

# AVBC Day One Competencies 2024 – International Day One Competencies Map

*Effective January 2024. Mapped January 2023*

In this document, the new AVBC Day One Competencies (effective from January 2024) have been mapped against international Day One Competencies to aid their implementation in veterinary curricula.

## **Standards Mapped:**

- CBVE: Competency Based Veterinary Education Framework - <https://cbve.org/s/CBVEPublicationFramework-59ka.pdf>
- RCVS: Royal College of Veterinary Surgeons Day One Competences (2022 Edition) - <https://www.rcvs.org.uk/news-and-views/publications/rcvs-day-one-competences-feb-2022/rcvs-day-one-competences-2022-edition.pdf>
- Previous AVBC Attributes: AVBC Accreditation Standards Annex 5 "Attributes of Veterinary Graduates" - <https://avbc.asn.au/wp-content/uploads/2022/05/FINAL-AVBC-Standards-V9-Aug-2021.pdf>
- EAEVE: European Association of Establishments for Veterinary Education's European Coordinating Committee on Veterinary Training (ECCVT) Day One Competences (2019) - [https://www.eaeve.org/fileadmin/downloads/eccvt/List\\_of\\_subjects\\_and\\_Day\\_One\\_Competences\\_approved\\_on\\_17\\_January\\_2019.pdf](https://www.eaeve.org/fileadmin/downloads/eccvt/List_of_subjects_and_Day_One_Competences_approved_on_17_January_2019.pdf)
- WOA: World Organisation of Animal Health (formerly OIE) Recommendations on the Competencies of graduating veterinarians ('Day 1 graduates') to assure National Veterinary Services of quality - <https://www.woah.org/app/uploads/2021/03/dayone-b-ang-vc.pdf>

	AVBC Day One Competencies	Context	CBVE	RCVS	Previous AVBC Attributes	EAEVE	WOAH (ex-OIE)
<b>DOMAIN 1: CLINICAL REASONING &amp; DECISION-MAKING</b>							
1	Obtain an accurate and relevant history of the individual animal or animal group and its/their management and environment.		<b>1.1. Gathers and assimilates relevant information about animals</b> a. Collects history	<b>22. Obtain an accurate and relevant history of the individual animal or animal group, and its/their husbandry and environment.</b>	This will depend on context and, in particular, how extensive this is, including husbandry and environment. It will be affected by whether it is a first opinion or referred case and any proposed treatment. Also the nature of the case and what species, and whether a herd or individual and whether there is a disease profile or risk	The ability to acquire information from and about clients and perform and record a clinical examination of their animals and to store and retrieve such information;	1.15. Obtain an accurate and relevant history of the individual animal or animal group, and its/their 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.	New graduates should recognise normal animal behaviour and distinguish abnormal behaviour.	<b>3.3. Advises stakeholders on practices that promote animal welfare</b> b. Recognizes proper handling and/or adequate production facilities by interpretation of appropriate animal behaviors.	<b>27. Handle and restrain animal patients safely and humanely, and instruct others in helping the veterinary surgeon perform these techniques.</b>	Safety applies not only to the animal, but also to yourself and others nearby. The newly qualified veterinary surgeon should be able to make a timely risk assessment of all procedures as duties are performed, as dangers may arise in situations that initially appear to be safe. They should be prepared to take a range of measures including adaptation, seeking assistance or retreating from the task until safety measures can be put in place.		1.16. Handle and restrain animal patients safely and with respect of the animal, and instruct others in helping the veterinarian perform these techniques.
3	Perform a complete clinical examination relevant to presentation and context.		<b>1.1. Gathers and assimilates relevant information about animals</b> b. Performs physical examination	<b>29. Perform a complete clinical examination relevant to presentation and context.</b>	Whilst the newly qualified veterinary surgeon should be competent to perform a complete examination, they should know when it is appropriate to adapt their examination to the circumstances.	Fundamental clinical skills in a broad range of species;	1.17. Perform a complete clinical examination and demonstrate ability in clinical decision-making.
