

Veterinary Practice Training Newsletter

# TP Times



August 2024

**Spotlight on...**  
The College of Animal Welfare's Solihull Centre

**Just For Fun...**  
Test your knowledge and enter our prize competition to win a place on a one day virtual congress!



Level 5 Advanced Diploma in Vet Nursing



From Team Member to Team Leader



Reflective Journal - Nursing in Costa Rica



Explore the TAQA Qualifications



Ear Problems, Let's Clear this Up!

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Godmanchester  
Cambs PE29 2BQ

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## Welcome to the August issue.

Thank you for all the great feedback we have received so far since the relaunch of TP Times earlier in the year.

Congratulations to Tamara Lee who correctly solved the anagram in the last issue to give the answer of Depressant, winning a free place on a congress at CAW. Don't forget to enter this issue's competition on page 20 to be in with a chance of winning!

As always, if there are articles or any other items that you wish to see, please let us know ([tptimes@caw.ac.uk](mailto:tptimes@caw.ac.uk)) as we really want this publication to be full of information that is useful to you, whatever your role in the practice team.

Alison German RVN  
Editor, TP Times

### BVNA Launches Mental Health Toolkit for the Veterinary Nursing Profession

The British Veterinary Nursing Association (BVNA) has released a free Mental Health Toolkit, with the aim of providing veterinary nurses with accessible materials to promote mental wellbeing. This resource comprises webinars, personal stories of lived experience of mental health, and signposting towards sources of help and support.

[The Mental Health Toolkit is available to access here.](#)

Additional resources will continue to be added over time, with content welcomed from veterinary nurses, employers and groups who may wish to share their stories, case studies, or mental health and wellbeing policies.

Rebecca Winter, BVNA Council Member and Mental Health and Wellbeing Team Co-Ordinator, said: *"I am delighted that BVNA has led the development of this toolkit, as an easy-to-access resource available to the entire veterinary nursing profession. Whilst we know that a career as a veterinary nurse is incredibly rewarding, we also know that the veterinary workplace can be demanding and can result in challenges to our mental health. Not only will the resources presented in this toolkit be of benefit to individuals, it will also provide guidance to employers and colleagues of those affected by their mental health. We hope that this toolkit will help those individuals to feel as though they are not alone, and to feel confident to ask for any support they may need to help them to thrive in our profession."*

BVNA President Lyndsay Hughes added: *"I am proud that the BVNA Council team have led this project for the benefit of the veterinary nursing community. We would like to thank the veterinary nurses who have kindly shared their own lived experiences and stories with us. We hope that projects such as this help to reduce the stigma surrounding mental health, and start conversations amongst friends, colleagues and teams."*

## LOOKING TO ADVERTISE IN TP TIMES?

We have a limited number of advertising opportunities with competitive rates.

Please email Alison German on [tptimes@caw.ac.uk](mailto:tptimes@caw.ac.uk) for a media pack.

### RCVS Academy Launches New Course to Help Veterinary Professionals Understand Concerns Process

The RCVS Academy, the Royal College of Veterinary Surgeons' (RCVS) free digital learning platform for the veterinary professions, has launched a new course to help veterinary surgeons and veterinary nurses understand the RCVS concerns process.

The course aims to provide further clarity and understanding about what the process involves and what to expect if you're a veterinary surgeon or veterinary nurse who has had a concern raised about them.

The course features a range of different interactions such as audio, video and scenarios to enhance learners' experience and takes approximately 30 minutes to complete. Learning on the Academy is developed by the RCVS; vets and nurses are encouraged to record and reflect on what they have learned in the RCVS ICPD platform to meet the RCVS CPD requirements.

The concerns process course can be accessed for free via the [RCVS Academy](#) using the 'My Account' login details, where other courses in concerns support are also available.

If you have any questions about the Academy or any suggestions for improvement, please contact [academy@rcvs.org.uk](mailto:academy@rcvs.org.uk).

### New Neurodiversity Resource Now Available

Vetlife have a valuable new Vetlife resource which is freely available to all in the veterinary team including veterinary professionals, practice managers, employers, students and administrative team. The resource covers common neurodivergent conditions, how to create a neuro-inclusive workplace, the Equality Act, and the process of providing reasonable accommodations for neurodivergent colleagues, with examples.

[View the resources here.](#)

### RCVS Event First Step for Development of Neurodivergent Student Support Guidelines

On Friday 14 June 2024, the Royal College of Veterinary Surgeons (RCVS) held a hybrid event in London, to help inform their work on creating guidelines to support neurodivergent students on veterinary and veterinary nursing placements.

Delegates comprised neurodivergent veterinary and veterinary nursing students, key stakeholders in veterinary education, including lecturers, disability liaison officers, placement officers and student welfare support staff, as well as extra-mural study (EMS), intramural rotation (IMR) and student veterinary nursing (SVN) placement providers. There were 100 delegates present, with attendees having the option to attend either in-person or online (47 joined online, and 53 in-person).

RCVS Director for the Advancement of the Professions, Angharad Belcher, said: "For many the workplace can be a challenging environment to join, let alone when considering neurodivergent needs. Our hope is that, by laying out clear guidance, it will empower students to make the most of their time on placement, but also have a ripple effect within workplaces and organisations to consider their approach and focus on the benefits that each individual can bring, in turn impacting recruitment and retention within the workforce".

### BVNA Launches Full BVNA Congress 2024 Programme

The British Veterinary Nursing Association (BVNA) Congress is an annual three-day event dedicated to the veterinary nursing profession, taking place this year between Friday 11 – Sunday 13 October 2024 at Telford International Centre. BVNA has now launched its full Congress CPD programme, containing over 120 hours of CPD and providing more interactive and hands-on learning than ever before.

This year's theme of 'Progression' will inspire reflections on how far the profession has come, as well as enable blue-sky conversations of where it could go in the future.

You can [register online here](#).

### Cat and Dog Theft Now a Criminal Offence

From August, a new criminal offence of "pet abduction" has come into force in England and Northern Ireland.

The Pet Abduction Bill makes taking a cat, or taking or detaining a dog, a criminal offence. Under the new law, anyone convicted could face a fine or a maximum of five years in prison.

The new offence recognises the emotional impact caused by a pet being stolen and will help build a better picture of the scale of pet theft.



## Practising VNs Invited to Participate in SVN Mental Health Research Project

The Mind Matters Sarah Brown Mental Health Research Grant recipients for 2023 are currently collecting data on how mental health education is integrated into the curriculum of student veterinary nurses (SVNs). Having now reached the second stage of recruitment for the project, the researchers are looking for veterinary nurses (VNs) who are currently working in practice to participate in an interview.

The project is being led by Dr Faye Didymus and Dr Jackie Hargreaves from Leeds Beckett University and will culminate in a set of evidence-based recommendations for how mental health education for veterinary students could be enhanced.

Dr Hargreaves said: *"We are seeking VNs who are currently working in practice who have thoughts and ideas about how to further integrate mental health into the veterinary nursing curriculum. If you fit into this category, we would be very grateful if you could take the time to participate in our study. There is currently little research in this area, and we hope that the outcomes of our project will make a real tangible difference to the mental health and wellbeing of veterinary nurses both throughout their studies and in the long term when they enter the workforce."*

For further information about helping, please contact either Dr Hargreaves at [j.hargreaves@leedsbeckett.ac.uk](mailto:j.hargreaves@leedsbeckett.ac.uk), or research assistant Jen Rawson at [jennifer.rawson@leedsbeckett.ac.uk](mailto:jennifer.rawson@leedsbeckett.ac.uk) by Saturday 7 September.

