assessor for 15 hours per week, this time **must** be documented, and 1 of those hours must be dedicated to tutorial time. Tutorials can include assessment targets, college progress, practice performance etc.

Reflection

The student should use the journal application in One File as part of the course. This allows you to reflect and write about your learning journey and show how you are progressing and developing your skills throughout the course. It also allows you to reflect on your work and decide how you could improve further.

LEARNER INDUCTION POLICY

Purpose

VetPartners Nursing School believes every learner is entitled to a complete and thorough induction. Good inductions are vital in ensuring learners feel safe, informed and included and in providing accurate Information on the expectations, privileges and staff/learner responsibilities are understood.

This policy is agreed upon by the Head of Centre and the Senior Management Team detailing the most critical aspects of a learner induction. Following this guide will ensure that all tutors deliver a standardised induction to students across the organisation and that every learner has access to the correct Information at the start of their course, helping them get the best from their time at VetPartners Nursing School.

The induction will consist of the following:

- A visit to their practice before enrolling – this may be done Via Zoom in some circumstances
- Introduction PowerPoint including course breakdown and getting-to-know-you exercises within the classroom
- A learner Handbook will be provided
- Certificates and IDs will be checked and approved – note only original copies will be accepted
- RCVS paperwork will be sent to students before the start; this will be handed in on day one and checked for errors
- The student will have a PowerPoint on learning styles and be asked to complete a VARK questionnaire to assist with a learning plan
- Students will sit a maths and English mock GCSE paper to understand their current level of knowledge in the area and add to their learning plan

Decisions

Applicants will be notified by email if their application has been successful or unsuccessful or to inform them that their application has been assessed but that we need more Information to make a final decision. Typically, offers will be conditional on the achievement of examinations. If we decide that we cannot make an offer of a place on the course for which an applicant has applied, we will provide feedback to the student as to why they have been unsuccessful and how they can address the issues.

Applicants who have been unsuccessful are welcome to re-apply in subsequent years.

Course capping and waiting lists

It may be capped once a course is predicted to meet its target recruitment numbers. The decision to cap a course is the responsibility of the Head of Centre in conjunction with senior management. Once a course has been capped any further applications for that course will be considered for a place on the waiting list. Waiting lists will not exceed 10% of the total recruitment target for the course.

Confirmation of places

Applicants who achieve the grades required and provide hard copies of certificates will have their place confirmed. Applications from those students who have not met the required grades will be helped to find a suitable course to achieve the grades required and encouraged to enrol when they meet the grade requirement.

Transfers/Restarters

We cannot consider requests from applicants to transfer from other schools/colleges partway through a course. There may be some exceptions to this, but clarification would be gained by the Awarding Body

Students from outside the UK

Students from outside the UK should apply in the same manner as UK students. Specific Information for international students can be given on request. Students for whom English is not a first language are expected to hold an IELTS (Academic) Test Certificate with an overall score of at least 5.5 overall. Alternative English Language Tests such as TOEFL and Cambridge Advanced English are also accepted. We reserve the right to reject an application in circumstances where these requirements cannot be met.

Course Changes and Closures

We will work to ensure that major changes or closures to courses will be kept to a minimum but occasionally unforeseen events may arise which mean that we need to change or close a course. We will at all times seek to ensure that we minimise the impact to potential and current students.

Memorable and interesting

Inductions are vital for new learners to understand the learning commitment they are entering into fully. Tutors should make Information sharing exciting and enjoyable and create as many opportunities for group work activities that promote group bonding as possible. A standardised PowerPoint presentation will be available to all staff that covers critical points.

Clear overview of the curriculum

Learners should be given Information on the qualification they are following across the year. What is required of them to achieve the highest grades, and how the qualification will allow them to join the RCVS register. Every learner should receive a course timeline with key milestones and assessment points.

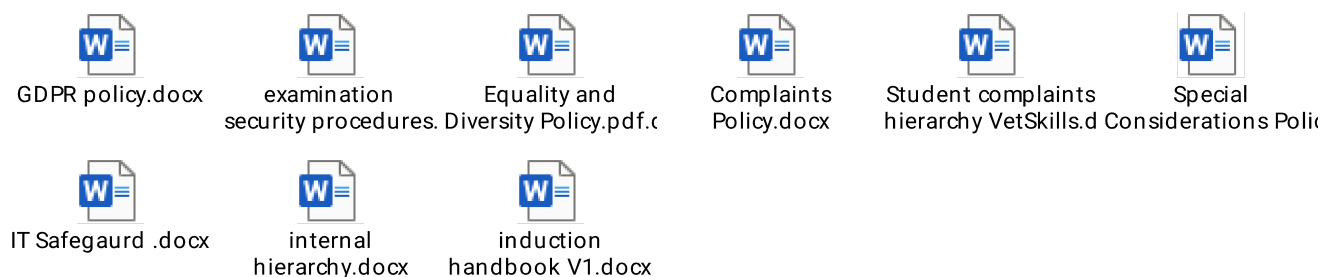
An agreement should be created between everyone involved in a study programme that is signed, displayed, and revisited regularly. Everyone should be able to hold each other to account if the agreement is not upheld. This activity should happen in the first week.

Practical work in practice

Learners should know what is expected of them in practice and how to complete their online portfolios correctly with sufficient evidence. They should understand the requirements to have weekly tutorials with their clinical assessor and the ramification if this does not happen.

Policies & Procedures

All learners should know the following policies and where they can be found on the VetPartners Nursing School Sharepoint site.



Learner Impact / Student Voice

Learners should understand that VetPartners Nursing School operates for them and that their input in how we run, offer, and deliver is vital to us. Learner feedback is encouraged at all times, with structured opportunities at the end of the year to capture learners' views on several issues.

Accessible Information

Learners are entitled to have Information presented clearly and easily understood. Details should be given on where electronic and physical Information is stored, accessing virtual learning environments and which staff they can speak to if they have a question or query about something specific. If students require printed notes, this can be requested, and this can also be done on a colour of paper that suits their learning needs.

Consent

All learners must complete a consent/permissions form at the start of their course. This is usually conducted at enrollment. Learners must understand that they are giving or withholding their permission to undertake the complete programme of study and have their work, photo and name used in VetPartners Nursing School publicity. Staff should be aware of students in their class who have not given photo permission and be mindful of this throughout the year. Students also permit details to be stored and shared with Lantra and the RCVS as required and following GDPR guidelines.

Safeguarding and child protection

VetPartners Nursing School has a 'duty of care to its learners. They need to understand what safeguarding is and that it is the responsibility of all staff and **learners** to report anything that may be considered a concern or harmful to themselves or others.

Learners should understand that VetPartners Nursing School staff are on hand to support them if

they are concerned about any aspect of their welfare and personal and social development.

What does good practice look like at VetPartners Nursing School?

VetPartners Nursing School should provide a consistent and enjoyable experience for all learners, with the tone and scope of every course at induction. The following Information is intended to outline what outstanding inductions look like.

Small collaborative projects to help create group dynamics

- Practical, hands-on tasks (not always involving computers) at the start of courses
- Role plays increase communication skills and the ability to talk out loud in groups and front of people

LANTRA Level 3 Diploma in Veterinary Nursing (Equine)

A Licence to Practise Qualification

The LANTRA Level 3 Diploma in Veterinary Nursing (Equine) is a recognised Licence to Practise qualification, meaning that successful completion allows students to apply for registration with the Royal College of Veterinary Surgeons (RCVS) as a Registered Veterinary Nurse (RVN) – Equine. Registration is a legal requirement to practise as an equine veterinary nurse in the UK, and the qualification is also recognised in many other countries.

Fitness to Practise and Professional Standards

As a professional qualification leading to RCVS registration, students must demonstrate fitness to practise throughout the course. This includes maintaining the required standards of conduct, competency, and professionalism expected of an equine veterinary nurse.

Definition of Fitness to Practise

Fitness to practise means that students:

- Have the knowledge, understanding, and practical skills to practise safely and effectively.
- Conduct themselves in a manner that upholds public trust and confidence in the profession.
- Meet the professional and ethical expectations set by the RCVS Code of Professional Conduct for Veterinary Nurses.

Fitness to practise concerns may arise from a student's health, conduct, behaviour, or competence. Issues that could impact a student's ability to safely practise include:

- Criminal convictions or cautions.
- Drug or alcohol misuse.
- Aggressive, violent, or inappropriate behaviour.
- Dishonesty, fraud, or academic misconduct.
- Repeated failure to meet professional or clinical competency standards.

Any concerns regarding a student's fitness to practise will be investigated and addressed following the Fitness to Practise Policy and Procedure, which ensures that students meet the standards required for safe and professional veterinary nursing practice.

RCVS Code of Professional Conduct for Veterinary Nurses

All veterinary nurses, including students, must adhere to the RCVS Code of Professional Conduct, which outlines the five key principles of veterinary nursing:

1. Professional competence – Ensuring skills and knowledge are maintained and up to date.
2. Honesty and integrity – Acting in a truthful and ethical manner at all times.
3. Independence and impartiality – Avoiding conflicts of interest.
4. Client confidentiality and trust – Maintaining patient and client confidentiality.
5. Professional accountability – Taking responsibility for actions and decisions in practice.

Veterinary nurses must also:

- Provide care that prioritises animal health and welfare.
- Communicate effectively and professionally with clients and colleagues.
- Work within the legal and ethical boundaries of their role.

Failure to meet these professional obligations could result in disciplinary action, including removal from the RCVS register, which would prevent an individual from working as a veterinary nurse.

Course Structure and Professional Training

The LANTRA Level 3 Diploma in Veterinary Nursing (Equine) is a two-and-a-half-year programme that combines theoretical learning with extensive practical training in an approved Training Practice (TP) or Training Practice Equine (TPE).

Study Structure:

- 6 face-to-face study blocks per year (each lasting one week).
- 2 online study blocks per year, providing structured remote learning.
- 2 weeks of intensive practical training at the end of the course to consolidate clinical skills before final assessments.

Work-Based Learning:

- Students must complete a minimum of 1,800 hours of practical training in an approved Training Practice.
- Practical training is supervised by a Clinical Coach and assessed through a Nursing Progress Log (NPL) to ensure students meet the required clinical competencies.