4	Identify and prioritise problems to develop differential diagnoses and a diagnostic plan, then interpret clinical and diagnostic evidence to establish a diagnosis.		<b>1.2. Synthesizes and prioritizes problems to arrive at differential diagnoses</b> a. Identifies problems b. Creates refined problem list c. Prioritizes differential diagnoses.  <b>1.3. Creates and adjusts a diagnostic and/or treatment plan based on available evidence</b> a. Appraises available clinical information and acts accordingly despite uncertainty b. Explains justification for plan c. Re-evaluates animal or population in a timely manner to adjust plan d. Uses critical thinking to determine appropriate action when unexpected outcomes occur (e.g., complications, changed diagnosis)	<b>24. Synthesises and prioritises problems to arrive at differential diagnoses.</b>	New graduates should be able to identify different problems, creating refined problem lists to prioritise differential diagnoses.	To collect, organise and analyse information in relation to specific problems, assessing its validity and reaching probabilistic judgements;	
5	Select appropriate diagnostic tests and techniques, including diagnostic imaging. Safely apply diagnostic techniques and safely collect, preserve and transport samples as applicable. Interpret results of diagnostics, accounting for their limitations.	The type of imaging modality, and level of expertise of use and interpretation, must align with expectations for a new graduate.	<b>1.1. Gathers and assimilates relevant information about animals</b> c. Interprets diagnostic test results	<b>31. Collect, preserve and transport samples, select appropriate diagnostic tests, interpret and understand the limitations of the test results.</b>  <b>32. Use diagnostic techniques and use basic imaging equipment and carry out an examination effectively as appropriate to the case.</b>	New graduates are expected to have a working knowledge of relevant tests for the condition under investigation. They should seek assistance to interpret results when appropriate, and recognise the way these tests perform in primary care and hospital based contexts.  This competence includes taking images of diagnostically- useful quality, as well as the safe use of equipment (e.g. ionising radiation regulations) in accordance with best practice ('ALARA' principle – as low as reasonably achievable, and where possible with no exposure). 'Basic' equipment includes, for example, x-ray, ultrasound and endoscopes, but a new graduate would not be expected to perform an MRI or CT scan. New graduates should be able to interpret common findings and know when to refer or seek more experienced interpretation if appropriate. Veterinary surgeons should act in accordance with good health and safety practice and current regulations.	To collect, organise and analyse information in relation to specific problems, assessing its validity and reaching probabilistic judgements;  To perform basic diagnostic and therapeutic procedures;	1.21. Collect, preserve and transport samples, select appropriate diagnostic tests, interpret and understand the limitations of the test results.  1.23. Understand the contribution that imaging and other diagnostic techniques can make in achieving a diagnosis. Use basic imaging equipment and carry out an examination effectively as appropriate to the case, in accordance with good health and safety practice and current regulations.

2.8. Animal Welfare

	AVBC Day One Competencies	Context	CBVE	RCVS	Previous AVBC Attributes	EAEVE	WOAH	
<b>DOMAIN 1: CLINICAL REASONING &amp; DECISION-MAKING (Cont.)</b>								
6	Develop appropriate treatment and preventive plans and administer appropriate treatments		<b>1.4. Incorporates animal welfare, client expectations, and economic considerations into the diagnostic or treatment plan</b> a. Considers disease in context of the whole animal and client b. Presents a range of options to the client c. Considers euthanasia as a management option when appropriate	<b>23. Develop appropriate treatment plans and administer treatment in the interests of the patient and with regard to the resources available and appropriate public health and environmental considerations.</b>	This is centred around informed consent. It includes being able to tailor a treatment plan when there may be financial or other constraints. Veterinary surgeons must be mindful of the welfare of the patient(s), whether for an individual animal or the group, for example, anti-microbial resistance or appropriateness of treating animals with zoonosis.	A recognition that it is not always in the interests of clients to do everything that is technically possible to make a precise diagnosis or attempt to modify the course of a disease;	1.18. Develop appropriate treatment plans and administer treatment in the interests of the animals under their care with regard to the resources available.	