## Are You a Diploma-Qualified RVN and Considering Topping Up Your Qualification to a Degree? It's Not Too Late to Start in September!

The College of Animal Welfare's BSc (Hons) Veterinary Nursing Top-Up degree programme, awarded by Middlesex University, is open for applications to start in September 2024

The programme is run via distance learning and can be studied on a full-time or part-time basis. You will undertake 'Live Online' lessons in a virtual classroom and complete online learning activities. The good news for some is that there are no exams! Instead, assessment is carried out by written coursework, case studies, presentations and reflective pieces.

Throughout the programme you'll develop skills in critical evaluation, academic writing and complex decision making. You will undertake the following modules: Evidence Based Veterinary Nursing, Surgical

[Find our more here.](#)

## Does your practice have equipment that is no longer needed?

The College of Animal Welfare would be very grateful of any donations to help with student training...

- Anaesthetic machines
- E/T tubes
- Anaesthetic circuits
- Out-of-date fluid bags
- Centrifuges
- Autoclaves (do not need to be working)
- Microscopes
- Drip pumps

If you have any equipment you think could help, please contact Frank Taylor ([ftaylor@caw.ac.uk](mailto:ftaylor@caw.ac.uk)) or Alison Simpson ([asimpson@caw.ac.uk](mailto:asimpson@caw.ac.uk)).



## MMI News: MMI invites veterinary professionals to attend free self-compassion webinar

The Royal College of Veterinary Surgeons (RCVS) Mind Matters Initiative (MMI) is inviting veterinary professionals to attend a free online webinar about self-compassion, presented by previous RCVS Mind Matters research grant recipient Dr Katherine Wakelin, Clinical Psychologist, and supported by Sarah Corthorne, trainee Clinical Psychologist.

The online webinar, taking place from 7-8pm on Tuesday 3 September 2024, will discuss the importance of self-compassion and provide an overview of Katherine and Sarah's research which involved conducting a randomised control trial to investigate the effectiveness of an online compassion focused therapy (CFT) intervention in improving the mental wellbeing of veterinary professionals. There will also be an opportunity for delegates to ask both Katherine and Sarah any questions they may have.

Following the success of their research intervention, their online CFT course will also be made freely available on the Mind Matters website and on the RCVS YouTube channel for those working in the veterinary professions. Katherine and Sarah will go into more detail about how to get the most out of the course in their webinar.

The webinar will explain more about the research, as well as some of the science behind the effectiveness of the course in a veterinary context. So, if you are interested in learning more about how CFT may be able to help you and your team, both in a personal and professional capacity, [sign up here.](#)

Katherine and Sarah's compassion focused therapy course will be made available on the Mind Matters website in due course. In order to access the online compassion course, individuals are invited to complete a short questionnaire before and after watching one 10-15 minute video each day for 14 days, with the aim of the video intervention being to develop self-compassion skills and reduce self-criticism.

## BVNA Announces Election Results and Officer Team for 2024/5

The British Veterinary Nursing Association (BVNA) recently called for nominations to fill three full (RVN) seats on its Board of Council. Following approval at the BVNA Council meeting on Saturday 6 July 2024, the BVNA is delighted to announce the successful candidates from this election process, along with the incoming officer team for 2024/5.

### BVNA Council election 2024 – statement of results

Seven valid nominations were received, with voting conducted online between Saturday 1st and Sunday 30th June 2024.

The nominated candidates are as follows – successful candidates indicated with '\*':

- Simone Bennett RVN\*
- Hamish Morrin RVN\*
- Helen Stewart RVN\*
- Jessica Bold RVN
- Chloe Carpenter RVN
- Amber Smith RVN
- Leanne Walsh RVN

The three successful candidates will be presented to the BVNA AGM for ratification on Sunday 13 October 2024.

### BVNA officer team 2024/5

Also to be ratified at the BVNA AGM, the incoming BVNA officer team for the 2024/5 term will be as follows:

- Lyndsay Hughes RVN – President
- Sarah Holliday RVN – Junior Vice President
- Steph Worsley RVN – Honorary Secretary
- Nikki McLeod – Honorary Treasurer

BVNA President Lyndsay Hughes commented: *"I would like to thank all those who put themselves forward for election, plus members who voted this year. It is an exciting time to be part of representing the veterinary nursing profession, and we look forward to ratifying the successful candidates onto BVNA Council at the AGM in October. We are also pleased to announce the incoming officer team; a group of our Council Members who have committed even more of their time to step into a more senior role within BVNA Council. It is a privilege to work alongside the passionate and dedicated veterinary nurses who make up our entire Council team, and who volunteer their time to represent and champion the veterinary nursing profession."*

# Exploring the new Level 5 Advanced Diploma in Veterinary Nursing (Practice Nurse) at CAW

The College of Animal Welfare (CAW) is set to launch its first Level 5 Advanced Diploma in Veterinary Nursing (Practice Nurse) this September.

Accredited by VetSkill, this 12-18 month programme will offer veterinary nurses the opportunity to advance their knowledge and skills in practice nursing to a mastery level, building on The Royal College of Veterinary Surgeons (RCVS) Day One Skills and Competences learned during formal training.

If you're a veterinary nurse looking for a way to progress in your career, why not set yourself a new challenge? Here, we explore how the programme works and who it's for, as well as explaining the many benefits and new opportunities it could you bring to your professional life...

## How does the programme work?

You will complete the majority of your learning materials online through the college's Virtual Learning Environment (VLE). Following completion of your theory lessons, you will be required to attend one of our training centres for a practical session, to go through the practical elements of the course.

The comprehensive syllabus is designed to provide veterinary nurses with a thorough understanding of advanced veterinary nursing practices, equipping them with the knowledge and skills needed to excel in their careers. The programme will see students studying advanced professional practice and legislation, consulting skills, nutrition and diet, medical clinics, prescribing and dispensing, coaching, mentoring and support and practical practice nurse skills. Throughout the programme you will have the opportunity to explore best practices and critically compare current veterinary nursing processes, through evidence-based nursing and research.

All course materials will be supplied via our online Virtual Learning Environment (VLE) and you will be allocated a tutor who will support you through the course, with monthly drop-in sessions and 1-2-1 meetings available to offer advice and guidance.

Assessment methods vary and include completing a skills portfolio, an assignment, three practical case reports, a written examination assessing the six theory units of the qualification, one long case scenario and a professional discussion.



## Do I meet the entry requirements?

Applicants must be registered with the RCVS as a Registered Veterinary Nurse (RVN), or hold internationally equivalent qualifications and registration. We would recommend a minimum of 12 months of professional experience as an RVN prior to application. Ideally you should be employed in, or have agreed access to a placement in a suitable veterinary practice for at least 20 hours per week. You should also have a mentor agreed in practice who is a veterinary surgeon, or an RVN who holds an appropriate qualification at level 5 or above.

## Why study an advanced diploma?

On completion of this qualification, you will be able to work to a 'mastery' level in practice and consulting environments, and provide an advanced standard of clinical care and customer service to both patients and clients.

This course is ideal for individuals looking to advance their careers in veterinary nursing, the course places a strong emphasis on professional development, helping you develop the critical thinking and problem-solving skills required for success in the veterinary nursing profession. With an advanced diploma in hand, you could...