Core Modules Covered:

- Veterinary Anatomy and Physiology
- Principles of Veterinary Nursing
- Diagnostic Techniques and Imaging
- Pharmacology and Dispensing
- Anaesthesia and Analgesia
- Surgical Nursing and Theatre Practice
- Medical Nursing and Emergency Care
- Equine Behaviour and Handling
- Professional Responsibilities and Communication
- Clinical Decision-Making and Evidence-Based Practice

Assessment and Qualification

Students are assessed through a combination of:

- Workplace-based practical assessments (signed off in the Nursing Progress Log).
- Written assignments covering key veterinary nursing principles.
- Online multiple-choice examinations at different stages of the course.
- Final practical examination, assessing clinical competency and professional practice.

Upon successful completion, students will be eligible to apply for RCVS registration as an Equine Registered Veterinary Nurse (RVN).

Professional Accountability and Career Progression

As a Licence to Practise qualification, the LANTRA Level 3 Diploma in Veterinary Nursing (Equine) ensures that graduates:

- Are fully prepared to work safely and competently as equine veterinary nurses.
- Can legally practise under RCVS registration.
- Have opportunities for career progression, including advanced diplomas, specialist training, research, and teaching roles within the veterinary profession.

Students must remain fit to practise throughout their training and after registration to maintain public confidence, animal welfare standards, and the integrity of the veterinary nursing profession.

Finally

Inductions are a two-way process of information sharing, a relaxing introduction to VetPartners Nursing School and should be exciting, confidence-boosting and memorable.

However a tutor decides to do the induction for their students, they should have fun with it and put their individual stamp on it.

Student Number	RCVS Number	Lantras Number
APPLICATION INFORMATION		
Title:	Forename(s):	Surname:

Pronouns you wish to use:	What name do you wish to be called while on the course:		
Date of birth:	Age:	Nationality:	National Ins No:
Do you have any known allergies? If so, please detail in the box.	Allergy details:		
Do you require an Epi-pen?	Yes/No		
Do you have any criminal convictions that you wish disclose (please understand any convictions not declared may impact your ability to register with the RCVS)		Yes/No If yes please expand below	
Convictions details:			
Ethnic origin: Highlight appropriate origin White - English / Welsh / Scottish / Northern Irish / British - Irish - Gypsy or Irish Traveller - Any other White background Mixed / Multiple ethnic groups - White and Black Caribbean - White and Black African - White and Asian - Any other Mixed / Multiple ethnic background		Asian / Asian British - Indian - Pakistani - Bangladeshi - Chinese - Any other Asian background Black / African / Caribbean / Black British - African - Caribbean - Any other Black / African / Caribbean background Other ethnic group - Arab - Any other ethnic group	
Do you have any known medical conditions that the college should be aware of (if so, please explain below)		Do you have any known allergies (if so please give details below)	
Current address:			
Home Number:		Mobile Number:	

Email address:		Next of kin:		
Contact details of next of kin:				
Qualification studying:				
Course start date:				
EMPLOYMENT INFORMATION				
Current employer:		Clinical coach:		
Employer address:				
Practice principle:	Contact number:	Email address:		
QUALIFICATIONS/COURSES				
Qualification	Year completed	Grade achieved	Copy of certificate attached	
			Yes	No
			Yes	No
			Yes	No
			Yes	No
			Yes	No
			Yes	No
			Yes	No
PERSONAL INFORMATION				
Do you have any learning difficulties or disabilities?		Yes	No	
If yes, please give more Information:				
Copy of birth certificate/ marriage certificate attached		Yes	No	

Copy of passport attached	Yes	No
Data protection In the interest of supplying the necessary support to all students, the Information you have provided within this form may be viewed by other relevant members of staff within the college. In accordance with the Data Protection Act and GDPR, if you do not wish this Information to be shared, please notify the college.		
Declaration I understand that the above Information forms the basis on which a programme with the college may be offered to me, and I declare that the Information provided to the best of my knowledge is correct. I also understand that my place may be withdrawn if the required evidence is not provided.		
Right to study I conform that I have the right to study in the United Kingdom.		
Signature of applicant:	Date:	
Signature of tutor:	Date:	

Photography, Filming, Publicity and Data Storage Consent Form

Please complete this form to consent us to take images, moving footage, audio, comments, and other personal data to store and use.

This form covers consent to use the above for internal and external communication; VetPartners Nursing School will store all data (images, film, comments, and personal info). The data may be shared with third-party organisations to fulfil the communication work necessary, e.g. providing design/ print agency's images.

Updated Dec 2024

Section A) About You

Full Name:

Address:

Telephone:

Email:

Section B) Your consent

I give consent to VetPartners Nursing School to publish, republish, or otherwise transmit still and moving images, audio and my name for:

☐

Publicity and promotional materials, including advertising material and printed publications

☐

Presentation and exhibition materials

☐

Websites, social media channels and digital communications materials, including advertising material and printed publications

☐

News media and their associated websites, social media channels, print publications, television and radio

Please tick or cross boxes where applicable. I understand that VetPartners Nursing School will keep all its images following data protection law and delete the images that have not been used for any publicity or marketing after two years. I also understand that the still / moving images/audio used for publicity or marketing purposes are in the public domain and could potentially be reproduced, altered, or re-used by anyone outside the VetPartners Nursing School's control. I know I have the right to withdraw consent by emailing rosina.lillywhite@theleh.co.uk, but I understand that withdrawing consent may not affect the material already used.

Section D) Your signature

I am the person identified in Section A
I understand the above request and give informed consent.

Signed

Date

Guidance notes for newly-enrolled student veterinary nurses

2020

Information for new veterinary nursing students

These notes provide information about your enrolment with the RCVS as a student veterinary nurse. Please keep in a safe place.

Enrolment number

This is your unique student identification number. You will need to quote this number in any correspondence with the RCVS.

Period of education and training

Student veterinary nurses must complete a mandatory minimum of 2,990 hours of training. At least 1,800 hours of this period must be spent in employment, or clinical placement arranged by your centre/university, in an approved Training Practice.

Record of training

The record of training is an important document. You will be required to supply an official record of your completed training to the RCVS in order to register as a qualified veterinary nurse. Please fill in your personal details on the record of training as soon as you have received it and keep it in a safe place. It should be regularly updated throughout your training.

You may begin counting hours from your date of enrolment, which can be found on your RCVS enrolment letter. You should note that only your Training Practice Principal and Head of Centre may verify and sign this record.

As with all official documents, you must take care to maintain this record honestly and carefully:

- Complete all entries in ink.
- If you make a mistake, put a line through the incorrect entry and replace it with the correct information. Your TP Principal or Head of Centre should initial and date the change to show they agree the alteration.
- Do not sign entries yourself; they must be signed by your Head of Centre or TP Principal.

The RCVS maintains a record of authorised signatures and these will be checked when you apply to register as a qualified veterinary nurse. It is therefore very important to keep your record of training up to date at all times; signatures may be difficult to obtain once you have left a practice.

Upon completion of training, you will receive an email from the RCVS Registration Department with a link to your online account area. From here, you will be able to complete an application to be admitted to the Register of Veterinary Nurses. The application process is very straightforward and involves updating your details, uploading your Record of Training and paying your registration fee. If you have any questions about this, you should contact the Registration Department on 0207 202 0707 or at registration@rcvs.org.uk

**Awarding
Organisation /
Higher Education
Institution**

Your awarding organisation or university has been accredited to award your veterinary nursing licence to practise qualification. It is responsible for developing and administering the qualification for which you are registered in accordance with codes of practice and conditions laid down by the RCVS and relevant national regulatory authorities.

New qualifications, which are not yet fully accredited by the Veterinary Nurses Council, may be subject to external practical (OSCE) examination by the RCVS before you will be permitted to enter the Register. If you are undertaking such a qualification, your centre/university will be able to advise you about these requirements.

**The Nursing
Progress Log
(NPL)**

If your awarding organisation or college has chosen to use the RCVS Nursing Progress Log assessment tool, your user name and password will be supplied to your centre once you have been enrolled.

Your Centre

Your centre (college or university) has a duty to ensure that all students are given the opportunity to carry out practical clinical training. Centres are responsible for ensuring that all students who require a clinical placement are placed in an approved training practice, usually within a designated distance from the centre.

Your centre may be happy for you to arrange your own placement if you wish to be, for example, closer to home. However, the proposed placement must be approved by your centre before the placement period begins.

**Withdrawing from
training or
intermitting**

If you need to take a break in your studies for any reason (for example to take maternity leave or an extended period of sickness) you must inform your centre and keep in touch with your Head of Centre as directed by him/her.

If you leave your centre (college) you must notify the RCVS in writing of your decision. Once you have left your college your student status ceases and you will have no legal dispensation to carry out delegated medical treatments or minor surgical procedures under Schedule 3 and must not carry out work of this nature.

If you decide to re-commence your training, or transfer to a different college, your Head of Centre may apply to re-activate your enrolment.

**Extending
enrolment**

If completion of your training is delayed you may apply to the RCVS to extend your enrolment period. Extensions are normally for one-year periods and an extension fee is payable. In order to extend, please contact your Head of Centre.

**Change of
details**

You must inform the RCVS in writing immediately of any change of name or address. You may email vetnursing@rcvs.org.uk to inform the RCVS of any changes in your circumstances. It is imperative that you keep the RCVS informed of any change in contact details as these will be used to send you your registration documentation.

You must also inform the RCVS using the relevant paperwork if there are any changes

regarding your Training Practice, if you leave your college or transfer to a different one or

if you transfer to another awarding organisation, or transfer from a higher education to a vocational programme.

Registration as a veterinary nurse

Once you have obtained your registrable qualification and have completed the mandatory period of education and training (excluding annual leave or absence) you may apply to enter the RCVS Register of Veterinary Nurses. Your awarding organisation or university will inform the RCVS once you have achieved your qualification. The RCVS will then contact you by email to provide the details of how to register as a veterinary nurse. Please ensure that the RCVS is kept updated with any changes to all your personal contact details so that there are no delays in the registration process.

Working as a student veterinary nurse

Whilst you are an RCVS enrolled student veterinary nurse, you may undertake the nursing care of animals under the supervision of a Registered Veterinary Nurse, or a Veterinary Surgeon. You will also be taught how to administer medical treatments to animals and may also be shown how to carry out some minor surgical procedures.

Undertaking medical treatments and surgical procedures on animals is controlled by law (Veterinary Surgeons Act 1966). As an enrolled student veterinary nurse you are permitted certain legal dispensations so that you can learn how to support the veterinary care of animals. You must therefore only undertake such treatments and procedures whilst you are working under qualified supervision in your approved training practice or on an authorised placement from your centre and in the course of your training.

