



Accreditation Standards Review

Day One
Competencies:
Draft for
Stakeholder
Consultation

July 2022

A✓BC



Day One Competencies Review

Background

Many international veterinary organisations use “Day One Competencies” to convey their expectations of veterinary graduates on “Day One” of their professional careers. The AVBC has recently updated the competencies and attributes required of Australasian veterinary graduates and is now seeking your input regarding these proposed competencies.

Competencies describe the knowledge, skills, behaviours, and attributes that veterinarians must possess on “Day One” to serve both the public interest and meet private sector requirements. These “Day One Competencies” also inform the Accreditation Standards as well as providing guidance to learners, schools, and to the profession about what can reasonably be expected of a graduate at the start of their career. Furthermore, competencies need to be defined such that veterinary students can be directly observed and assessed on their knowledge acquisition.

Stakeholders have different views and expectations for new graduates; for example, for their professional skills in medicine, anaesthesia and surgery in the wide range of animal species that are treated by veterinarians. However, the breadth and depth of veterinary knowledge is expanding rapidly, so all curricula must be carefully designed to prepare graduates who are ready for entry-level of the profession and who have the skills and knowledge required for continued career development post-graduation. Competencies should align with these Day One expectations.

AVBC’s Draft Day One Competencies

To update the AVBC’s Attributes of Veterinary Graduates, the Day One Competencies Task Group methodically reviewed the current Attributes and evaluated the Day One Competencies established by other international veterinary organisations. Building upon the strong foundations of the RCVS Day One Competences (2021), the AAVMC’s Competency-Based Veterinary Education (CBVE) Framework (2018), as well as European Association of Establishments for Veterinary Education (EAEVE) and World Organisation for Animal Health (WOAH, ex-OIE) Day One Competencies, the group refined those competencies that were relevant to the Australasian veterinary graduate and added competencies in areas that were identified as deficient. To this end, the Task Group has drafted 41 competencies that sit within 9 skills domains.* These domains align with the CBVE Domains of Competence.

To ensure this process of review and revision of the current AVBC’s Attributes is comprehensive and inclusive, the Day One Competencies Task Group is now seeking your feedback on these draft competencies. You can provide your feedback via our [online survey](#), or send direct responses to standardsreview@avbc.asn.au

**Please note that order of the domains does not reflect prioritisation*

AVBC DOMAINS OF COMPETENCE	
	1. Clinical Reasoning & Decision-making
	2. Individual Animal Care & Management
	3. Animal Population Care & Management
	4. Public Health
	5. Communication
	6. Collaboration
	7. Professionalism & Professional Identity
	8. Financial & Practice Management
	9. Scholarship



DOMAIN 1: CLINICAL REASONING & DECISION-MAKING

1	Obtain an accurate and relevant history of the individual animal or animal group and its/their management and environment.
2	Handle, restrain and otherwise manage animal(s) safely and humanely, considering animal behaviour and welfare, and instruct others in helping the veterinarian perform these techniques.
3	Perform a complete clinical examination relevant to presentation and context.
4	Synthesise and prioritise problems to develop differential diagnoses and a diagnostic plan and interpret clinical evidence to establish a diagnosis.
5	Safely and effectively select and apply diagnostic techniques, including imaging modalities.
6	Safely collect, preserve and transport samples, select appropriate diagnostic tests, and account for the limitations of the test results.
7	Develop appropriate treatment plans and administer treatment in the interests of the patient and with regard to the resources available.
8	Consider animal welfare, client expectations, and economic considerations when providing veterinary services.
9	Utilise digital technologies and informatics to manage health information and inform patient-centred care.
10	Adapt and apply knowledge and skills to varied scenarios and contexts, including where information is incomplete.



DOMAIN 2: INDIVIDUAL ANIMAL CARE & MANAGEMENT

11	Safely perform sedation and general and regional anaesthesia; implement chemical methods of restraint.
12	Perform simple procedures, including surgeries, in an aseptic fashion, recognising associated indications and contraindications.
13	Assess and triage animals in an emergency situation and perform first aid or immediately refer to appropriate colleagues.
14	Assess and manage pain.
15	Recognise when euthanasia is appropriate and perform it humanely and safely.
16	Perform a systematic gross post-mortem examination, and report findings as appropriate.



DOMAIN 3: ANIMAL POPULATION CARE & MANAGEMENT

17	Assess and advise on the physical condition, welfare and nutritional status of an animal or group of animals.
18	Advise stakeholders on practices that promote animal welfare.
19	Recognise suspicious signs of possible reportable (endemic and exotic) and zoonotic diseases and take appropriate action, including notifying the relevant authorities.
20	Apply population principles in compliance with legal regulations and economic realities.
21	Advise on, and implement, preventative programs appropriate to the species and in line with accepted animal health, management, welfare, public health and environmental standards.



DOMAIN 4: PUBLIC HEALTH

22	Promote the health and safety of people and sustainability of the environment.
23	Recommend, evaluate and apply protocols for biosecurity and biosafety.
24	Perform antemortem inspection of animals and make appropriate decisions to protect the food chain and animal welfare at the point of slaughter.
25	Apply veterinary elements of food safety standards and practices throughout the production chain, on farm and during food processing.



DOMAIN 5: COMMUNICATION

26	Communicate effectively with clients, the public, professional colleagues, and responsible authorities, using language appropriate to the audience and context.
27	Maintain accurate, consistent, and contemporaneous records in a clinic database, which allows for case transfer and protects client privacy.



DOMAIN 6: COLLABORATION

28	Demonstrate inclusivity and cultural competence and act to promote diversity in all elements of practice.
29	Work effectively as a member of a professional/inter-professional team, fully recognising the contribution of each professional, and acknowledging neurodiversity.
30	Collaborate with external referral, diagnostic and other professional services, including providing an appropriate history and clear communication.



DOMAIN 7: PROFESSIONALISM & PROFESSIONAL IDENTITY

31	Act professionally and ethically, compliant with legal and regulatory requirements of the relevant veterinary statutory body.
32	Apply principles of certification appropriate to the relevant veterinary statutory body.
33	Prescribe, dispense and use medicines correctly and responsibly, including reporting adverse reactions, in accordance with legislation and contemporary prescription guidelines.
34	Engage in self-directed learning and career planning.
35	Recognise limitations of knowledge, skills and resources, consulting with colleagues as needed, and identifying situations in which referral is warranted.
36	Reflect on personal actions, including inviting and responding to constructive feedback on performance.
37	Practice time management, including recognising the impact of time management on stakeholders and self.



DOMAIN 8: FINANCIAL & PRACTICE MANAGEMENT

38	Demonstrate basic knowledge of the organisation, management, business principles, and legislation related to a veterinary business(es).
39	Promote health and safety of patients, clients and colleagues in the veterinary setting, including applying risk management principles to practice.



DOMAIN 9: SCHOLARSHIP

40	Critically review and evaluate evidence from traditional and contemporary online resources, in support of practising evidence-based veterinary medicine.
41	Contribute as appropriate to the advancement and dissemination of veterinary knowledge, to improve the quality of animal care and public health.

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