### Deepen your professional knowledge and skills

Studying an advanced qualification provides you with an opportunity to deepen your understanding of veterinary nursing. This advanced knowledge can enable you to contribute more effectively to clinical decision-making, and handle complex cases with greater confidence.

### Boost your job prospects and earning potential

Achieving an advanced qualification could help you stand out when applying for leadership opportunities in practice, such as leading a team as a head nurse, mentoring students as a clinical coach. These positions not only come with greater responsibilities but also the potential for higher salaries and job satisfaction, reflecting the value of

advanced qualifications in the workplace.

### Pave the way to higher study

Completing an advanced qualification can inspire further professional development or specialisation in the future, and is a natural stepping stone for those who aspire to study at the highest academic level in the future, for example by achieving a degree, Masters or PhD.

### Advance your personal and professional growth

Studying at an advanced level will help you gain a broader, evidence-based perspective on veterinary nursing care. Not only this, the sense of accomplishment from completing an advanced qualification can also boost your confidence in your abilities and potential.

## Flexible payment options

Completing an advanced qualification doesn't need to break the bank; we have a range of flexible payment options to break down the cost of study. You can pay the course fee in full, in two annual payments, or in monthly payments via our Pay As You Learn scheme. We also offer a loan scheme to help cover the course fees (available to UK citizens living in the UK).

## Want to find out more? Contact us...

Applications are due to open in October 2024 but you can register your interest [on our website](#) to be notified when this programme officially launches. If undertaking an advanced veterinary nursing qualification is something you are thinking about, but would like to talk through your options, please don't hesitate to speak to one of our Client Advisors. They are here to help and make sure that you choose the course that is right for you. You can reach them by calling 01480 422060 or by requesting a call back, emailing: [admin@caw.ac.uk](mailto:admin@caw.ac.uk) or starting a live chat on our website.

## Spotlight on... CAW Solihull

In this issue of TP Times we take a look at another of The College of Animal Welfare's satellite centres; this time our Solihull centre inside Willows Veterinary Centre and Referral Service.

Willows is one of the world's leading Specialist-led small animal referral centres, delivering Specialist pet healthcare for over 30 years. The state-of-the-art hospital located in Solihull is led by internationally renowned specialists committed to providing the very highest standards of veterinary care.

The centre runs the Companion Animal VetSkill Level 3 Diploma in Veterinary Nursing on a day release basis. Students choosing to study at this centre will undertake 'Live Online' theory day release lessons and come into the centre for their practical skills training days (approximately 10 throughout the programme). You can start in either October, January, April or July.

[View The College of Animal Welfare Veterinary Nursing courses.](#)



# Navigating The Transition from Team member to Team Leader

By Melanie Young FCCA, PGCE MIoL, QTLS  
Vice Principal of Academic studies, The College of Animal Welfare

Promotions are exhilarating moments in anyone's career, symbolising recognition of hard work, dedication, and potential for growth. However, when that promotion places you in a managerial position over colleagues who were once your peers, the dynamic shifts, and a new set of challenges emerge. The transition from co-worker to line manager can be delicate, requiring tact, empathy, and clear communication to navigate successfully. In this article, we'll explore essential strategies for effectively managing this transition and fostering a harmonious work environment.

## 1. Acknowledge the Change

First and foremost, it's crucial to acknowledge the significant shift in your relationship with your former co-workers. Recognise that the dynamics have changed, and your responsibilities now extend beyond mere camaraderie. Approach the transition with humility and empathy, understanding that some of your colleagues may have mixed feelings about your promotion.

## 2. Communicate Openly

Clear and transparent communication is paramount during this transition period. Schedule one-on-one meetings with each team member to discuss the changes and openly address any concerns they may have. Emphasise your

commitment to supporting their professional development and assure them that your new role will not compromise your ability to collaborate effectively.

## 3. Establish Boundaries

As a line manager, it is essential to establish clear boundaries while maintaining a sense of approachability. Define your new role and responsibilities, making it clear that while your relationship with your team may evolve, your commitment to their success remains unwavering. Encourage open dialogue and feedback while ensuring that decisions are made impartially and in the best interest of the team and the organisation.

## 4. Lead by Example

Actions speak louder than words; as a line manager, your behaviour sets the tone for the entire team. Lead by example by demonstrating professionalism, integrity, and a strong work ethic. Show respect for your team members' expertise and contributions, and be willing to roll up your sleeves and work alongside them when necessary.

## 5. Foster a Collaborative Environment

Promote a culture of collaboration and teamwork

within your team. Encourage open communication, idea-sharing, and mutual support to harness the collective strengths of the group. Emphasize the importance of constructive feedback and recognise and celebrate individual and team achievements.

## 6. Invest in Professional Development

Demonstrate your commitment to your team's growth and success by investing in their professional development. Identify opportunities for training, skill-building, and career advancement, and provide the necessary resources and support to help your team members reach their full potential. Encourage continuous learning and foster a culture of curiosity and innovation.

## 7. Handle Conflicts with Sensitivity

Conflicts may arise as a natural consequence of the transition, but it's essential to address them promptly and with sensitivity. Approach conflicts with an open mind, actively listen to all parties involved, and strive to find mutually acceptable solutions. Remain impartial and avoid taking sides, focusing instead on resolving the issue in a way that preserves harmony and fosters constructive relationships within the team.

## 8. Seek Mentorship and Support

Transitioning into a managerial role can be challenging, but you don't have to navigate it alone. Seek mentorship and guidance from more experienced leaders within your organisation utilising their insights and expertise to navigate the complexities of your new role. Surround yourself with a supportive network of colleagues and mentors who can offer advice, feedback, and encouragement along the way.

## 9. Embrace Continuous Learning

Effective leadership is a journey, not a destination, and there is always room for growth and improvement. Embrace a growth mindset and commit yourself to continuous learning and self-improvement as a leader. Seek out opportunities to expand your knowledge, skills, and perspectives through workshops, seminars, and networking events, and apply what you learn to become a more effective and inspirational leader.

## 10. Celebrate Successes and Milestones

Finally, take the time to celebrate successes and milestones with your team. Recognise and acknowledge their hard work, dedication, and achievements, and express your appreciation for their contributions to the team's success. Celebrate milestones, both big and small, as they serve as opportunities to reflect on how far you've come and to reaffirm your shared goals and vision for the future.

Transitioning from co-worker to line manager can be a challenging yet rewarding experience, requiring sensitivity, empathy, and effective communication skills. By acknowledging the change, communicating openly, establishing boundaries, leading by example, fostering collaboration, investing in professional development, handling conflicts with sensitivity, seeking mentorship and support, embracing continuous learning, and celebrating successes and milestones, you can navigate this transition successfully and foster a harmonious and productive work environment for you and your team. With dedication, humility, and a commitment to growth, you can thrive in your new role as a line manager and inspire your team to achieve greatness together.

## Have you recently been promoted to head nurse?

An [ILM Leadership & Management qualification](#) can give you the confidence boost you need! We caught up with two of The College of Animal Welfare's previous students, [Phillipa Barclay \(Wheelhouse Vets\)](#) and [Stacey Smith \(Vet4Life\)](#) to have a chat about leadership and management in veterinary practice. Click on the play button below to watch!