You must not carry out delegated activities if you are undertaking a second (or holiday) job as a locum, or are working for additional hours in your clinical placement practice if these are not part of your agreed (with your college/university) placement arrangements.

What you may do

More detailed guidance about the work you may undertake as a student VN is contained in the notes on Schedule 3 of the Veterinary Surgeons Act which can be found on the RCVS website and will also be provided to your college.

It is most important that you only undertake work that you have been adequately trained to do, and feel confident to perform. If you are asked to do something for which you have not been trained, or do not yet feel confident, you **must** bring this to the attention of your supervising Veterinary Surgeon or RVN.

Describing yourself

You may describe yourself as a student veterinary nurse whilst working within your TP. If you carry out locum work outside your training practice, you should describe yourself as a veterinary nursing assistant, rather than as a student. You must not, under any circumstances, undertake work under the provisions of Schedule 3 whilst working outside your TP.

As a student you must **NOT** describe yourself as a veterinary nurse. The title Veterinary Nurse, and the associated post nominal letters RVN, may only be used by individuals who have completed their training, achieved the RCVS Certificate in Veterinary Nursing and had their name entered on the RCVS Register of Veterinary Nurses.

Joining a professional representative body

Now that you are a student veterinary nurse, you may wish to consider joining a representative association in order to keep in touch with your new profession.

The British Veterinary Nursing Association (BVNA) is the main UK professional representative association for veterinary nurses and has a student membership category. The BVNA publishes a monthly journal, which is free to members, and holds a major veterinary nursing congress, with many activities especially for students, every October. The BVNA has full-time staff who are able to offer advice on many employment and other veterinary nursing issues.

The telephone number of the BVNA is 01279 408 644 Website www.bvna.org.uk.

If you have any queries, please contact the RCVS at the following address:

Veterinary Nursing Department Royal

College of Veterinary Surgeons

Belgravia House

62-64 Horseferry Road

London

SW1P 2AF

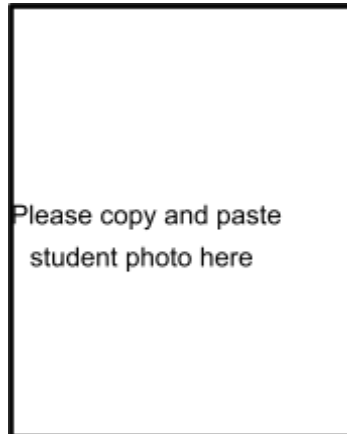
T 020 7202 0788

F 020 7222 2004

E vetnursing@rcvs.org.uk

www.rcvs.org.uk

True Likeness
Photo



Student Declaration

I hereby apply to be enrolled as a student veterinary nurse.
As an enrolled student veterinary nurse, I understand I will be subject to the Registration Rules of the RCVS which are applicable to veterinary nurse training. I agree to abide by the Code of Professional Conduct for Veterinary Nurses, including any updates, as published by the RCVS.

Signature:

Date:

Name (print):

Authorised Signatory

I confirm this is a True Likeness of the student named above.

Signature:

Date:

Name (*print*):

Job title:

Signature of Head of Centre

I, as **Head of Centre**, approve the submission of this application for enrolment.

Signature:

Date:

Name (*print*):

Signature of Training Practice Principal (Employed students only)

I, as **Training Practice Principal**, approve the submission of this application for enrolment for the applicant named below. I agree to support their training and assessment as stated below:

I recognise my obligation to ensure the applicant will:

- i. Complete an accredited programme of veterinary nurse education of a minimum of 2,990 hours and be placed or employed for a minimum of 1,800 hours in clinical veterinary practice with an appropriate caseload and facilities.
- ii. Be supported in practice and assessed to meet the RCVS Day One Competences for Veterinary Nurses and the RCVS Day One Skills for Veterinary Nurses.
- iii. Be provided with day to day supervision of their work as a student veterinary nurse both in relation to developing their competence and in accordance with the requirements of Schedule 3 of the Veterinary Surgeons Act.

Signature:

Date:

Name (Print):

TP Number:

Practice Name:

Practice Postcode:

Student Name (Print):

Date	Unit Covered
Block 1 – 22/09/2025	Enrollment and induction activities Unit 1 Section 1 – Animal Husbandry LO 1. Understand the principles of animal welfare
23/09/2025	Unit 1 – Animal Husbandry LO 2. Understand the essential factors for maintaining animal health for equine. LO 3. Be able to safely handle and restrain equines
24/09/2025	Unit 1 – Animal Husbandry LO 3. Be able to safely handle and restrain equines. LO 4. Understand the use of accommodation for hospitalised equine animals.
25/09/2025	Unit 1 – Animal Husbandry LO 5. Care for patients in veterinary accommodation
26/09/2025	Unit 1 – Section 2 Communication LO 1. Understand the dynamics of communication. LO 2. Understand how to communicate with clients and colleagues.
Block 2 27/10/2025 ONLINE	Unit 1 – Section 2 Communication LO 3. Understand factors affecting working relationships with clients and the veterinary team. LO 4. Understand principles of customer service
28/10/2025 ONLINE	Unit 1 – Section 3 Daily practice – the team, H&S, stock and waste and record keeping. LO 1. Understand the roles of members of the veterinary team
29/10/2025 ONLINE	Unit 1 – Section 3 Daily practice – the team, H&S, stock and waste and record keeping. LO 2. Understand the aims of effective health and safety within a veterinary practice
30/10/2025 ONLINE	Unit 1 – Section 3 Daily practice – the team, H&S, stock and waste and record keeping. LO 3. Understand how to manage stock and waste in veterinary practice
31/10/2025 ONLINE	Unit 1 – Section 3 Daily practice – the team, H&S, stock and waste and record keeping. LO 4. Understand the principles of record-keeping. LO 5. Understand the organisation and legislation relating to veterinary business
Block 3 – 24/11/2025	Unit 1 – Section 4 Plans, models, clinics and facilitating home care. LO 1. Understand the principles of a systematic approach to the provision of nursing care. LO 2. Understand how to assess the condition of patients
25/11/2025	Unit 1 – Section 4 Plans, models, clinics and facilitating home care. LO 3. Understand how to plan the delivery of nursing care. LO 4. Understand how to implement nursing care. LO 5. Understand how to evaluate nursing care.
26/11/2025	Unit 1 – Section 4 Plans, models, clinics and facilitating home care. LO 6. Understand how to support a client through grief and loss. LO 7. Understand how to facilitate effective home and follow up care
27/11/2025	Unit 1 – Section 4 Plans, models, clinics and facilitating home care. LO 8. Carry out veterinary nurse consultations.



	Unit 1 – Section 5 Preparing for professional registration. LO 1. Know the legal framework for veterinary nursing practice
28/11/2025	Unit 1 – Section 5 Preparing for professional registration. LO 2. Understand the accountability of veterinary nurses. LO 3. Understand the application of ethical principles
Block 4 – 26/01/2026	Unit 1 – Section 5 Preparing for professional registration. LO 4. Understand the principles of consent to veterinary treatment. LO 5. Understand legal and ethical duties to patients, clients, society and the environment
27/01/2026	Unit 2 – Section 1 Essential terminology, cells and the central nervous system- form, function and associated nursing LO 1. Understand essential terminology in relation to veterinary nursing practice.
28/01/2026	Unit 2 – Section 1 Essential terminology, cells and the central nervous system- form, function and associated nursing LO 2. Understand the normal form and function of cells and tissues
29/01/2026	Unit 2 – Section 1 Essential terminology, cells and the central nervous system- form, function and associated nursing LO 3. Understand the normal form and function of the nervous system and associated nursing care for commonly encountered disorders
30/01/2026	Unit 2 – Section 2 Infection control LO 1. Understand the role of infection in animal and human health
Block 5 – 23/02/2026	Unit 2 – Section 2 Infection control LO 2. Understand the principles of disease transmission in veterinary practice. LO 3. Understand the principles of disinfection and sterilisation
24/02/2026	Unit 2 – Section 2 Infection control LO 4. Understand how to maintain personal hygiene in relation to cross-infection. LO 5. Understanding the principles of infection monitoring
25/02/2026	Unit 2 – Section 2 Infection control LO 6. Understand the principles of isolation nursing.
26/02/2026	Unit 2 – Section 2 Infection control LO 7. Management of isolation patients
27/02/2026	Unit 2 –Section 3 Laboratory diagnostic LO 1. Understand the function and use of laboratory equipment. LO 2. Understand how to collect and prepare specimen for examination
Block 6 – 23/03/2026	Unit 2 – Section 3 Laboratory diagnostic LO 3. Understand how to test pathological specimens
24/03/2026	Unit 2 – Section 3 Laboratory diagnostic LO 4. Understand how to prepare specimens for transportation.
25/03/2026	Unit 2 – Section 4 Musculoskeletal system – form, function and associated nursing LO 1. Understand the normal form and function of the musculoskeletal system and associated nursing care for commonly encountered disorders
26/03/2026	Unit 2 – Section 5 Skin – form, function, abnormalities and nursing



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	LO 1. Understand the normal form and function of skin and associated nursing care for commonly encountered disorders
27/03/2026	Unit 2 – Section 5 Skin – form, function, abnormalities and nursing LO 2. Understand the principles of wound healing and care
Block 7 20/04/2026 ONLINE	Unit 2 – Section 5 Skin – form, function, abnormalities and nursing LO 3. Deliver nursing requirements relating to skin, wound care and bandaging
21/04/2026 ONLINE	Unit 3 – Section 1 Body fluids and fluid therapy LO 1. Understand body fluids and normal homeostatic mechanisms
22/04/2026 ONLINE	Unit 3 – Section 1 Body fluids and fluid therapy LO 2. Understand indications and requirements for fluid therapy. LO 3. Understand how to manage patients undergoing fluid therapy
23/04/2026 ONLINE	Unit 3 – Section 2 Circulatory system – form, function and associated nursing LO 1. Understand the normal form and function of the circulatory system and associated nursing care for commonly encountered disorders
24/04/2026 ONLINE	Unit 3 – Section 2 Circulatory system – form, function and associated nursing LO 2. Understand how to monitor vital signs. LO 3. Understand the physiology, recognition and management of shock.
Block 8 18.05.2026	Unit 3 – Section 3 Urinary system – form, function and associated nursing LO 1. Understand the normal form and function of the urinary system and associated nursing care for commonly encountered disorders. LO 2. Understand management of urinary catheters
19.05.2026	Unit 3 – Section 4 Medicines LO 1. Understand the legal requirements in relation to the storage and supply of veterinary medicines.
20.05.2026	Unit 3 – Section 4 Medicines LO 2. Understand how to supply veterinary medicines to clients.
21.05.2026	Unit 3 – Section 4 Medicines LO 3. Understand how to provide advice to clients on the administration of veterinary medicines.
22.05.2026	Unit 3 – Section 4 Medicines LO 4. Understand the use of veterinary medicines.
October 2026	Unit 3 – Section 4 Medicines LO 5. Be able to administer medications.
October 2026	Unit 3 – Section 5 Emergency critical care LO 1. Understand the principles of first aid.
October 2026	Unit 3 – Section 5 Emergency critical care LO 2. Understand how to support emergency veterinary care.