7	Tailor the diagnostic, treatment, preventive, and control plans when providing veterinary services, considering animal welfare, client expectations and economic contexts.	<p>New graduates must be mindful of the welfare of the patient(s), whether for an individual animal or a group of animals.</p> <p>They should be able to contextualise and customise the patient's diagnostic, treatment and preventive health plans and provide a spectrum of care when there may be financial or other constraints.</p>	<b>1.4. Incorporates animal welfare, client expectations, and economic considerations into the diagnostic or treatment plan</b> a. Considers disease in context of the whole animal and client b. Presents a range of options to the client c. Considers euthanasia as a management option when appropriate  <b>8.1. Weighs economic factors in personal and business decision-making</b> a. Applies financial principles to professional decisions (e.g., debt repayment plan)	<b>9. Demonstrate situational awareness through navigating and responding to the economic and emotional context in which the veterinary surgeon operates.</b>			1.17. Understand the economic and emotional context in which the veterinary surgeon operates.	2.8. Animal Welfare
8	Utilise traditional and digital technologies and information sources to inform patient care and manage health data.	<p>New graduates should learn to apply digital technologies, including telehealth and realtime health monitoring. This does not require graduates to have a working knowledge of all technologies available – just those most relevant to their practice context.</p> <p>New graduates should also appreciate the value and use of traditional information resources, including personal communications.</p>						
9	Adapt and apply knowledge and skills to varied scenarios and contexts, including where information is incomplete.	<p>New graduates should be able to make clinical decisions with an incomplete or unclear clinical picture or unclear diagnosis – for example, a case where a full range of diagnostics cannot be performed.</p> <p>The new graduate should be able to extrapolate core knowledge to novel species or situations.</p>	<b>1.6. Adapts knowledge to varied scenarios and contexts</b> a. Extrapolates knowledge to novel species or situations b. Adjusts existing protocol or procedure when standard measures are unavailable	<b>14. Adapt knowledge and skills to varied scenarios and contexts</b>	Knowledge may sometimes be extrapolated to novel species and/or situations, and new graduates should be able to adjust existing protocol when standard measures are unavailable.	A recognition that it is not always in the interests of clients to do everything that is technically possible to make a precise diagnosis or attempt to modify the course of a disease; An ability to recognise when a clinical problem exceeds their capacity to deal with it safely and efficiently and of the need to refer the case for help from others when this occurs;	1.11. Demonstrate ability to cope with incomplete information, deal with contingencies, and adapt to change.	3.5 Application of Risk Analysis
			<b>9.2. Integrates, adapts and applies knowledge and skills</b> a. Formulates questions and customizes solutions, drawing on personal experience and available evidence b. Applies literature to solve clinical or scientific problems (e.g., evidence-based practice) c. Applies creativity to develop innovative solutions	<b>13. Demonstrate ability to manage in situations where information is incomplete, deal with contingencies, and adapt to change.</b>	Veterinary surgeons must be able to manage cases and make decisions where there is incomplete or unclear data. For example, it is not always possible to run a full set of tests or range of diagnostic procedures which may preclude the investigation of the 'perfect' case. They need to be able to adapt their approach to fit changing circumstances, know how to cope appropriately when either making other plans or adapting to contingencies and the unexpected, and identify appropriate options for further diagnosis, treatment and/or referral, should a case require it.	The normal structure, function and development of animals, their interactions with their environment and the factors which may disturb these; The underlying basis of health and disease in a broad range of species.		
				<b>26. Act professionally in complex situations.</b>	This could be situations where there is ambiguity and/or uncertainty, where there may be no clear diagnoses.			

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<b>DOMAIN 2: INDIVIDUAL ANIMAL CARE &amp; MANAGEMENT</b>							
10	Safely perform sedation and general and regional anaesthesia; implement chemical methods of restraint.	New graduates should be able to sedate, anaesthetise and perform regional anaesthesia in relevant species.	<b>2.1. Performs veterinary procedures and post-procedural care</b> d. Provides analgesia and postoperative care e. Anesthetizes and recovers patients f. Manages patient comfort	<b>33. Safely perform sedation, and general and regional anaesthesia; implement chemical methods of restraint.</b>		1.30. Safely perform sedation, and general and regional anaesthesia; implement chemical methods of restraint.	
11	Perform routine procedures, including surgeries, identifying associated indications and contraindications and adjusting the procedures as indicated.	New graduates must be able to perform routine procedures in an aseptic fashion.  Clinical procedures appropriate for the new graduate include providing fluid therapy, performing dental examinations etc. New graduates are expected to be able to perform a laparotomy.	<b>2.1. Performs veterinary procedures and post-procedural care</b> a. Performs elective procedures (e.g., castration); b. Performs routine therapeutic procedures (e.g. administer fluids).	<b>28. Perform simple, elective surgeries in an aseptic fashion.</b>	The new graduate must appreciate the requirement for asepsis during procedures, and be able to perform simple, elective surgeries within the limitations of their experience, in an aseptic fashion.	1.29. Perform aseptic procedures appropriately.	