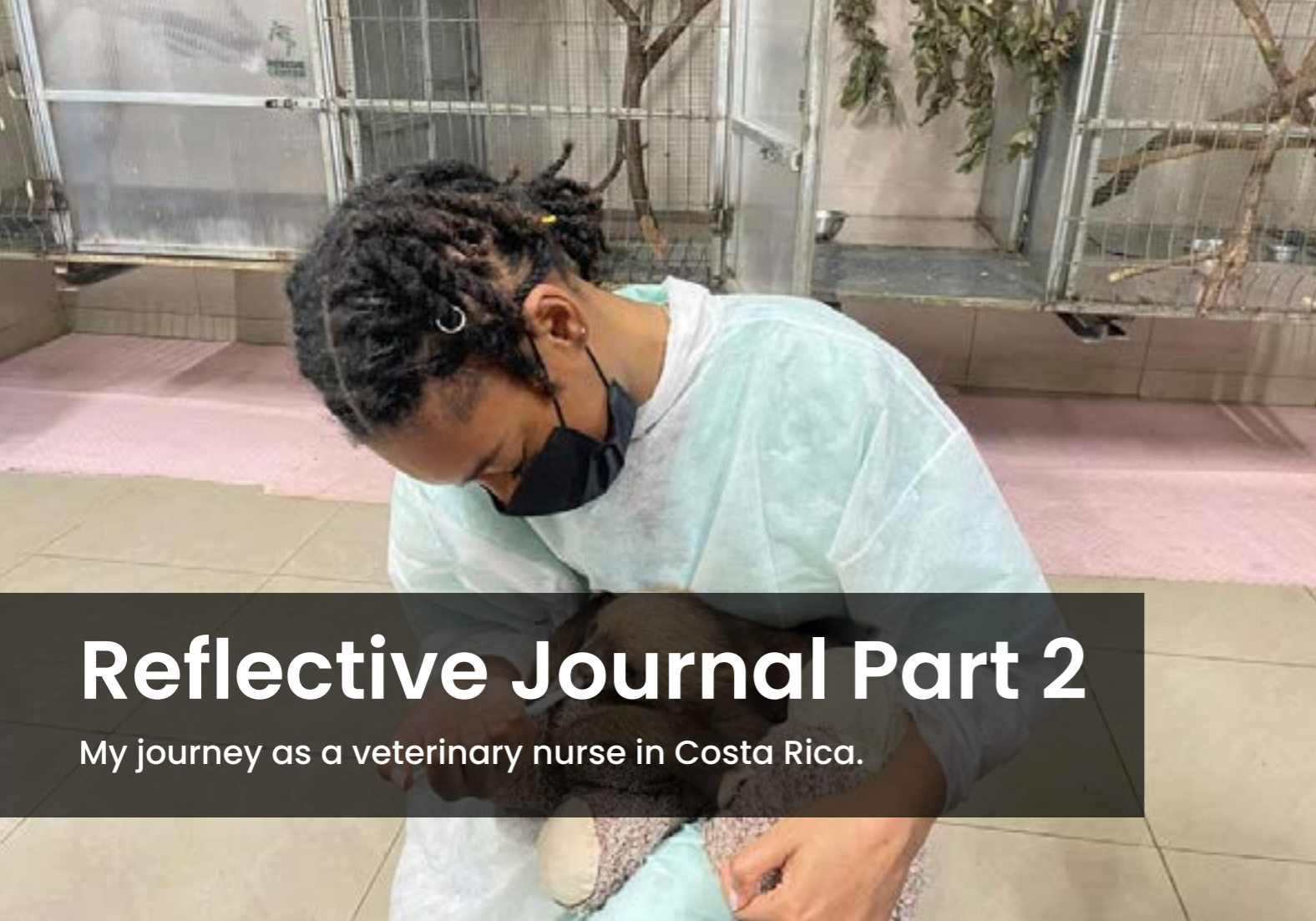


Podcast: Leadership and Management

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# Reflective Journal Part 2

My journey as a veterinary nurse in Costa Rica.

By Renae Crossgell  
Final Year Student, BSc (Hons) Veterinary Nursing Student at Middlesex University/The College of Animal Welfare

*If you read the last issue of TP Times (June 24) you will have read part one of Renae's reflective diary, documenting her time on placement in a wildlife rescue centre in Costa Rica as part of her elective module - international veterinary nursing. We hope you enjoy reading the second part, and thank you once again Renae for allowing us to share your experiences!*

## 09/01/24- The woes of wildlife

Within veterinary nursing, it is known that wildlife patients often come with a unique set of challenges. Today I experienced some of these challenges for myself whilst nursing an extremely young jay chick who had fallen from a nest.

He had black rugged feathers complimented by a stern expression on his face, so I thought the name Rambo was fitting. He presented extremely dehydrated with his legs bent in an awkward position, but he seemed adjusted to it.

I was feeling accomplished, as crop feeding was one of the goals I had set for myself and was a skill I had successfully demonstrated back to the vet earlier in the day. However, during his evening feeding, his body went limp. A sense of worry hovered over me as I suspected aspiration, prompting immediate action. I started triaging him and in the middle of

my checks he just perked up again as if his body was not looking lifeless two seconds ago. Still concerned, I alerted the vet team through our group chat, and we swiftly initiated a protocol under the guidance of a veterinarian. Administering medications, fluids, and monitoring his temperature became our immediate focus, there was no time to waste. After some time in the incubator, his overall demeanour had greatly improved. Witnessing his gradual improvement brought me a sense of relief, instilling optimism for his recovery. However, I quickly reminded myself of cases I had been involved with in the UK where birds have gone downhill extremely quickly, which is exactly what happened. Despite mine and the vet's resuscitation attempts Rambo's death eventually fulfilled his initial poor prognosis.

Although the outcome was not favourable, I believe I did the best I could considering being the only person with enough experience available at the time of the incident. A volunteer had taken a video of me feeding Rambo which we presented to the vet to evaluate for both my reflection and peace of mind. He confirmed that the event had nothing to do with my feeding methods but was likely a neurological issue due to head trauma from the fall, which may have also played a part in his abnormal leg positioning.

Not only did this encounter further enforce my

views on the unpredictability of wildlife but also how well they can mask illness. Lack of medical history and the likelihood of pre-existing conditions pose significant challenges, demanding rapid and decisive interventions. For me, this emphasized the importance of adaptability and quick thinking in veterinary nursing and how these skills will be utilised wherever you go. This is especially true for encounters with diverse species that require a more flexible approach to care.

## 24/01/24- Your twelve or mine? When culture causes miscommunication...

I was enjoying the night shift, where I was required to feed and medicate the infants. Without giving it much thought, I proceeded to administer an antibiotic injection to a sloth at 12am as per the instructions listed on the medications board. However, the following morning, I was taken aback when the vet on duty expressed confusion and annoyance about why I had medicated the patient.

Initially, I felt perplexed and slightly defensive when the vet questioned my actions. I believed I had followed the instructions correctly, and I couldn't understand where her accusatory tone was coming from. Upon discussion, we quickly realised that misunderstanding lied in the timing notation.

In the UK, we use a clock system, where "12 am" typically refers to midnight. However, in my coworker's home of Slovenia, "12 am" is seen as midday. Reflecting on this incident I realized that the confusion stemmed from a lack of standardized communication in the hospital. Each of us interpreted the time differently based on our own understanding, neither of us were right nor wrong in this incident. This rescue centre hosts volunteers and veterinary staff from all over the globe. Influenced by diverse cultures and languages it's only natural that everyone will see things through a different lens.