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October 2026	Unit 3 – Section 5 Emergency critical care LO 3. Understand the nursing requirements of a critically ill or injured equine patient.
October 2026	Unit 3 – Section 5 Emergency critical care LO 4. Understand special intensive nursing care techniques.
November 2026	Unit 4 – Section 1 Respiratory system – form, function and associated nursing LO 1. Understand the normal form and function of the respiratory system and associated nursing care for commonly encountered disorders
November 2026	Unit 4 – Section 2 Digestion and nutrition LO 1. Understand the normal form and function of the digestive system and associated nursing care for commonly encountered disorders
November 2026	Unit 4 – Section 2 Digestion and nutrition LO 2. Understand the nutritional requirement of animals
November 2026	Unit 4 – Section 2 Digestion and nutrition LO 3. Be able to provide food and fluids to equine inpatients and manage excretions
November 2026	Unit 4 – Section 3 Reproduction and breeding LO 1. Understand the normal form and function of the reproductive system and associated nursing care for commonly encountered disorders
January 2027	Unit 4 – Section 3 Reproduction and breeding LO 2. Understanding the reproduction and breeding of equines
January 2027	Unit 4 – Section 4 Endocrine system – form, function and associated nursing LO 1. Understand the normal form and function of the endocrine system and associated nursing care for commonly encountered disorders.
January 2027	Unit 4 – Section 5 Pain management LO 1. Understand the principles of pain management.
January 2027	Unit 4. Section 5 Pain management LO 2. Plan and implement veterinary nursing care for patients in pain.
January 2027	Unit 4 – Section 6 Diagnostic imaging LO 1. Understand the legal requirements for conduction radiography
February 2027	Unit 4 – Section 6 Diagnostic imaging LO 2. Understand the principles of radiography as a diagnostic imaging technique
February 2027	Unit 4 – Section 6 Diagnostic imaging LO 3. Understand the principles of ultrasonography, Magnetic Resonance Imaging (MRI), endoscopy as diagnostic imaging techniques
February 2027	Unit 4 – Section 6 Diagnostic imaging LO 3. Understand the principles of ultrasonography, Magnetic Resonance Imaging (MRI), endoscopy as diagnostic imaging techniques
February 2027	Unit 4 – Section 6 Diagnostic imaging LO 4. Understand how to take radiographs.
February 2027	Unit 4 – Section 6 Diagnostic imaging



March 2027	Unit 5 – Section 1 Anaesthesia LO 1. Understand the principles of anaesthesia
March 2027	Unit 5 – Section 1 Anaesthesia LO 2. Understand the function of anaesthetic drugs
March 2027	Unit 5 – Section 1 Anaesthesia LO 3. Understand the function of anaesthetic equipment
March 2027	Unit 5 – Section 1 Anaesthesia LO 4. Understand anaesthetic preparation and induction
March 2027	Unit 5 – Section 1 Anaesthesia LO 5. Understand the principles of monitoring an anaesthetised equine patient
April 2027	Unit 5 – Section 1 Anaesthesia LO 6. Understand how to recognise and respond to anaesthetic emergencies
April 2027	Unit 5 – Section 1 Anaesthesia LO 7. Be able to prepare, use and maintain anaesthetic equipment and assist with induction
April 2027	Unit 5 – Section 1 Anaesthesia LO 8. Be able to assist with monitoring an equine patient during anaesthesia and recovery
April 2027	Unit 5 – Section 2 Theatre nursing LO 1. Understand the principles of operating theatre design and use
April 2027	Unit 5 – Section 2 Theatre nursing LO 2. Understand how to dress and behave appropriately in an operating theatre
May 2027	Unit 5 – Section 2 Theatre nursing LO 3. Understand the use of operating theatre furniture and equipment
May 2027	Unit 5 – Section 2 Theatre nursing LO 4. Understand the principles of instrument care and sterilisation
May 2027	Unit 5 – Section 2 Theatre nursing LO 5. Understand how to assist the operating surgeon. LO 6. Understand the management of specialist equipment and materials during a surgical procedure
May 2027	Unit 5 – Section 2 Theatre nursing LO 7. Understand how to prepare a patient for surgery
May 2027	Unit 5 – Section 2 Theatre nursing LO 8. Understand the principles of patient care during surgery. LO 9. Demonstrate patient care during surgical procedures
June 2027	Unit 5 – Section 2 Theatre nursing LO 3. Understand the use of operating theatre furniture and equipment
June 2027	Unit 5 – Section 2 Theatre nursing LO 4. Understand the principles of instrument care and sterilisation
June 2027	Unit 5 – Section 2 Theatre nursing LO 5. Understand how to assist the operating surgeon. LO 6. Understand the management of specialist equipment and materials during a surgical procedure
June 2027	Unit 5 – Section 2 Theatre nursing LO 7. Understand how to prepare a patient for surgery

Academic Calendar 2025/26 UK

September 2025							
wk	Mo	Tu	We	Th	Fr	Sa	Su
36	1	2	3	4	5	6	7
37	8	9	10	11	12	13	14
38	15	16	17	18	19	20	21
39	22	23	24	25	26	27	28
40	29	30					
December 2025							
wk	Mo	Tu	We	Th	Fr	Sa	Su
49	1	2	3	4	5	6	7
50	8	9	10	11	12	13	14
51	15	16	17	18	19	20	21
52	22	23	24	25	26	27	28
1	29	30	31				
March 2026							
wk	Mo	Tu	We	Th	Fr	Sa	Su
9							1
10	2	3	4	5	6	7	8
11	9	10	11	12	13	14	15
12	16	17	18	19	20	21	22
13	23	24	25	26	27	28	29
14	30	31					
June 2026							
wk	Mo	Tu	We	Th	Fr	Sa	Su
23	1	2	3	4	5	6	7
24	8	9	10	11	12	13	14
25	15	16	17	18	19	20	21
26	22	23	24	25	26	27	28
27	29	30					

October 2025							
wk	Mo	Tu	We	Th	Fr	Sa	Su
40			1	2	3	4	5
41	6	7	8	9	10	11	12
42	13	14	15	16	17	18	19
43	20	21	22	23	24	25	26
44	27	28	29	30	31		
January 2026							
wk	Mo	Tu	We	Th	Fr	Sa	Su
1				1	2	3	4
2	5	6	7	8	9	10	11
3	12	13	14	15	16	17	18
4	19	20	21	22	23	24	25
5	26	27	28	29	30	31	
April 2026							
wk	Mo	Tu	We	Th	Fr	Sa	Su
14			1	2	3	4	5
15	6	7	8	9	10	11	12
16	13	14	15	16	17	18	19
17	20	21	22	23	24	25	26
18	27	28	29	30			
July 2026							
wk	Mo	Tu	We	Th	Fr	Sa	Su
27			1	2	3	4	5
28	6	7	8	9	10	11	12
29	13	14	15	16	17	18	19
30	20	21	22	23	24	25	26
31	27	28	29	30	31		

November 2025							
wk	Mo	Tu	We	Th	Fr	Sa	Su
44						1	2
45	3	4	5	6	7	8	9
46	10	11	12	13	14	15	16
47	17	18	19	20	21	22	23
48	24	25	26	27	28	29	30
February 2026							
wk	Mo	Tu	We	Th	Fr	Sa	Su
5							1
6	2	3	4	5	6	7	8
7	9	10	11	12	13	14	15
8	16	17	18	19	20	21	22
9	23	24	25	26	27	28	
May 2026							
wk	Mo	Tu	We	Th	Fr	Sa	Su
18					1	2	3
19	4	5	6	7	8	9	10
20	11	12	13	14	15	16	17
21	18	19	20	21	22	23	24
22	25	26	27	28	29	30	31
August 2026							
wk	Mo	Tu	We	Th	Fr	Sa	Su
31						1	2
32	3	4	5	6	7	8	9
33	10	11	12	13	14	15	16
34	17	18	19	20	21	22	23
35	24	25	26	27	28	29	30
36	31						

Bank holidays 2025/26 UK



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25 December '25	Christmas Day	1 January '26	New Year's Day	4 May '26	Early May Bank Holiday
26 December '25	Boxing Day	3 April '26	Good Friday	25 May '26	Spring Bank Holiday
		6 April '26	Easter Monday	31 August '26	August Bank Holiday

Year group	Online teaching	Face-to-face teaching
1		
2		
End of course practical sessions	OSCE practical weeks	

Part A: RCVS Day One Competences for Veterinary Nurses

This document sets out the minimum essential competences that the RCVS expects all student veterinary nurses to have met when they register, to ensure that they are safe to practise on day one, in whichever area of the profession they start to work.

Competence is a concept that integrates knowledge, skills and attitudes, the application of which enables the professional to perform effectively, including being able to cope with contingencies, change, and the unexpected. The standard of competence expected at any given time will depend upon the individual's level of experience and responsibility in a continuous way. Competence is therefore a relative term and increasing levels of competence will be expected throughout the professional's career.

Defined in this way, there is an important difference between 'competence' and 'skills'. An example of a competence would be "administer nursing care correctly". This may include a number of associated skills such as assess and record temperature, pulse and respiration, assess levels of consciousness, groom and bathe patients, hand feed patients etc, which would, in the main, be assessed and recorded during the student's clinical placement as evidence of developing competence. The more generic 'competence' requires more than just acquisition of technical skills: it involves applying relevant knowledge and having the confidence and ability to transfer what has been learnt to a variety of contexts and new unpredictable situations.

'Day One Competence' which incorporates the Day One Skills is the minimum standard required for registration as a veterinary nurse with the RCVS and is the starting point for a variety of roles in the veterinary profession. After registration, ongoing professional development will be needed in whichever field the newly registered veterinary nurse decides to enter, and some roles may require further training and qualifications (eg. Specialist theatre nursing, education).