12	Assess and triage animals in an emergency, perform first aid to stabilise the patient, and refer promptly to appropriate colleagues as needed.		<b>1.5. Prioritizes situational urgency and allocates resources</b> a. Triage cases to address most urgent and important problems first b. Recognizes emergent situation and directs action	<b>30. Attend all species in an emergency and perform first aid.</b>	The new graduate must be willing to perform basic first aid, and know when and how to request assistance from others if called to deal with an animal outside their immediate area of competence or where there are potential risks to health and safety. This involves being able to make a rapid risk assessment of the situation and take appropriate action to protect the health and safety of themselves and those around them.	1.19. Attend in an emergency and perform first aid in common animal species (*Common animal species as described in the list of Indicators of the ESEVT SOP)	
			<b>2.1. Performs veterinary procedures and post-procedural care</b> c. Performs emergency procedures (e.g., establish an airway)	<b>25. Prioritise situational urgency and allocate resources.</b>	New graduates will need to be able to triage cases to address the most urgent and important problems first, recognising emerging situations and directing action. They should also recognise and respond to notifiable, reportable, transboundary, epizootic and emerging/re-emerging diseases.		
13	Assess and manage pain.	It is a requirement to prevent, evaluate and score pain and alleviate suffering.  Patients' comfort should be monitored proactively and advice given to promote patient wellbeing.	<b>2.1. Performs veterinary procedures and post-procedural care</b> d. Provides analgesia and postoperative care f. Manages patient comfort	<b>34. Assess and manage pain.</b>	The new graduate should be able to score, evaluate and treat pain.	1.31. Assess and manage pain.	2.8. Animal Welfare
14	Recognise when euthanasia is appropriate and perform it humanely and safely.	Euthanasia should be carried out using an appropriate method whilst showing sensitivity to the owners and others and with due regard to the safety of those present.  Confirmation of death should be performed.	<b>1.4. Incorporates animal welfare, client expectations, and economic considerations into the diagnostic or treatment plan</b> c. Considers euthanasia as a management option when appropriate	<b>35. Recognise when euthanasia is appropriate and perform it humanely.</b>	Euthanasia should be carried out using an appropriate method, whilst showing sensitivity to the feelings of owners and others, with due regard to the safety of those present; it may include advice on disposal of the carcase.	1.32. Recognise when euthanasia is appropriate and perform it with respect of the animal, using an appropriate method, whilst showing sensitivity to the feelings of owners and others, with due regard to the safety of those present; advise on disposal of the carcase.	
15	Perform a systematic, gross postmortem examination, with attention to personal and staff safety, and report findings.	The new graduate should be able to differentiate normal from abnormal findings in the major species. A specialist level examination is not expected.  Appropriate samples should be taken for additional testing as needed.	<b>1.1. Gathers and assimilates relevant information about animals</b> d. Performs necropsy examination	<b>36. Perform a systematic gross post-mortem examination, record observations</b>	The new graduate should be aware of the limitations of such investigations, and the potential for conflict of interest where they have previously been involved with the case. It is important that they are able to differentiate between normal and abnormal, and that good quality records are kept, as well as samples for further investigation by a pathologist if necessary.	1.33. Perform a systematic gross post-mortem examination, record observations, sample tissues, store and transport them.	