To address this issue, I initiated discussions with the team regarding the implementation of standardized communication protocols for medication administration to reduce error. This could include clarifying the use of timing notations, providing clear written handovers for the night nurse, and teaching new arrivals how to read the medication board correctly.

In conclusion, this experience has served as a valuable lesson in the importance of effective communication in veterinary nursing, particularly when it comes to nursing internationally. Following this, I will be more vigilant and proactive in seeking clarification when encountering ambiguous instructions in the future. I apologised to the vet, understanding her frustration as my actions disrupted the timings of drug administration for the remainder of its course.

## 25/01/23- Coping with death and it's sting...

I arose to a distressing message that Menta, the baby sloth I had been raising had died in the night. Despite the team reviving him several times, did not make it. Later that day a necropsy was performed, revealing a scorpion sting as the cause of death.

I was brought to tears when I read the message, and it did cause me to overthink. As his prime feeder I worried as sloths are prone to aspiration pneumonia, so I was relieved to know that was not the cause of death. I tried to think how that could have been possible as his incubator was secured but then it hit me... The scorpion likely infiltrated the hospital through the leaves provided by the sloth team. A minor oversight, but one we now know has devastating repercussions. I felt concern for the vet in charge's well-being, as she was drained both from the chaotic night and working consecutive days. Whilst everyone ate lunch both of us sat in silence on a bench, filled with sadness and a lack of appetite. It goes to show that he bonds between carer and patient extends medical care, it's an emotional investment every time you agree to a veterinary role.

After lunch at the vet meeting, we proposed mitigating circumstances to stop death by scorpion next time. I suggested that the sloth team shake out and wash the leaves before bringing them into the hospital and mentioned to the managers of the centre that care needs to be taken with pest control. There are cracks in the hospital wall so anything could get in once we leave. I was worried for Noel, our baby monkey as his enclosure rests on the floor. They took this feedback seriously and got the hospital fumigated the next day, which will become a regular practice. In this event, I learnt the hardships of losing an animal you are emotionally attached to and the importance of reflection amongst colleagues.



Figure 6 - The scorpion sting.



Figure 7 - Smiley baby Menta.



Figure 8 - Feeding session with Menta.

## 01/02/24- Bye-bye from margay and I: A reflective farewell

As walked the paths of the rescue centre on my last day, I was filled with a multitude of emotions. It was a bittersweet moment, as I filled with pride for the impact I had made and sadness for leaving behind the animals and people I had grown familiar with.

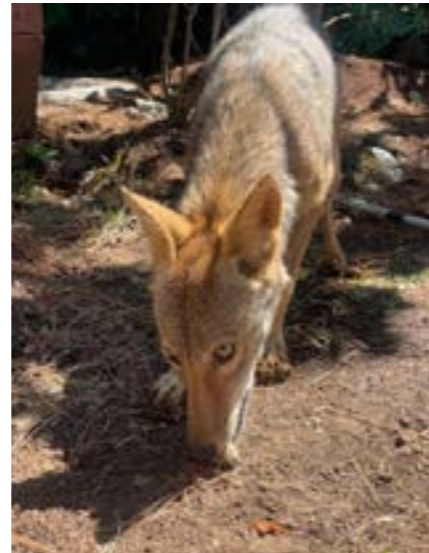
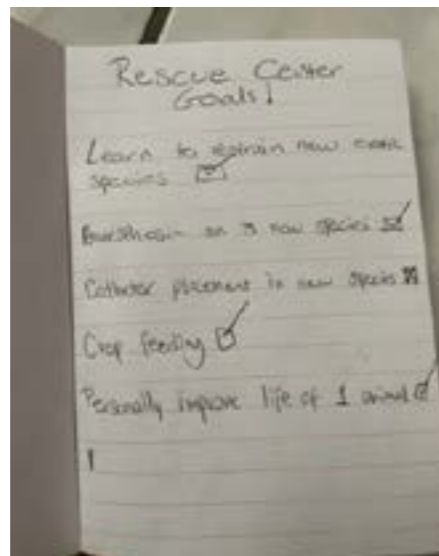
I thought that I would cry leaving the babies, but I knew that there would always be under constant care. The one farewell that moved me was the one I shared with Lily, the coyote. Through countless hours of training and dedication, I had become someone she trusted, allowing me to provide her with a level of attention she had never experienced before. I couldn't shake the feeling that I was abandoning her, despite having trained others to continue her care in my absence.

I was overjoyed to witness the departure of Nimbus the margay kitten, who was off to a big cat centre, the next stop on her road to freedom. This was a full circle moment, as I reminisced on the day she was brought in and all the efforts that went into keeping her releasable, such as wearing a ridiculous owl mask every time I fed her, so she wasn't accustomed to humans. I've learnt that rescue centres aid in the conservation of species by providing a safe environment for animals to practice essential skills that are imperative to their survival in the wild. It has been an honour to play a part in the rehabilitation and release of so many animals even during my brief time at the centre.

My work here has gifted me a greater sense of purpose. The joy and satisfaction I have received from being able to work with exotic species and learn about them ignited a childlike curiosity in me, which I am grateful for.

I could try and give rational for what aspects I would have changed, but even what could be perceived as 'bad' moments were really teaching moments that contributed to my growth, therefore I wouldn't change a thing.

Nursing in an international setting has required me to step outside of my comfort zone and take ownership of my learning. This has contributed greatly to my overall professional and personal development, whilst simultaneously providing me with a greater sense of independence and self-assurance. I would recommend this type of experience to every nurse, qualified or student.



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# BSc (Hons) Veterinary Nursing (Middlesex University)

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# CAW News

This section is specifically aimed at Training Practices/Clinical Supervisors and students who are associated with/study at The College of Animal Welfare (CAW). Whilst some of the information may be relevant to students training with other providers, you should always follow the guidance of your own provider as not all information is transferable.

## Change of Entry Age for VN Training

The College of Animal Welfare's new three year [Level 3 Diploma in Veterinary Nursing programme](#) for students not already employed in a veterinary practice is now accepting students from 18 years of age (a change from the previous 19 years). The minimum age of entry for students employed in a veterinary practice to enrol remains at 16.

## SQP (Suitably Qualified Persons) Professional Discussion Assessment

If you are a CAW student and have been certificated for the VetSkill Level 3 Diploma in Veterinary Nursing (Companion Animal or Equine) qualification within the last twelve months, but have not yet achieved the SQP Objective Structured Clinical Examinations (OSCEs), you now have the opportunity to achieve the SQP qualification by undertaking an SQP professional discussion (PD). The PD will be scenario-based and conducted online between the learner and an independent assessor.

Learners will be asked ten questions, over a twenty minute period, under controlled assessment conditions allowing them to demonstrate the SQP skills and competencies.

In addition to the Professional Discussion, learners will be asked to complete a written prescription template using a separate scenario - CAW students will be provided with full details at the point of booking.

## VetSkill VN Diploma – Remote Invigilated Exam Checklists

In order to support learners sitting their assessments via remote invigilation and Proctorio™ VetSkill have created a new two-page checklist.

The remote invigilation learner checklist will be sent by CAW to its learners with the keycode/access details the day before the exam. Please be advised that this is subject to change, therefore please refer to the version sent via email.

**Page 1** of the checklist details all the information the learner will need prior to the day of the assessment, including I.D, preparation of the room, requirements of the room scan and a list of prohibited items.