A newly registered veterinary nurse who has achieved day one competence should be capable and confident enough to practise veterinary nursing at a primary care level on their own (including simple calculations), under direction from a veterinary surgeon, while knowing when it is appropriate to refer the care to more experienced colleagues. Newly registered veterinary nurses are likely to need more time to perform some functions. Support and direction from more senior colleagues should be available.

Achievement of day one competence is necessary but not sufficient for a student veterinary nurse to qualify for registration to practise in the UK. In addition to day one competence, all student veterinary nurses must, at all times, demonstrate competence in reading and writing the English language in order to be able to cope with the variety of situations they will encounter in veterinary practice.



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The newly registered veterinary nurse must be fully conversant with and abide by the RCVS Code of Professional Conduct and its associated guidance, covering:

- professional competence
- honesty and integrity
- independence and impartiality
- client confidentiality and trust
- professional accountability.

These principles, and compliance with the professional responsibilities set out in the Code, must underpin all their work as veterinary nurses. The latest version of the Code and supporting guidance can be found on the [RCVS website](#). The day one competences below are set out under the broad headings of:

- General professional skills and attributes expected of newly registered veterinary nurses
- Practical and clinical competences expected of newly registered veterinary nurses.

There are many ways in which these competences can be learnt and assessed, but the RCVS leaves the decisions on the details to universities and awarding organisations, subject to quality monitoring and periodic accreditation visits. Universities and awarding organisations are responsible for developing the Licence to Practise qualification for their students, encompassing a variety of assessment methods (which must include formal reading and writing assessment based on veterinary terminology) and ensuring that they have met the Day One Competences by the time they apply to register. They are greatly assisted in this by the RCVS Day One Skills List, which provides the essential practical skills that must be assessed throughout the course of their training.

Day one competence may be gained in relation to the care of either horses (or other equidae) or small animals, which should include dogs, cats and exotic species or all or a combination of the three.



See **competences** below, with **guidance** underneath each.

General professional skills and attributes expected of newly registered veterinary nurses	
Competency	Guidance
1. Be fully conversant with, and adhere to the RCVS Code of Professional Conduct.	<i>The RCVS Code of Professional Conduct is available on the RCVS website.</i>
2. Understand the professional, ethical and legal responsibilities of the veterinary nurse in relation to patients, clients, the veterinary team, society, and the environment.	<i>To abide by the principles in the Code of Professional Conduct, newly registered veterinary nurses need to be able to make professional judgements based on sound principles. They must be able to think through the dilemmas they face when presented with conflicting priorities and be prepared to justify the decisions they make. Newly registered veterinary nurses must take account of the possible impact of their actions beyond the immediate workplace, for example, on public health, the environment and society more generally. Identify ethical issues and participate in the ethical decision-making process, applying frameworks and identifying ways of refining the impact of such decisions. Reflect upon the decision-making process and help colleagues and clients who wish to raise concerns about ethical issues.</i>
3. Demonstrate knowledge of the organisation and legislation related to a veterinary business.	<i>This includes knowing one's own and the employer's responsibilities in relation to employment, financial and health and safety legislation, safeguarding, the position relating to non-veterinary staff, professional and public liability. This also includes the ability to work with various information systems in order to effectively communicate, share, collect, manipulate, and analyse information, understanding of the importance of complying with professional standards, protocols, and policies of the business and knowledge of legislation affecting veterinary businesses.</i>
4. Promote, monitor and maintain health and safety in the veterinary	<i>This includes knowledge and explanation of the procedure for reporting adverse incidents and the procedures for avoiding them. It also includes following safe practices relating to the dangers in the workplace. Newly registered veterinary nurses are expected to have a</i>



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setting; demonstrate knowledge of systems of quality assurance; apply principles of risk management to their practice.	<i>knowledge and understanding of Quality Improvement and clinical auditing procedures and be able to suggest improvements to their practice.</i>
5. Communicate effectively with clients, the public, professional colleagues, and responsible authorities, using language appropriate to the audience concerned.	<i>Effective communication, including both verbal and non-verbal communication, includes active listening and responding appropriately, and utilising the appropriate tone depending on the context.</i>
6. Ensure informed consent is obtained.	<i>Informed consent, which is an essential part of any contract, can only be given by a client who has had the opportunity to consider a range of reasonable treatment options (including euthanasia), with associated fee estimates, and had the significance and main risks explained to them.</i>
7. Prepare accurate clinical and client records, and laboratory reports, when necessary, in a format satisfactory to colleagues and understandable by the public.	<i>Patient records should be clear enough to be used by others for reference and (if written by hand) legible, avoiding idiosyncratic abbreviations, language, or jargon, so the case can be taken over by another professional for ongoing care if necessary.</i>
8. Work effectively as a member of a multi-disciplinary team in the delivery of services.	<i>The newly registered veterinary nurse should be familiar with and respect the roles and responsibilities of others in the team and be prepared to provide effective leadership when appropriate.</i>
9. Understand the requirements of Schedule 3 of the Veterinary	<i>The newly registered nurse should have a full understanding of the key considerations when accepting delegated activities from veterinary surgeons or veterinary nurses.</i>



Surgeons Act 1966 with respect to delegation.	
10. Understand the economic and social context in which the veterinary nurse operates.	<i>Newly registered veterinary nurses need to appreciate the varying economic status and socio-cultural background of clients.</i>
11. Understand and demonstrate the ability to reflect on the emotional landscape of the veterinary nursing profession.	<i>Newly registered veterinary nurses should be able to demonstrate an awareness of the psychological context of their work. They should have an understanding of how emotional factors may impact on, and present in, themselves, their colleagues and clients. They should know how to recognise the signs of stress and how, and where, to seek support to mitigate psychological stress on themselves and others.</i>
12. Be able to review and evaluate literature, current evidence-based research, and presentations critically.	<i>Newly registered veterinary nurses must be able to appreciate the difference in value to be attached to different sorts of literature and evidence, for example, recognising commercial and other forms of bias, and ensuring that the literature that informs their decision making is current and reliable.</i>
13. Understand and apply principles of clinical governance, and practise evidence-based veterinary nursing.	<i>More guidance on clinical governance is included in the supporting guidance to the Code of Professional Conduct. It includes critically analysing the current evidence for procedures used, reflecting on performance and critical events, and learning from the outcome to make changes to one's practice. Veterinary nurses are encouraged, and should be empowered, to publish research findings.</i>
14. Have developed the clinical judgement to cope with incomplete information, develop contingencies and adapt to change.	<i>Newly registered veterinary nurses must be able to manage patient care and identify and develop a dynamic clinical plan, where there is incomplete or unclear data. They need to be able to consult with the veterinary surgeons and veterinary professionals, be adaptable and dynamic, and adapt their care to fit changing circumstances. Newly registered veterinary nurses should use knowledge and understanding and reflect on evidence-based nursing and adapt to the unexpected and identify appropriate options for further care should a patient require it.</i>



15. Demonstrate that they recognise, and work within, personal and professional limits, and know how to seek professional advice, assistance, and support when necessary.	<i>It is a requirement of the RCVS Code of Professional Conduct that registered veterinary nurses must maintain and develop their knowledge and skills relevant to their professional practice, competence and confidence. This includes being able to reflect, learn, and share information gained with others.</i>
16. Demonstrate a commitment to lifelong learning and professional development, both personal and as a member of a profession actively engaged in work-based learning. This includes recording and reflecting on professional experience, both in the academic and practice setting, and taking measures to improve performance, competence and confidence.	<i>It is a requirement of the RCVS Code of Professional Conduct that registered veterinary nurses must maintain and develop their knowledge and skills relevant to their professional practice, competence and confidence. This includes being able to reflect, learn, and share information gained with others.</i>
Practical and clinical competences expected of newly registered veterinary nurses	
17. Handle and restrain patients safely, effectively, and humanely, and instruct others in helping the veterinary team perform these techniques, with due consideration of patient needs and behaviours.	<i>Safety applies not only to the patient and handler, but also to others nearby. The newly registered veterinary nurse should be able to make a rapid risk assessment of all procedures as duties are performed, as dangers may appear in situations that initially appear to be safe. They should be prepared to take a range of measures including adaptation, appropriate personal and patient protective equipment, seeking assistance or retreating from the task until safety measures can be put in place.</i>



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	<i>The newly registered veterinary nurse should be able to handle and restrain a wide range of species, according to practice case load (for small animal - ideally, including exotics and wildlife).</i>
18. Deliver holistic nursing care in accordance with best practice and due regard to animal welfare.	<i>Complete nursing care is not always required or appropriate in practice. Whilst the newly registered veterinary nurse should be able to complete all care they should know when it is appropriate to adapt their care to the circumstances. Administer nursing care in accordance with the RCVS Day One Skills for Veterinary Nurses The newly registered veterinary nurse should have the knowledge and understanding of developing a care plan and care bundles for a diverse range of patients according to the practice case load (small animal – ideally, including exotics and wildlife.)</i>
19. Plan and administer appropriate care in the interests of patient welfare and with regard to the resources available.	<i>This includes being able to tailor patient specific care when there may be financial or other constraints whilst prioritising the welfare of the patient(s) and in consultation with the veterinary team.</i>
20. Administer emergency first aid and assist with the provision of emergency treatment to patients.	<i>The newly registered veterinary nurse must be able to perform initial first aid and know when and how to call for assistance from others or where there are potential risks to health and safety. This involves being able to make a rapid risk assessment of the situation and taking appropriate action to protect the health and safety of themselves and those around them in accordance with practice policy.</i>
21. Collect, preserve, and prepare samples for safe transportation, prepare appropriate diagnostic tests, understand the limitations of the test results and identify the significance of spurious results.	<i>Newly registered veterinary nurses are expected to have a working knowledge of relevant tests for the condition under investigation. They should seek assistance, where required, to interpret results prior to reporting to the veterinary surgeon.</i>