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<b>DOMAIN 3: ANIMAL POPULATION CARE &amp; MANAGEMENT</b>								
16	Assess and advise, at individual and population levels, on clinical and production factors such as the physical condition, welfare, nutritional status, performance and associated management factors of an animal/ group of animals.		<b>3.1. Applies population management principles in compliance with legal regulations and economic realities</b> a. Recommends disease prevention measures b. Advises on nutritional management c. Recommends housing and husbandry protocols d. Designs therapeutic plans for disease management	<b>37. Assess the physical condition, welfare and nutritional status of an animal or group of animals and advise the client on good practice of husbandry and feeding.</b>	This applies to commonly presented cases and does not include advanced advice for complex cases.	1.20. Assess the physical condition, welfare and nutritional status of an animal or group of animals and advise the client on principles of husbandry and feeding.	2.8. Animal welfare	
17	Apply principles of population medicine and epidemiological skills to investigate veterinary problems.	Investigations should consider compliance with legal regulations and economic realities where appropriate.		<b>39. Apply population principles in compliance with legal regulations and economic realities.</b>	New graduates should be able to recommend disease prevention measures; advise on nutritional management; recommend housing protocols; and design therapeutic plans for disease management. and husbandry	...demonstrate knowledge and understanding of: Economically and environmentally sustainable animal production systems;	2.1. Epidemiology 3.5. Risk analysis	
18	Implement and advise stakeholders on practices that promote animal welfare for an animal or group of animals.	New graduates should educate stakeholders on practices that promote animal welfare and advocate for the welfare of animals.	<b>3.3. Advises stakeholders on practices that promote animal welfare</b> a. Advocates for animal welfare through communication of the physical, affective and natural needs of the animal. Explains ethical and welfare-related aspects of production processes and slaughter b. Recognizes proper handling and/or adequate production facilities by interpretation of appropriate animal behaviors. Advises on animal husbandry and transport.	<b>41. Advise stakeholders on practices that promote animal welfare</b>	New graduates should be advocates for animal welfare through communication of the physical, affective and natural needs of an animal. They should be able to explain ethical and welfare-related aspects of production processes and slaughter, and recognise proper handling and/or adequate production facilities by interpretation of appropriate animal behaviours and advise on animal husbandry and transport.	A desire to promote animal welfare	2.8. Animal welfare	
			<b>2.2. Promotes comprehensive wellness and preventive care</b> e. Counsels clients about husbandry and welfare needs					
19	Recognise suspicious signs of reportable biosecurity risks (endemic, exotic and zoonotic diseases) and take appropriate action, including notifying the relevant authorities.		<b>4.1. Recognizes zoonotic diseases and responds accordingly</b> a. Identifies the clinical signs, clinical course, transmission potential and pathogen(s) associated with zoonotic diseases b. Responds to zoonotic disease diagnosis through owner education, reporting, quarantine, and disinfection	<b>38. Recognise suspicious signs of possible notifiable, reportable and zoonotic diseases and take appropriate action, including notifying the relevant authorities.</b>	This applies to all areas of veterinary practice. All veterinary surgeons 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 field. It involves identifying the clinical signs, clinical course and transmission potential (including vectors) of pathogens associated with common zoonotic-, food-borne-, and transboundary animal diseases.	...demonstrate knowledge and understanding of: The principles of epidemiology, of diseases and zoonoses and their impacts on the environment; Public health and food safety;	1.24. Recognise signs of possible notifiable, reportable and zoonotic diseases as well as abuse and take appropriate action, including notifying the relevant authorities.	
			<b>8.2. Delivers veterinary services compliant with legal and regulatory requirements</b> b. Acts in accordance with legal and regulatory requirements (e.g., reportable diseases, animal cruelty, waste disposal)					
			<b>1.5. Prioritizes situational urgency and allocates resources</b> c. Recognizes and responds to reportable, transboundary, epizootic, and emerging/re-emerging diseases					
20	Advise on and implement preventive programs appropriate to the species.		<b>2.2. Promotes comprehensive wellness and preventive care</b> a. Recommends disease prevention measures b. Provides nutritional counseling appropriate to life stage and health status c. Advises clients regarding routine dental care d. Educates clients on prevention of common behavioral problems e. Counsels clients about husbandry	<b>43. Advise on, and implement, preventative programmes appropriate to the species and in line with accepted animal health, welfare and public health and environmental standards.</b>	New graduates will need to be able to assess health and welfare records (and production records where appropriate) and implement health plans. This does not only apply to production animals but is important for any kept animals, particularly those kept in groups.	...demonstrate knowledge and understanding of: The principles of epidemiology, of diseases and zoonoses and their impacts on the environment;	1.36. Advise on, and implement, preventive and eradication programmes appropriate to the species and in line with accepted animal health, welfare and public health standards.	2.5. Disease prevention and control programmes 3.3. Management of contagious disease

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<b>DOMAIN 4: VETERINARY PUBLIC HEALTH</b>							