**Page 2** is a final check for the learners on the day of the assessment. You will also notice on page 2 that there is a space at the top for the Pin and keycode. You should write these on the sheet once received and remember that pens are not permitted within the examination. This will mean that you only need this one checklist with you on the day and not any other pieces of paper.

Please remember that the scan should not be rushed as it is not time restricted and does not 'eat' into any part of your assessment time, therefore you should move the web camera or laptop slowly and repeatedly if necessary to ensure that all areas of the room and desk area (above, below and under the surface of the desk) are covered.

## Distinction Grades for the VN Diploma and the VN Apprenticeship Standard

You may not be aware that overall distinction grades are awarded for the VN Diploma and separately for the VN Apprenticeship Standard. Below is a brief overview regarding how these are achieved.

### Legacy VN Diploma Students

- In order to achieve a distinction overall, all online multiple-choice question examinations (seven in total) and assignments (five in total) must have gained a distinction on first attempt or submission and a pass achieved in VN05/10 (OSCEs).

### VTEC VN Diploma Students

- In order to achieve a distinction overall, students must gain a distinction on first submission/attempt in at least six of the following eight units: VN01, VN02, VN03, VN04, VN06, VN07, VN08, VN09 and a pass in VN05.

### VN Apprenticeship Standard

- Apprentices are required to pass both elements of the End-Point Assessment (Professional Discussion and OSCEs) in order for a final grade to be given. A distinction on first attempt for the Professional Discussion and a pass on first attempt for the OSCEs will result in a distinction grade overall.

# Exploring the ILM Level 5 Certificate in Leadership & Management

In today's modern veterinary environment, the demand for skilled leaders and managers is as important as ever. Often people working in leadership roles in practice have fallen into the position by internal promotion following a colleague leaving and might need some help adjusting to the role and feeling confident in tackling the challenges that leading a team of people bring. One way to develop these essential skills is through formal education and training. In this issue, we delve into the ILM Level 5 Certificate in Leadership and Management delivered by The College of Animal Welfare's Business School; looking at the content, delivery and career implications.

## What is the Level 5 Certificate in Leadership and Management?

The Level 5 Certificate in Leadership and Management is an internationally recognised qualification accredited by the ILM. It is designed for people who are managing a team and want to enhance their leadership and managerial capabilities and prepare for senior management positions.

## Course structure

The certificate takes around 12 months to complete and is delivered by distance learning. 'Live Online' lessons on key management topics take part using our virtual classroom in real-time, approximately once a month, with additional resources provided on our Virtual Learning Environment.

Course units will look at a variety of key management topics such as:

- Conflict management
- Stress management
- Recruitment and selection of new staff
- Health and safety
- Setting team objectives
- Discipline
- Understanding leadership and assessing your own leadership capabilities
- Planning and allocating work
- Developing and leading teams
- Delegating authority
- Motivating people
- Managing customer relations
- Solving problems by effective decision making
- Managing efficiency and effectiveness
- Managing communication



You will undertake written assignments, written questions, reflective reviews and learning logs.

## What will it do for me?

From the beginning of the programme you will gain knowledge and practical skills that you can apply in your role to start improving team performance and productivity. By gaining a deeper understanding of management principles and practices you will feel more confident in your ability to lead others, communicate effectively on all levels, and make decisions to solve problems and improve efficiency.

## Career implications

ILM qualifications are highly regarded by employers in all industries and can significantly enhance your career opportunities, opening doors to higher-level positions and increased responsibilities. Depending on your management experience, upon completion of the ILM Level 5 Leadership and Management qualification, you could become a Member (MIoL) or Fellow Member (FInstLM) of the Institute of Leadership.

## Want to find out more?

The College of Animal Welfare offers a range of ILM Leadership and Management qualifications at both level 3 and 5, with certificate, diploma and apprenticeship options available. Find out more at [www.caw.ac.uk](http://www.caw.ac.uk).





# Ear Problems? Let's clear this up!

By Angela de-Zille RVN, Education Advisor and Co-ordinator, Millpledge Veterinary

As we all know, it is a very common scenario in practice to be involved with a patient that has an ear problem, and most dogs, cats and rabbits will have to undergo ear treatment at some stage in their lives.

It may be that this involves a preventative ear product to be used as part of the daily grooming routine, as some breeds are more pre-disposed to having ear problems. Those breeds that have longer and/or hairy ears, have reduced air circulation within the ear canal and this is likely to create a dark, warm, moist environment that bacteria and fungus adore, resulting in an ear infection. This can affect those longer eared breeds such as lop eared rabbits or cocker spaniel dogs.

The same is true of dogs that swim regularly during summer months as their ear canals become wet and damp with often contaminated water, and the ear canal has trouble drying out, especially if they have long ears too!

An ear product may be used for long term maintenance, particularly after an ear condition has been rectified and administration of the product is required to prevent re occurrence.

The most common reason to use an ear product,

however, is due to an infection within the ear, either caused by a bacterial infection or fungal infection and this requires an ear product to address the situation as soon as possible. If not addressed, it will cause ill health and severe discomfort to the patient, potentially causing a loss of hearing or permanent damage within the ear canal.

If a patient presents to the practice with a suspected ear problem, it is imperative that a physical examination is undertaken, with the use of an auroscope, to check that there are no foreign bodies present (FB). A FB is anything that is not usually found in the ear, the most common of which are grass seeds, which are prevalent during the summer months. As well as trauma, these grass seeds can cause inflammation, infection and severe discomfort to the patient. The grass seed will need to be removed manually under sedation / general anaesthesia, and then the ear canal examined and appropriate ear preparations administered accordingly to address the resulting ear inflammation and possible infection.

Other trauma that may be seen are aural haematomas. This is where the patient is experiencing discomfort within the ear canal, and

in an effort to rid itself of this, the pet will shake it's head vigorously. This shaking damages the blood vessels within the ear flap, causing it to swell with blood. A medical or surgical procedure will be required to repair the haematoma, and the underlying ear condition that initiated the process, will then need to be addressed. An aural haematoma is more common in the summer months due to warmer environmental conditions causing ear problems, or as a result of a FB, but of course can happen at any time of the year.

In all the above scenarios, it is highly likely that different products will have to be used. A topical ear product that will treat an ear infection will contain products such as antibiotics and antifungal agents, as well as possibly steroids to treat the inflammation. It is unlikely that this product will be suitable for long term use, nor will it be able to be used as a preventative/routine grooming product, therefore additional products may be required. It may also be the case that the active ingredients will only be able to treat certain bacteria and may not treat many different varieties/be broad spectrum. If this is the case, a bacterial culture and sensitivity swab may be required, to be tested in a lab to determine which bacteria are present, and what antibiotics they are susceptible to, in order to select the most appropriate product for each given situation.

An ear cleaner will also be required to remove all the debris and dirt and muck these situations create, in order for the active agent of the treatment to reach the target area.

Often all of these products contain harsh chemicals that can sting on application, causing great discomfort, especially if the ear is already inflamed. These chemicals do not smell very nice (to the user) and a fragrance is often added to make it more "appealing", but this can also sting on application.

The instructions should be read closely before application as not all are suitable for administration, in an ear that has a ruptured tympanic membrane (the ear drum). The difficulty with this, is that often it is impossible to view the tympanic membranes (due to dirt/infection) so it's integrity is often unknown. This will prevent the use of many topical ear products available on the market.