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22. Communicate clearly and concisely and collaborate with referral and diagnostic services, ensuring they receive an appropriate history from the veterinary team.	<i>Newly registered veterinary nurses must ensure this is conducted in accordance with relevant data protection legislation.</i>
23. Understand how to prepare and conduct diagnostic and other imaging techniques carrying out the procedure in accordance with health and safety and current regulations.	<i>This competence includes how to take images of diagnostic quality, as well as setting up the equipment safely (eg ionising radiation regulations) in accordance with best practice ('ALARA' principle – as low as reasonably achievable). Different modalities should include, for example, radiography, ultrasound and endoscopes, but a newly registered veterinary nurse would not be expected to perform an MRI or CT scan.</i>
24. Prepare accurate clinical and client records, and laboratory reports, when necessary, in a format satisfactory to colleagues and understandable by the public.	<i>This involves identifying the clinical signs, clinical course, transmission potential (including vectors) of pathogens associated with common zoonotic and food-borne diseases and transboundary animal diseases.</i>
25. Access the appropriate and reliable sources of data on licensed medicines.	<i>This competence includes the appropriate use of relevant and reliable Compendiums and the VMD website.</i>
26. Dispense medicines correctly and responsibly in accordance with veterinary surgeon direction, legislation, and current guidance.	<i>Newly registered veterinary nurses must be aware of health and safety issues so that they are able to inform clients appropriately. When using or dispensing antimicrobial agents, veterinary nurses must be aware of the risk of antimicrobial resistance. The newly registered veterinary nurse must have some knowledge and understanding of the prescribing cascade.</i>



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27. Be aware of possible side effects and adverse reactions to medications and alert the veterinary surgeon.	<i>The newly registered veterinary nurse should be aware of the Veterinary Medicines Directorate procedures for reporting.</i>
28. Be aware of common poisons and toxic substances.	<i>The newly registered veterinary nurse should be aware of how to access the Veterinary Poisons Information Service and understand nursing care and management interventions.</i>
29. Identify risk and apply principles of biosecurity correctly, including sterilisation and disinfection of equipment and clothing.	<i>This applies to all areas of veterinary practice. All veterinary nurses must maintain high standards of biosecurity at all times in order to minimise the risk of contamination, cross-infection and accumulation of pathogens in the veterinary premises and in the wider environment.</i>
30. Understand how to prepare the environment, equipment, and patient for surgery.	<i>The newly registered veterinary nurse must appreciate the requirement for asepsis during procedures.</i>
31. Understand how to appropriately assist the veterinary surgeon as a scrubbed nurse to perform surgical procedures on patients.	<i>This includes providing assistance whilst in theatre and when scrubbed up and also the handling of equipment and materials in a sterile manner during surgical procedures.</i>
32. Understand how to assist the veterinary surgeon by preparing patients, equipment, and materials for anaesthetic procedures.	<i>No guidance.</i>



33. Understand how to assist in administering and maintaining anaesthetics to patients.	<i>This includes the maintaining and monitoring of anaesthesia under supervision during veterinary procedures.</i>
34. Identify, assess, and evaluate pain and alert the veterinary surgeon accordingly.	<i>The newly registered veterinary nurse should be able to score and evaluate pain, using a validated or evidence-based protocol, in a manner relevant to the species.</i>
35. Be cognisant of behavioural changes of patients.	<i>The newly registered veterinary nurse should be able to recognise changes to patient behaviour and have an appreciation of contributory factors.</i>
36. Understand the appropriate need for euthanasia; sensitively support the owner and others with due regard for health and safety of those present; sympathetically advise on the disposal of the patient.	<i>No guidance.</i>
37. Advise clients on programmes of health and welfare, to include preventative medicine, appropriate to species and life stage and in accordance with legal requirements.	<i>Newly registered veterinary nurses will need to be able to assess clinical records and perform clinical examinations in order to provide appropriate advice.</i>



Part C: Day One Skills for veterinary nurses - Equine

Overview

In order to determine the most appropriate way in which the student can work towards the skill, where deemed applicable, the following teaching or assessment methods should be utilised:

- A set task is an opportunity for students to demonstrate clinical skills in areas that do not require a patient, for example, preparing necessary equipment and materials for administration of intravenous fluids or applying bandages. Objective structured clinical examination (OSCE) stations are set tasks and can be utilised in the teaching and assessment of students.
- Role playing can provide powerful and significant learning opportunities in training. When implemented properly it allows for the opportunity to practise in a safe environment where mistakes have no real consequences as would be the case in “on the job” practice, for example communication with clients. Role plays can demonstrate how well students apply theory to practice.
- Mannequins can provide realistic clinical experiences for students and should be as realistic as possible to mimic real life.
- Simulation is an event or situation that is made to resemble clinical practice as closely as possible. It has a detailed scenario, patient and/or client information and requires careful planning. General points to consider include:
 - Is the situation as realistic as possible?
 - Does the chosen method reflect requirements of nursing practice?
 - Is student performance sufficient to make a decision that they would be competent with the skill in a real situation?
 - Have you recorded a clear rationale?



Section	Guidance
Section 1 – Legislation affecting practice	
1.1 Comply with Health and Safety requirements and local risk factors	<i>Comply with legislative requirements</i>
1.2 Follow Standard Operating Procedures and manufacturer guidelines when using equipment and materials	<i>No guidance</i>
1.3 Take appropriate action and report injury involving self or others	<i>Complete the accident book/record in accordance with practice protocol</i>
1.4 Critically evaluate a risk assessment for one area of the practice and suggest appropriate action where necessary	<i>No guidance</i>
Section 2 – Communication	
2.1 Communicate effectively using a variety of different methods Refer to and consider supporting guidance: 5. Communication between professional colleagues	<i>Communicate with clients, work colleagues, other veterinary professionals, and the public, considering their diverse needs and requirements. Communication models should be considered.</i>
2.2 Create accurate and legible written communications/documentation according to practice policy	<i>Records to include: patient records and reports, laboratory reports, admission and consent forms, client home care plans and instructions.</i>
2.3 Access and store client and practice records according to practice policy and data protection laws Refer to and consider supporting guidance: 14 client confidentiality.	<i>No guidance</i>
2.4 Admit patients Refer to and consider supporting guidance: 1. Referrals and second opinions	<i>Obtain written and verbal informed consent; Respond appropriately to economic status of clients to include insurance and referrals; develop care plans as appropriate.</i>



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9. Practice information, fees and insurance 11. Communication and consent	
2.5 Conduct effective nursing consultations or assessments. Refer to and consider supporting guidance: 18. Delegation to veterinary nurses	<i>History taking and appropriate examination; Identifying patients for referral to a veterinary surgeon or veterinary nurse; Application of treatments; Programmes of preventative medicine. This may be achieved through nursing assessments. Advise on transportation.</i>
2.6 Provide discharge information and guidance to clients	<i>Discuss home care plans with clients, to include Advise clients on safe and correct routes of administration and potential side effects; Demonstrate to clients safe techniques for administering medication; Advise clients on the storage and disposal of medication; Wound care advice; Bandage advice; advise clients on out of hours services.</i>
2.7 Complete appropriate documentation for referral and diagnostic services Refer to and consider supporting guidance: 13. Clinical and client records	<i>To include laboratory samples and clinical histories.</i>
2.8 Review and discuss evidence-based nursing	<i>Identify an area of practise for discussion with members of the veterinary team; Appraise literature; consider cases in accordance with reviewed literature; Discuss and disseminate findings with practice team.</i>
2.9 Identify and collaborate on quality improvement within the practice setting Review and consider supporting guidance: 5. Communication between professional colleagues 17. Veterinary teams and leaders	<i>Review definition of quality improvement and guidance provided by RCVS Knowledge, discuss unexpected medical or surgical complications with the veterinary team, examples of which may include serious complaint, accident or anaesthetic death; Consider circumstances; Ensure effective protocols are in place; Discuss proposed improvements with the practice veterinary team.</i>
2.10 Demonstrate compliance with practice protocols in regard to health and wellbeing of personnel Refer to and consider supporting guidance: 15. Health Protocol	<i>Discussion of health and wellbeing concerns which may be experienced by any member of the veterinary team, and the protocols in place to prevent and mitigate them. These should include reference to mental and emotional health concerns, as well as those relating to physical safety and health.</i>



2.11 Communicate effectively expressing appropriate empathy and sympathy Refer to and consider supporting guidance: 8. Euthanasia of animals	<i>Prepare the owner for loss; Support the owner through the euthanasia process; Provide follow-up support for a bereaved owner; Maintain and adapt professional approach to the circumstances.</i>
Section 3 – Handling and restraint	
3.1 Evaluate behavioural and environmental factors when approaching and handling animals	<i>Recognition of and minimizing, fear and distress, utilising approaches which reduce stress. Handling techniques with reference to welfare for example, positive reinforcement.</i>
3.2 Select and use appropriate personal and patient protective equipment	<i>No guidance</i>
3.3 Demonstrate techniques for approaching and handling patients	<i>With due regard to patient needs and behaviours.</i>
3.4 Lead and move animals using the most appropriate equipment for the species and approved manual handling and lifting procedures	<i>May include the use of hoists and slings.</i>
3.5 Use appropriate restraint methods suitable for the patient and situation with due consideration for animal welfare	<i>Maintain patient's emotional homeostasis and wellbeing; Recognise signs of distress and act accordingly to minimise this; Restrain for clinical examination, sample collection, administration of medicines.</i>
Section 4 – Nursing care	
4.1 Interpret and use individualised care plans to deliver the nursing process for a range of disorders and diseases	<i>Interpret nursing care plans and carry out appropriate nursing intervention. Consider cross-referencing to Section 2</i>
4.2 Critically evaluate a care bundle	<i>This may be evidenced through research and a clinical discussion.</i>
4.3 Carry out a nursing assessment ascertaining information about the patient's normal routine	<i>Food and fluid intake; Urination and defecation; Behaviour (response to pain, strangers, commands etc); Mobility and exercise; Sleep and rest; stabling, turnout and companion requirements; Rugging. Consider cross-referencing to Section 2.</i>
4.4 Perform a clinical examination and record findings	<i>To include temperature, pulse, respiration, weight and capillary refill times/mucous membranes, gut sounds and digital pulses.</i>