21	Use One Health principles in veterinary practice, promoting the health and safety of people and sustainability of the environment.	<p>The new graduate should appreciate the intersection of veterinary medicine with human medicine and environmental health (e.g. antimicrobial resistance, emerging infectious diseases).</p> <p>They should appreciate the role of the veterinarian in food safety. They should be able to advise on the management of animal waste, carcasses, and by-products.</p>	<p><b>4.2. Promotes the health and safety of people and the environment</b></p> <p>a. Makes recommendations for management of animal waste, carcasses, and by-products</p> <p>b. Implements safety and infection control practices</p> <p>c. Advises on disaster/emergency preparedness and response</p> <p>d. Practices responsible use of antimicrobial agents</p> <p>e. Describes the role of the veterinarian in food safety</p>	<p><b>44. Promote the health and safety of people and the environment.</b></p>	<p>New graduates should be able to make recommendations for management of animal waste, carcasses and by-products and implement safety and infection control practices. They should also be able to advise on disaster/ emergency preparedness and response, whilst practising responsible use of antimicrobial agents and describe the role of the veterinary profession in food safety.</p>	<p>Recognition of the critical role of veterinarians in biosecurity and in the management of veterinary issues that have national and international implications.</p>	<p>3.5 Application of Risk Analysis</p>
22	Develop, evaluate, recommend, and practise protocols for biosecurity, biosafety and infection prevention and control (IPC).	<p>The new graduate should be able to apply isolation, disinfection and disease management strategies to prevent disease transmission between animals, humans or self.</p>	<p><b>3.2. Recommends and evaluates protocols for biosecurity:</b></p> <p>a. Develops isolation protocols</p> <p>b. Selects disinfection protocols</p> <p>c. Recommends protocols for animal movement</p>	<p><b>40. Recommend and evaluate protocols for biosecurity, and apply principles of biosecurity correctly, including sterilisation of equipment and disinfection of clothing.</b></p>	<p>New graduates should be able to develop bespoke biosecurity protocols tailored to the situation, covering isolation, disinfection, animal and people movement, and waste disposal.</p>	<p>1.28. Apply principles of bio-security correctly.</p>	<p>2.5. Disease prevention and control programmes</p> <p>3.3. Management of contagious disease</p> <p>3.5. Application of Risk Analysis</p>
23	Perform antemortem and postmortem inspection of animals and make appropriate decisions to protect the food chain and animal welfare at the point of slaughter.	<p>The new graduate should be able to correctly identify conditions affecting the quality and safety of products of animal origin, excluding those animals whose condition means their products are unsuitable for the food chain.</p> <p>It is acknowledged that in most contexts, people will receive further training from the statutory body.</p>		<p><b>42. Perform ante-mortem inspection of animals destined for the food-chain, including paying attention to welfare aspects; correctly identify conditions affecting the quality and safety of products of animal origin, to exclude those animals whose condition means their products are unsuitable for the food-chain.</b></p>	<p>Not all graduates will work in food-animal practice, but the ability to undertake a health and welfare assessment is an important competence. It is required of all new graduates in order to comply with European and OIE international recognition requirements. Further postgraduate training will be needed before the new graduate can take up official veterinarian duties.</p>	<p>Recognition of the critical role of veterinarians in biosecurity and in the management of veterinary issues that have national and international implications.</p>	<p>1.34. Perform ante-mortem inspection of animals destined for the food-chain, including paying attention to welfare aspects; correctly identify conditions affecting the quality and safety of products of animal origin, to exclude those animals whose condition means their products are unsuitable for the food-chain.</p> <p>2.6. Food hygiene</p> <p>2.8. Animal welfare</p> <p>3.2. Inspection and certification procedures</p> <p>3.4. Food hygiene</p>
24	Apply veterinary elements of food safety standards and practices throughout the production chain, including on the farm and during food processing.	<p>New graduates need to recognise their role in the longitudinal protection of the food chain, particularly at the farm level.</p> <p>They need to apply food safety principles, such as HACCP, GHP, food business audit, and risk assessment.</p>		<p><b>45. Understand the principles and practice of the application of veterinary science to ensure food safety standards throughout the production chain, including performance of post-mortem inspection of food producing animals.</b></p>	<p>New graduates should also have experience of post-mortem inspection, as well as ante-mortem.</p>	<p>1.35. Perform inspection of food and feed including post-mortem inspection of food producing animals and inspection in the field of related food technology.</p>	<p>2.6. Food hygiene</p> <p>3.4. Food hygiene</p> <p>3.5. Application of Risk Analysis</p> <p>3.7. International Trade Framework</p>

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<b>DOMAIN 5: COMMUNICATION</b>								