## Malazinc

*Malazinc™ products have been created to not only address the ear problems encountered in practice, but also to address the restrictions of all the products otherwise available.*

*Malazinc™ contains boric acid and a pH of 4.5. When applied, it creates a very slightly acidic environment within the ear (but with no discomfort to the patient). This means, that due to the fact that bacteria and fungi thrive in an alkaline environment, they simply cannot flourish nor grow in the inhospitable environment that Malazinc™ has now created.*

*Malazinc™ does not contain harsh chemicals nor any fragrance, so it does not sting on application. It*

*also contains L-lysine and taurine, which addresses the odours that infected ears can produce and limits wax formation, which is often a contributing factor in ear infections.*

*The Zinc part of the product is used to soothe the irritated skin, inhibit bacterial growth, promote healthy epithelial cells to form, helping the damaged ear canal to heal. Zinc is a wonderful ingredient, that we use in many of our products and we have a range that is suitable for skin problems and a dental range as well.*

*As Malazinc™ contains zero antibiotics nor steroids, it can be used as preventative product, a long term product and also to rectify an existing condition. There is no ototoxicity associated with Malazinc, making it ideal to use in all situations, regardless of the condition of the ear canal, as well as being suitable for dogs, cats and rabbits.*

*Malazinc™ ear drops can be used twice daily whilst a current ear problem exists, and then twice weekly to maintain a healthy ear. Malazinc™ can be used long term with no contraindications.*

*Malazinc™ textured wipes can be used to clean the ears prior to administration of the drops, or for convenience when travelling etc. The wipes may also be used regularly on a daily basis and for long term use.*

*For further details on Malazinc, please visit the [Millpledge website](#).*





# The Training, Assessment and Quality Assurance Qualifications (TAQA)

By Amy Howland RVN AI C-SQP IQA & Gary McAdam  
Cert Ed. MSET D32/33 D34 EPA  
The College of Animal Welfare

*The veterinary practice offers a diverse and rewarding career path. Whether you're just starting as a receptionist, working as a veterinary care assistants (VCA) or nearing your qualification as a Registered Veterinary Nurse (RVN), or have years of experience under your belt as a manager or another role, it's never too early or too late to consider your options. Opportunities exist in various areas, from client service and patient care to practice management and staff development. Additionally, for those with a passion for sharing their knowledge and professionalism, becoming an assessor by gaining the TAQA qualification, is an ideal step towards assessing, helping, managing, and supporting others with their qualifications and CPD needs.*

## What is TAQA?

TAQA is a range of qualifications, representing Training, Assessment, and Quality Assurance. It comprises of various units that build competence as a teacher, tutor, assessor or quality assurer.

## Teaching

This suite of qualifications are ideal for individuals that wish to teach or train adults within their area of specialism. The education and training qualifications comprise of three levels:

- **Level 3 Award in Education and Training (AET)** - Previously known as the PTLLS qualification, the AET enables you to teach in your subject area, such as in colleges. This qualification can be seen as an entry point, as you don't necessarily need to be in a teaching role to obtain it.
- **Level 4 Certificate in Education and Training (CET)** - Previously known as the CTLLS qualification, the CET requires you to already be in a further education role. You must be

observed delivering real-life teaching to your learners.

- **Level 5 Diploma in Education and Training (DET)** - Previously known as the DTLLS qualification, the DET provides you with a wide range of skills and knowledge. It qualifies you to apply for the Qualified Teacher Learning and Skills (QTLS) status, this is the most advanced qualification available.

## Assessment

There are a number of assessor-related unit qualifications. Each individual qualification serves a different purpose, comprising of different combinations of the three units. Taking all three units qualifies you to be a fully competent assessor. The specific qualifications are:

- **Level 3 Award in Understanding the Principles and Practices of Assessment** (Unit 1 only) - This theory-based unit doesn't qualify you to practise as an assessor but serves as excellent CPD and provides a great understanding of the assessment process for the role of the assessor.
- **Level 3 Award in Assessing Vocationally Related Achievement** (Units 1 and 3 only) - Qualifies you to assess in a learning environment, such as a classroom, but not in the workplace.
- **Level 3 Award in Assessing Competence in the Work Environment** (Units 1 and 2 only) - Qualifies you to assess in the workplace but not in a learning environment.
- **Level 3 Certificate in Assessing Vocational Achievement** (Units 1, 2, and 3) - Qualifies you to assess in both learning and workplace environments, making it the most comprehensive and sought-after qualification in the TAQA suite.

## Quality assurance

The Internal Quality Assurance (IQA) qualifications will prepare you to manage the quality assurance process and consist of three units:

- **Level 4 Award in Understanding the Internal Quality Assurance of Assessment Processes and Practice** (Unit 1 only) - A theory-based qualification that doesn't qualify you as an IQA but is good for CPD and provides a great understanding of the quality assurance process alongside the role of the assessor.
- **Level 4 Award in the Internal Quality Assurance of Assessment Processes and Practice** (Units 1 and 2 only) - Qualifies you to become an Internal Quality Assurer, similar to the old Internal Verifier role.
- **Level 4 Certificate in Leading the Internal Quality Assurance of Assessment Processes and Practice** (Units 1, 2, and 3) - Qualifies you to manage the entire IQA process, including quality assurance, staff management, and coordination with External Quality Assurers (EQAs).

## What do the qualifications cover?

The TAQA units and qualifications are designed for individuals involved, or wish to be involved, in assessment and internal quality assurance within their organisations. These qualifications enable professionals to enhance their skills and attain a recognised credential for their roles. They cater to those working in both accredited and non-accredited learning environments, as well as within the NQF and QCF frameworks. The curriculum encompasses all fundamental principles and practices of training, assessment, and quality assurance, including evaluating competence and achievement. The qualifications comprise a blend of units, combining both competence-based and knowledge-based elements. The courses provide practitioners with the skills to assess the achievement of competence in a work environment and assess achievement in vocationally related situations and quality assurance of practices and staff.

## So, how can you equip yourself for this rewarding role?

TAQA provides a structured pathway to develop the skills and knowledge needed to excel in assessment, teaching, training and or quality assurance within your veterinary practice. These qualifications allow you to gain a comprehensive understanding of assessment practices, quality assurance methods and models of teaching and tutoring including methods like practical demonstrations, case studies, and written examinations. By mastering these methods, you'll be well-equipped to contribute to the development and implementation of effective training programmes for all staff within the practice. The courses foster an understanding of different learning styles, allowing you to tailor training methods to individual needs and ensure everyone has the opportunity to excel.

## Leadership and development

These qualifications position you for advancement into leadership and mentorship roles as they will demonstrate your expertise in assessment, training, and quality assurance which are important when leading and developing teams. This makes you a strong candidate for roles like Practice Manager,

Reception Manager, Head Nurse, Clinical Lead, or Client Care Supervisor to name just a few.

## Education and development

Your passion for sharing knowledge and experience might also lead you to consider a more formal role in staff development and training. Holding a TAQA unit qualification positions you well for this transition, as it showcases your understanding of assessment methods and educational practices.