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4.5 Provide husbandry to patients, considering accommodation, nutrition, and excretions	<i>Consider age, species, condition, demeanour and enrichment. Calculate food requirements based on disease and life stage/lifestyle, manage assisted feeding to include hand feeding, oral hydration and managing and maintaining stomach tubes.</i>
4.6 Maintain patients' hygiene according to their needs	<i>To include eyes, nostrils, hoof-picking and general grooming. Consider cross-referencing to Section 2.</i>
4.7 Assess, monitor, manage and report the status of wounds to the appropriate member of the veterinary team	<i>No guidance</i>
4.8 Apply dressings appropriate to type of wound	<i>Consider evidence-based techniques and materials.</i>
4.9 Apply bandages appropriate to condition	<i>No guidance</i>
4.10 Administer medicines prescribed by the veterinary surgeon in accordance with instructions from the manufacturer	<i>To include oral, topical, subcutaneous, intramuscular, and intravenous.</i>
4.11 Monitor for side effects and adverse medication reactions and alert veterinary surgeon	<i>No guidance</i>
4.12 Provide fluid therapy to in-patients	<i>Select appropriate fluids according to veterinary surgeon instructions; Select and prepare administration equipment; Place intravenous catheters into appropriate veins; Intravenous catheter management; Calculate amount and rate of fluid to administer; Observe and monitor patients receiving fluid therapy, reporting any concerns to an appropriate member of the veterinary team.</i>
4.13 Identify, assess, and evaluate pain and alert the veterinary surgeon	<i>Score and evaluate pain using a validated system; intensity of pain and associated anxiety and behaviour.</i>
4.14 Perform basic physical therapy techniques to aid mobilisation	<i>To include passive movement and active exercise.</i>
4.15 Administer first aid for a range of situations within the limits of the law and the expertise of the student	<i>First aid is defined as care that can be carried out by a lay person.</i>



4.16 Assist with a range of emergency care techniques within the limits of the student's expertise	<i>Emergency care is defined as care delegated by the veterinary surgeon in an emergency scenario.</i>
Section 5 – Laboratory techniques	
5.1 Discuss with the veterinary surgeon and prepare for an appropriate sampling strategy	<i>Strategy to include: personal protective equipment (PPE), clipping and preparing sample site, preparation of patient and equipment; calibration of equipment. Strategies prepared for: blood, urine, faeces, skin/hair and tissue biopsies; peritoneal tap, synovial fluid sample.</i>
5.2 Safely and effectively take appropriate samples	<i>Samples to include blood, urine, faeces, skin, hair pluck, bacterial swabs. Assist with the collection of peritoneal fluid; synovial fluid sample.</i>
5.3 Carry out haematological analysis	<i>To include biochemistry, haematology, packed cell volume, total solids (protein) and smear.</i>
5.4 Carry out urinalysis	<i>To include urine reagent strips, specific gravity, sediment analysis.</i>
5.5 Carry out faecal analysis	<i>May include; gross visual analysis; microscopic analysis; quantitative examination; commercial test kits.</i>
5.6 Carry out skin and hair analysis	<i>May include: hair pluck, skin scrapes, tape strips and coat brushings.</i>
5.7 Use a microscope to examine laboratory samples	<i>To include: low magnification, high magnification and oil immersion. Record Vernier Scale readings.</i>
5.8 Prepare samples for external analysis	<i>To include: accurate completion of documentation, correct packaging and labelling, correct preservation and storage in line with current legislation.</i>
5.9 Record laboratory test results and communicate accurately to the appropriate member of the veterinary team	<i>No guidance</i>
Section 6 – Diagnostic imaging	
6.1 Prepare and use radiography equipment to produce a diagnostic image	<i>No guidance.</i>
6.2 Use appropriate personal protective equipment (PPE) and radiation monitoring equipment in accordance with practice local rules	<i>No guidance.</i>



6.3 Position a patient to obtain a diagnostic image of the area of interest	<i>A variety of positions would be expected. Positioning of equipment must also be referenced.</i>
6.4 Produce images according to practice procedure	<i>No guidance.</i>
6.5 Record exposures and results of images according to practice procedure	<i>Appraise the quality of the image.</i>
6.6 Prepare and support animals during endoscopy investigation	<i>To include setting up equipment and assisting with passing an endoscope.</i>
6.7 Prepare and support animals during ultrasound investigation	<i>To include setting up equipment.</i>
Section 7 – Dispensing	
7.1 Ensure safe handling and management of pharmaceuticals in accordance with legislation and manufacturer guidelines	<i>Store, handle and dispose of medicines in line with legislative guidelines and specific requirements found in the Summary of Product Characteristics (SPC) and with reference to their drug category. To include: Controlled drugs and hormone based medicines which require special handling and disposal.</i>
7.2 Interpret prescriptions and prepare medicines for dispensing	<i>Calculate drug dosages and confirm with an appropriately qualified member of the veterinary team; Package and label in accordance with legal requirements.</i>
7.3 Maintain appropriate records	<i>To include medicines records, Controlled drugs (CDs), withdrawal periods and hospital charts.</i>
Section 8 – Infection control	
8.1 Recognise clinical signs of common zoonotic diseases and undertake strategies to prevent spread and infection	<i>No guidance.</i>
8.2 Formulate and implement an appropriate infection control strategy according to practice protocol	<i>Constitute appropriate cleaning and disinfectant solutions; Prepare, clean and maintain patient accommodation that maximises the welfare of hospitalised patients to include isolation accommodation; Prepare, clean and maintain examination rooms, preparation area and operating theatre to include periodic deep clean and after infected cases.</i>



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8.3 Dispose of hazardous and non-hazardous waste, safely and correctly according to current legislation	<i>To include recycling and correct disposal of medications.</i>
8.4 Ensure appropriate hygiene skills are followed before and after handling animals and equipment	<i>Comply with the World Health Organisation hand washing method; Use and dispose of PPE.</i>
8.5 Carry out effective barrier nursing	<i>Taking into account accommodation, PPE, equipment and patient condition to include reverse barrier nursing.</i>
Section 9 – Theatre practice	
9.1 Maintain common surgical instruments	<i>Identify, check, and clean common surgical instruments; Identify and report damage to equipment and instruments.</i>
9.2 Prepare, package, and monitor the sterilisation of instruments and materials	<i>No guidance.</i>
9.3 Prepare the theatre for use based on patient, equipment, and procedure	<i>No guidance.</i>
9.4 Position patients appropriately on the operating table in accordance with the planned procedure considering patient condition	<i>Correct and safe use of the hoist. Consideration of lateral and dorsal recumbency and standing surgeries.</i>
9.5 Prepare the surgical site appropriately for the procedure in accordance with practice protocol	<i>Consider cross-referencing to Section 2.</i>
9.6 Assist as circulating nurse	<i>Open and pass sterile materials direct to scrubbed personnel; Prepare ancillary and powered equipment; complete surgical safety checklists.</i>
9.7 Prepare hands and arms using appropriate method	<i>Consider cross referencing to Section 2 To include pre-surgical scrub prior to donning gown and gloves.</i>
9.8 Prepare for surgical assistance wearing appropriate attire in accordance with practice protocol	<i>To include Donning of gown and gloves (closed gloving method) in an aseptic manner.</i>



9.9 Put on surgical gloves (open gloving method) in an aseptic manner to assist with sterile procedures	<i>Maintain sterility of self and others during procedures.</i>
9.10 Assist with draping patients maintaining sterility according to practice protocol	<i>No guidance.</i>
9.11 Monitor and record materials during surgery	<i>No guidance.</i>
9.12 Handle and pass instruments and equipment aseptically during surgery	<i>No guidance.</i>
Section 10 – Anaesthesia	
10.1 Assess the patient and identify the patient's anaesthetic risks	<i>To include ASA guidelines, behaviour and temperament, clinical assessment, and discussion with an appropriate member of the veterinary team.</i>
10.2 Prepare equipment for anaesthesia	<i>Prepare the knockdown box. Check and prepare the anaesthetic machine in accordance with practice protocol; Select, check, and prepare breathing system/circuit and pollution control system in accordance with practice protocol; Select and prepare monitoring equipment according to the patient's condition; Prepare materials and equipment required for induction of anaesthesia to include pharmaceutical agents (according to veterinary surgeon direction) and appropriate airway management device.</i>
10.3 Prepare patients for anaesthesia according to practice protocol	<i>Starvation (if appropriate); determine patient weight; pre-operative clipping of the surgical site (if safe to do so); grooming, tail bandages, foot preparation including shoe removal; intravenous catheter placement and mouth washing, administer pre-medicants.</i>
10.4 Assist with induction of anaesthesia	<i>Assist with physical stabilisation of the patient until recumbency and unconsciousness has been attained.</i>
10.5 Maintain and monitor the patient during the anaesthetic process	<i>Refer to and consider supporting guidance: 18. delegation to veterinary nurses. Measure temperature, heart rate, peripheral pulse, respiratory rate; Monitor equipment (systems/circuits and tube, gases and volatile agents, patient monitors); Interpret and report observations to the directing veterinary surgeon (Inconsistencies, patient monitors); complete anaesthetic monitoring records. Calculate and administer inhalation anaesthesia under</i>



	<i>veterinary direction (Change the depth or level of inhalation anaesthesia under veterinary direction) disconnecting patient from anaesthetic equipment and materials;</i>
10.6 Assist with recovery from anaesthesia under continuous and direct supervision	<i>Assist with: positioning patients for recovery; administration of 100% oxygen in the recovery room, if appropriate; removing airway management device at appropriate stage of recovery; assisted recovery if appropriate; assessing if the patient is ready to leave the recovery box and return to the stable. Maintain accurate recovery records; Communicate post-operative and/or anaesthetic recovery progress to the Veterinary Surgeon and other appropriate members of the veterinary team.</i>

Part D: Professional behaviours and attributes

Overview

The following professional behaviours and attributes are a form of etiquette in the workplace that is linked primarily to respectful, courteous and competent conduct.

Consciousness of how veterinary nurses interact with colleagues and clients is an essential requisite for the veterinary led team, promoting a harmonious and effective working environment.

The newly registered veterinary nurse is expected to reflect upon the development of their professional behaviours as they progress towards registration.