25	Communicate effectively with clients, the public, professional colleagues, and responsible authorities, using language appropriate to the audience and context.		<p><b>5.1. Listens attentively and communicates professionally</b> a. Communicates with diverse audiences (e.g., demonstrates empathy, uses terminology appropriate to listener) b. Utilizes a variety of communication platforms (e.g., email)</p> <p><b>5.2. Adapts communication style to colleagues and clients</b> a. Demonstrates client-centered communication b. Elicits client goals, expectations, perspectives and constraints, considering the human-animal bond c. Engages clients in difficult conversations such as financial decisions and end-of-life care (e.g., palliative care and euthanasia)</p>	<b>17. Communicate effectively with clients, the public, professional colleagues and responsible authorities, using language appropriate to the audience concerned.</b>	Effective communication includes active listening and responding appropriately, both verbally and non-verbally, depending on the context.	An awareness of the need to communicate with clients and to involve them fully in planning and management;	1.4. Communicate effectively with clients, the public, professional colleagues and responsible authorities, using language appropriate to the audience concerned and in full respect of confidentiality and privacy.	2.11. Communication skills
26	Maintain accurate, consistent, and contemporaneous records in a clinic database, which allows for case transfer and protects client privacy.	Patient records should be sufficiently clear that they can be referred to by others and (if written by hand) be legible. Professional terminology should be used, avoiding idiosyncratic abbreviations or jargon.	<p><b>5.3. Prepares documentation appropriate for the intended audience</b> a. Documents care and communication using professional terminology b. Ensures documentation fulfills professional and legal requirements</p>	<b>20. Prepare accurate professional records and case reports, in a form appropriate to relevant audiences.</b>	Patient records should be clear enough that they can be referred to by others and (if written by hand) legible, avoiding idiosyncratic abbreviations or jargon, so that the case can be taken over by another professional for ongoing treatment if necessary. If for a client and/or member of the public, records should be written in plain English and free from jargon.		1.5. Prepare accurate clinical and client records, and case reports when necessary, in a form satisfactory to colleagues and understandable by the public.	2.11. Communication skills
<b>DOMAIN 6: COLLABORATION</b>								
27	Demonstrate inclusivity and cultural competence and act to promote diversity in all elements of practice.	Demonstrate inclusivity and cultural competence, particularly in relation to First Nations peoples.  Diversity includes, but is not limited to neurodiversity, physical diversity, cultural and linguistic diversity, ethnic and racial diversity, First nations diversity, sex, gender and sexuality diversity.	<p><b>6.4. Demonstrates inclusivity and cultural competence</b> a. Demonstrates respect for diversity b. Encourages diverse contributions within the workplace</p>	<b>18. Demonstrate inclusivity and cultural competence, and encourage diverse contributions within the workplace</b>	Cultural competence is the ability to understand, communicate with and effectively interact with people from all cultures. The veterinary profession is diverse, and veterinary surgeons will need to act professionally and show a respect for colleagues from all backgrounds.	An appreciation of the complexity of ethical issues, the diversity of stakeholder perspectives and the range of cultural values;  To work and communicate effectively and empathetically with colleagues and clients through a range of media with compassion, courtesy, respect, honesty and without discrimination;		
28	Work effectively as a member of a professional/interprofessional team, fully recognising the contribution of each professional while promoting equity and inclusion.	Professional skills such as teamwork, leadership, collaboration, conflict resolution, and collegial interaction are essential to all forms of practice.	<p><b>6.1. Solicits, respects and integrates contributions from others</b> a. Invites input from others irrespective of role, hierarchy or background b. Acknowledges input and incorporates into ongoing plan of action c. Leverages own role and roles of others to achieve shared goals</p> <p><b>6.2. Functions as leader or team member based on experience, skills and context</b> a. Applies principles of teamwork b. Bases action on collaborative input c. Manages conflict</p> <p><b>6.3. Maintains ongoing relationship to provide continuity of collaborative effort</b> b. Provides support through encouragement, education, or redirection to refine the plan of action</p>	<b>19. Work effectively as a member of a professional/inter-professional team, fully recognising the contribution of each professional, and demonstrate an understanding of cognitive diversity.</b>	The team may include veterinary nurses, practice managers, technicians, farriers, nutritionists, physiotherapists, veterinary specialists, meat hygiene inspectors, animal handlers and others. The veterinary surgeon should be familiar with and respect the roles played by others in the team and be prepared to provide effective leadership when appropriate, and contribute to the synthesis that ensures that team outputs are always optimal.	To work and communicate effectively and empathetically with colleagues and clients through a range of media with compassion, courtesy, respect, honesty and without discrimination;	1.6. Work effectively as a member of a multi-disciplinary team in the delivery of services.	3.8. Administration and management
29	Collaborate with external referral, diagnostic and other professional services, including providing an appropriate history and clear communication.	Graduates should maintain an ongoing relationship, where possible, to aid the continuity of collaborative effort.	<p><b>6.3. Maintains ongoing relationship to provide continuity of collaborative effort</b> a. Follows up to determine if collaborator can implement the plan</p>	<b>21. Communicate clearly and collaborate with referral, diagnostic and other professional services</b>	This includes passing on all relevant information, including providing an appropriate history and other details.	A willingness to work effectively in a team with other relevant professionals;	1.22. Communicate clearly and collaborate with referral and diagnostic services, including providing an appropriate history.	