## Hear from aspiring TAQA assessors:

Suzy says *"I have learnt a lot during the TAQA course and found it very interesting. The course has helped me to understand how to plan and carry out effective assessments that are fair for all and take into account individual learners' needs. In turn this has helped me to better understand how I can help, support and develop my students."*

Ryan adds *"I have been working as a clinical supervisor in practice for a number of years now and do enjoy this particular aspect of my job role. I decided to enrol onto the TAQA qualification as a starting point into a potential career progression route within education. I have found that whilst completing this course I feel that I have gained a more in-depth knowledge and understanding of the assessment process and requirements. I feel that this course has helped me to become a more experienced and skilled assessor within practice and has allowed me to use these new skills and knowledge to better assist my students in their training."*

Sally stated *"I participated on the TAQA L4 IQA course and I would like to say how much I enjoyed it. It was in a relaxed format and Amy really put me at ease. I was quite apprehensive about it beforehand, but I had nothing to worry about. Amy remained calm and professional throughout which gave me confidence."*

## How are the qualifications assessed?

Assessment methods can include observation, witness testimony, interview and discussion, oral and written questions, assignments, projects, and case studies.

## Do you need to be working to undertake a qualification?

For unit based knowledge only and the EAT Level 3, you do not need to be working. For the other units you must have access to learners in vocational training to assess, teach or quality assure. (The College can assist with access to learners and provide additional information upon request).

## How long are the courses?

Most courses take approximately 6 months. The EAT Levels 4 and 5 are 12-24 months, respectively.

## Want to find out more?

Start your journey today with The College of Animal Welfare's flexible learning options and experienced tutors. Learn more about the qualifications and view pricing [on our website](#) or call one of our Client Advisors on 01480 422060 for a chat.

# Just for fun...

Answers to the fun questions can be found at the bottom of the page.

## Prize competition

### Win a place on a virtual congress at CAW!

To be in with a chance of winning this month's prize, a place on one of The College of Animal Welfare's one day virtual congresses, simply solve the anagram below to give the name of a type of treatment used to fight disease and enter the answer on our [competition entry page](#), by Friday 6 September 2024.

#### im oh menu party

Entries will be drawn on Monday 9 September 2024. The winning entrant will be notified by email, good luck! Terms and conditions can be found on the [competition entry page](#).

## True or False?

1. A horse has 26 deciduous teeth. True or false?
2. John Alfred Wright was the real name of the veterinary author, James Herriot. True or false?
3. There are three native species of snake in the UK. True or false?
4. A zoonotic disease is one that can be passed from an animal to a person. True or false?
5. A sarcoma is a benign tumour formed in connective tissue, bone, cartilage, or certain types of muscle. True or false?

## What am I?

1. I am a type of drug used to alleviate coughing.
2. I am secreted by the adrenal gland and play a role in the stress response.
3. I am used to grasp tissue during surgical procedures, my name may remind you of an unusual tea party.
4. I am a young hare.
5. I am a chemoreception organ of the olfactory system particularly used by cats to identify pheromones.
6. I am the time after an infection has been contracted but before any signs are apparent.
7. I am a small mass of lymphoid tissue in the throat.

## Mnemonic of the month

Bicycles, Tricycles with Super Inflatable Pedals

Biceps  
Triceps  
Superspinatus  
Infraspinatus  
Pectoral



Do you struggle to remember the main muscles of the front limb? This catchy mnemonic can help!



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Thurs 8 August 2024, 9:30am-12:30pm



### Self-Growth in a Professional World: A webinar on personal development

Weds 13 November 2024, 9:30am-12:30pm



### Leading with Efficiency and Effectiveness: Navigating team dynamics

Thurs 22 August 2024, 9:30am-12:30pm



### Understanding and Managing Finances

Weds 11 December 2024, 9:30am-12:30pm



### Operational Excellence: Management and objective setting

Thurs 26 September 2024, 9:30am-12:30pm



### Mastering Meetings: Effective meeting management

Weds 15 January 2025, 9:30am-12:30pm



### Impactful Briefings and Presentations

Thurs 24 October 2024, 9:30am-12:30pm



### Decoding Problems: Effective techniques for problem solving

Weds 12 February 2025, 9:30am-12:30pm

Answers  
What am I? 1. Antitussive, 2. Cortisol, 3. Allis Tissue Forceps, 4. Levere, 5. Jacobson's organ, 6. Incubation Period, 7. Tonsil  
True or false: 1. False (24), 2. False (James Alfred Wright), 3. True, 4. True, 5. False (it is malignant).

# CPD & Events

## 12 September

### Advanced VN Congress

A one day virtual congress that explores advanced professional practice, focusing on advanced veterinary nursing skills and knowledge.

- PADS - What is knees and teeth syndrome?
- Advanced anaesthesia for the orthopaedic brachycephalic patient
- Feeding the inappetent patient
- Cats and cardiology
- Blood gas boot camp

[BOOK A PLACE ONLINE](#)

## 16 October

### Wildlife & Exotics Congress

A one day virtual event that explores the care of wildlife and exotic species in veterinary practice. If you are looking to develop your knowledge in this area, or are passionate the care of these animals and want to immerse yourself in talks to inspire you, this congress is for you.

- Avian Anaesthesia – Keeping it

safe

- An introduction to monitoring anaesthesia in small furies
- Hibernation: Let's dispel myths and legends to face it safely
- Nursing Care for Hedgehogs
- What's Up Doc? – Top Tips for Rabbit Patients

[BOOK A PLACE ONLINE](#)

## 6 November

### VCA Congress

This one day virtual event is focused on those working in the veterinary care field – exploring all aspects of the roles; from the many different responsibilities, to the challenges that are faced on a daily basis.

- From A to Zzzz: Considerations For Pre-Anaesthetised Patients
- Dog Friendly Clinic scheme – how Veterinary Care Assistants can make a positive difference to the emotional wellbeing of canine patients within their care
- Taming the Tigers
- Dental Procedures and Client Education – the full potential of the VCA role
- The VCA Role in Hydrotherapy & Rehabilitation

[BOOK A PLACE ONLINE](#)

## 5 December

### Nutrition Congress

A one day virtual event that focuses on animal nutrition, taking a close look at different diets, strategies and nutritional requirements. This congress offers 7 hours of CPD and aims to increase your knowledge and confidence in a variety of nutritional topics.

- Serving Up Solutions: Nutritional Considerations for Diabetic Patients
- Nutritional Considerations for Wildlife Patients
- Nutrition and the Microbiome: how is it relevant to my patient?
- The bugs are coming! Are insect-based pet foods the future?
- Feline Obesity: The problem with fat cats

[BOOK A PLACE ONLINE](#)

## 23 January

### Student VN Congress

Student Veterinary Nursing Congress is a free, one day virtual event that is open to anyone currently studying veterinary nursing on a

diploma, degree or apprenticeship programme.

If you are looking to gain more confidence, boost your study skills, prepare for you OSCEs and further develop your nursing skills and knowledge, this congress is for you!

A full agenda will be available shortly.

[BOOK A PLACE](#)

## 6 February

### Rehab Congress

Rehab Congress is a one day virtual event focused on veterinary rehabilitation. This congress offers 7 hours of evidenced CPD. We'll be welcoming industry speakers to deliver lectures on a range of topics.

If you are looking to develop your knowledge and understanding of different veterinary rehabilitation techniques and disciplines, this congress is for you!

A full agenda will be available shortly.

[REGISTER YOUR INTEREST](#)

## CAW alumni discount!

Have you studied with The College of Animal Welfare (CAW) before? If so, did you know you may be entitled to the CAW Alumni rate, meaning you **can attend any of the CAW one day congresses for just £75+VAT!**

To request the CAW Alumni code to enter at the checkout please email [events@caw.ac.uk](mailto:events@caw.ac.uk)



## BSc Honours Veterinary Nursing Top-Up Degree



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