Professional behaviours and attitudes



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Professional behaviours and attitudes	Practice Level 1 Constant supervision – this SVN may be new to practice with no experience and is therefore requiring help and support to progress. Alternatively, this category may indicate an SVN who is demonstrating fitness to practise concerns which must be followed up. SVNs in this category must be under constant supervision.	Practice Level 2 With assistance – this SVN may have some, but limited experience of practice, but is still requiring almost constant reassurance and guidance. This SVN does not require constant supervision but will not have the confidence or experience to work autonomously.	Practice Level 3 Decreasing supervision – this SVN has basic level of practice experience and is starting to demonstrate autonomy with a sufficient understanding of the relevant theory to support their ongoing development. This SVN will be able to complete some tasks autonomously and confidently.	Practice Level 4 Independent – this SVN is competent in all areas of practice. This SVN will be able to work with limited guidance or support but is aware of their own limitations and will seek support as required. This SVN will be able to work autonomously, confidently, and competently.	Practice Level 5 Proficient – this SVN is competent in all areas of practice and is able to suggest improvements to practice protocol. This level of experience and ability will have developed over a period of time, with their reflective capabilities demonstrating an enhanced personal awareness. This SVN requires no supervision, except for that required within the relevant legislation.
Reliable and adaptable application of knowledge and skills	Struggles with confidence or competence to complete simple nursing tasks. Doesn't adapt well to changing situations.	Able to carry out simple tasks but often lacks the knowledge and confidence to complete tasks competently. Slow to adapt to changing situations.	Often completes tasks competently but lacks the confidence to do this in a consistent way without guidance. Sometimes struggles with changing situations.	Is confident and competent to complete the required nursing tasks and has the ability to apply theory to practise. Adapts well to changing situations.	Comprehensive knowledge and skills often exceeding requirements for level of study. Adapts well to changing situations and often takes the lead.



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Works within legal and ethical limits	Does not understand or appreciate the requirement for supervision and does not take instruction well. Unaware of own limitations in work.	Sometimes has difficulty following instructions or working under supervision. Limited knowledge of the RCVS Code of Professional Conduct.	Usually follows procedures and works as instructed. Usually adheres to the RCVS Code of Professional Conduct.	Always conforms to approved procedures. Adheres to the RCVS Code of Professional Conduct and understands their professional responsibilities.	Uses and adapts approved procedures. Fully aware of the RCVS Code of Professional Conduct and promotes understanding within the veterinary team
Demonstrates initiative and ability to self-reflect	Needs constant prompting and guidance. Lacks confidence or ability to self-reflect.	Hesitant to do things on their own. Often needs encouragement to develop suitable improvement strategies.	Developing confidence to work without guidance and needs little prompting to reflect and consider required improvements.	Confident in their abilities but can recognise their own limitations and implement appropriate improvement strategies as required.	Promotes self-reflection within the veterinary team and encourages personal and professional development.
Ability to organise own time and work	Unable to plan or organise own work and often not adhering to scheduled shifts, or does not make themselves available when needed.	Limited ability to plan or organise own work but completes tasks as requested.	Able to plan and organise own work with assistance, but is not always mindful of wider team requirements.	Able to plan and organise their own time and work. A proactive and supportive member of the team who can be relied upon.	Promotes effective time management techniques to assist the smooth running of the practice.
Communication skills	Struggles to communicate effectively, both verbally and in writing, and tends	Attempts to communicate effectively but often requires prompting to	Demonstrates adequate and timely communication which requires little prompting.	Communicates effectively and efficiently, both verbally and in writing, and actively contributes to discussions, acting as	Promotes alternative and diverse communication strategies within the veterinary team.



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	to avoid communicating with clients and colleagues.	ensure the correct message is conveyed.		an advocate for their patients.	
Attitude to feedback and guidance	Struggles to accept and action constructive feedback in a meaningful way.	Accepts constructive feedback but is slow to show improvement.	Accepts constructive feedback and considers improvements, whilst not always addressing the matter.	Accepts and addresses constructive feedback in a meaningful way.	Always shows positive and proactive responses to guidance and feedback.
Demonstrates professional accountability	Appears to be unable to take ownership for actions and does not understand the need to admit to mistakes.	Struggles to take ownership for actions and requires support and guidance to understand accountability.	Shows increasing ability to take responsibility. Recognises mistakes but does not always address these appropriately.	Takes responsibility and ownership for their actions. Recognises areas for improvement and addresses this accordingly.	Readily accepts responsibility and encourages promotion of accountability within the veterinary team.
Consideration of professional development	Seems unmotivated to learn or participate in clinical discussions and does not appear to reflect on their own practice.	Asks questions when prompted, but interest is generally focused on limited areas of practice, with little awareness of reflective requirements.	Actively questions areas of practice but struggles to reflect on their own capabilities in these areas.	Shows an intelligent interest in their personal and professional development. Asks good, relevant questions, and utilises the opportunity to reflect on their own practice.	Participates in all opportunities to improve practice. Reflects on their own work, implementing suggested outcomes where appropriate.
Maintains a professional and clinical appearance	Does not follow practice protocol with regards to appearance. Struggles with their	Occasionally untidy in appearance or professional image. Sometimes adheres to the practice	Usually tidy in appearance professional image. Mostly adheres to the practice protocol with regard to appearance.	Always adheres practice protocols with regards to appearance and consistently maintains a professional image.	Always presents a professional appearance acting as a professional role model.



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	personal hygiene or maintaining a professional image.	protocol with regard to appearance.			
Understanding and awareness of own wellbeing	No understanding of the impact of emotional factors on themselves and does not appear to recognise signs of mental and physical stressors.	Little understanding of the impact of emotional factors on themselves. Can recognise basic signs of mental and physical stressors, but is unsure of how to address these.	Some understanding of the impact of emotional factors on themselves. Can recognise common signs of mental and physical stressors, but requires guidance to be able to address these.	Understands how emotional factors may impact upon themselves. Can recognise signs of mental and physical stressors and be aware of how to mitigate these and where to seek further guidance.	Consideration of the impact of emotional factors on themselves and others and promotion of an inclusive environment with reference to support mechanisms for the veterinary team.
Ability to work as part of the veterinary team	Does not appreciate the roles and responsibilities of the veterinary team and does not understand the remit of the SVN or their own limitations.	Little appreciation of the roles and responsibilities of the veterinary team, but has some awareness of the remit of the SVN.	Some appreciation of the roles and responsibilities of the veterinary team, with a good awareness of the remit of the SVN and how they contribute to the veterinary team.	Appreciates the roles and responsibilities of the veterinary team and understands and values their contribution to it.	Promotes the roles and responsibilities of all members of the veterinary team, acting as an advocate for the veterinary nursing profession.

Student's Record of Veterinary Nurse Training

This is an important document

It provides essential evidence of training required by the Royal College of Veterinary Surgeons in order to process an application for entry to the Register of Veterinary Nurses.

The information and signatures herein will be subject to audit checks

Name:	
Enrolment Number:	

This Record of Education and Training must provide evidence that you have completed the mandatory period of veterinary nurse education and practical training, as set out in the *Veterinary Nurse Registration Rules*.

- You must show that you have completed a minimum of **2990 hours** in training as part of an accredited further or higher education qualification. *This includes **both** your practical experience whilst employed, or on placement from your college, in an approved training practice **and** your time attending college.*
- Your training programme must include a minimum of **1800 hours** employed, or on placement, in an approved training practice **in addition to** your taught university or college course.

Your period of practical training shown in this record must be based on your **normal contracted or agreed working hours** and must exclude your annual leave, and other absences including sick leave and bank holidays, overtime and on call time.

Checklist – please complete this before submitting to the RCVS

1	Record of Practical Training signed and dated by Training Practice Principal	
2	Record of Absence signed and dated by Training Practice Principal	
3	Record of Education signed and dated by Head of Centre	
4	All amendments/alterations to record countersigned and re-dated by TPP (or Head of Centre where appropriate)	
5	No photocopied records included	
6	No training time counted prior to enrolment date	
7	No fields left blank	

Summary of Veterinary Nurse Training

	Final Weeks	Final Hours
Training in Practice		
Training in College	N / A	
Total time:		
I hereby confirm that I have completed the required 2990 hours in Veterinary Nurse Training, at least 1800 hours of which were completed in an approved training practice.		Signature of student:

Record of Veterinary Nurse Education

This provides a record of the student's education in support of practical veterinary nurse training. This should be completed each term and signed by the **Head of Centre**.

Please ensure that any amendments or alterations made to this record are **countersigned and re-dated** by the Head of Centre.

Name:	
Enrolment no:	

Centre:		Centre no:		Commenced (date):		Completed (date):	
Centre:		Centre no:		Commenced (date):		Completed (date):	

[illegible]

Student's record of Practical Veterinary Nurse Training

This record must be kept up-to-date by the student. It should be signed by the **Training Practice Principal** of the **approved Training Practice** in question when:

- The student **leaves employment or placement** at a Training Practice (TP) and/or
- The student **completes attendance** at a higher education or full-time veterinary nursing course

The signatory should ensure that all data entered on this record is accurate. Signatures are routinely checked and audited.

If you are unsure who your Training Practice Principal is, please contact the Veterinary Nursing Department at the RCVS for advice.

Surname:	
Forename(s):	

Please ensure:

- All amendments made to entries on the Record of Training or absence are countersigned and re-dated by the Training Practice Principal (or Head of Centre where appropriate)
- The 'from' date for practical training does not precede your enrolment date
- The hours per week do not include on-call, overtime or breaks
- All dates given are specific (dd/mm/yyyy)
- All signatures provided are original and not photocopied

Enrolment no:		Date of enrolment:	
Level 3 Diploma students only:		Employed student	Placement student

Name and full address of Training Practice including postcode: <i>This MUST be the veterinary practice where the student is working. Time spent in unapproved branch surgeries cannot be counted towards veterinary nurse training.</i>	Period of employment or practical placement as an enrolled student <i>Please give exact dates</i>		A Number of weeks	B Absence during this period <i>(divide days by 5 to give weeks absent)</i>		C Full weeks counting towards training <i>(A minus B2)</i>	D Hours Per Week <i>(excluding on-call or overtime)</i>	E Total hours counting towards training <i>(C x D)</i>	Signature of Training Practice Principal <i>I certify that, to the best of my knowledge and belief, the above named student completed the period of clinical training indicated in column C</i>	Date of Principal signing (to be completed by Principal)
	From	To		B1 Days	B2 Weeks					
									Print name:	
									Print name:	
									Print name:	
									Print name:	
Students in higher education only	I hereby confirm that the student named above has completed a minimum of 1800 hours) in practice placements as set out above.					Signature of Head of Centre:				

Please attach a continuation sheet if necessary

Record of Absence and Leave

A record of all periods of annual leave and absence must be kept. These periods must not be counted towards your overall time spent in training.

An absence constitutes any day in which you are **contracted** to work in practice but are absent for any reason and thus **not actively engaged in training**. This must include any **annual leave, bank holidays, sick leave, compassionate leave** or leave of any other kind.

You will need to take your total days absent, convert them into weeks (divide by 5 working days) and subtract them from your weeks in training to calculate your final weeks counting towards training.

Name:	
Enrolment no:	

[illegible][illegible]

Please attach a continuation sheet if necessary