	AVBC Draft Competencies	Context	CBVE	RCVS	Previous AVBC Attributes	EAEVE	WOAH
<b>DOMAIN 7: PROFESSIONALISM &amp; PROFESSIONAL IDENTITY</b>							
30	Act professionally and ethically, compliant with legal and regulatory requirements of the relevant veterinary statutory body.		<b>7.1. Adopts an ethical approach to meeting professional obligations</b> a. Applies an ethical approach to professional decision-making b. Recognizes and responds to evidence of neglect and abuse.	<b>1. Act professionally, as informed by the RCVS Code of Professional Conduct.</b>	The RCVS Code of Professional Conduct is available on the RCVS website at <a href="http://www.rcvs.org.uk/vetcode">www.rcvs.org.uk/vetcode</a> . The Code sets out veterinary surgeons' professional responsibilities, and along with supporting guidance provides advice on the proper standards of professional practice.	"During their veterinary education, students should acquire the professional standards which are outlined in professional codes of conduct..."	3.1. Organisation of veterinary services
			<b>8.2. Delivers veterinary services compliant with legal and regulatory requirements</b> a. Acts in accordance with codes of professional practice, veterinary practice acts and licensing board regulations (e.g., veterinarian-client-patient relationship) b. Acts in accordance with legal and regulatory requirements (e.g., reportable diseases, animal cruelty, waste disposal).	<b>2. Act in a way that shows understanding of ethical and legal responsibilities, appropriately balancing competing interests.</b>	To abide by the principles in the Code of Professional Conduct, veterinary surgeons 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. As well as decisions relating to individual patients, animal groups, populations of animals and clients, veterinary surgeons 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.	An appreciation of the complexity of ethical issues, the diversity of stakeholder perspectives and the range of cultural values; ... knowledge and understanding of: the veterinary legislative environment.	1.1 Understand the ethical and legal responsibilities of the veterinarian in relation to animals under his/her care, the environment, clients, policies and society.  2.9. Veterinary legislation and ethics 3.7. International Trade Framework
31	Issue certificates, applying principles appropriate to the relevant veterinary statutory body.			<b>6. Apply the RCVS Ten Principles of Certification.</b>	The Principles of Certification are described in the supporting guidance to the Code of Professional Conduct, available on the RCVS website. New graduates must be familiar with the Principles and follow the RCVS supporting guidance.		2.10. General certification procedures 3.2. Inspection and certification procedures
32	Prescribe, dispense and use medicines correctly and prudently, including recording and reporting adverse reactions, in accordance with legislation and current prescription guidelines.	New graduates must understand and apply principles of judicious antimicrobial, anthelmintic and insecticide use to minimise the risk of residues and pathogen resistance.  Medicines should be dispensed in accordance with regulatory and legal requirements (e.g., controlled substances, off-label/extra-label drug use).	<b>8.2. Delivers veterinary services compliant with legal and regulatory requirements</b> a. Acts in accordance with codes of professional practice, veterinary practice acts and licensing board regulations (e.g., veterinarian-client-patient relationship) c. Selects drugs in accordance with regulatory and legal requirements (e.g., controlled substances, extralabel, or off-label drug use)	<b>7. Prescribe and dispense medicines correctly and responsibly in accordance with legislation and latest guidance including published sheets.</b>	New graduates must understand the requirements of the "Cascade" in prescribing. In particular, when prescribing or using antimicrobial agents, care must be taken to minimise the risk of antimicrobial resistance, risks to food safety, and risks to the person dispensing or damage to the environment.	1.25. Access the appropriate sources of data on licensed medicines.  1.26. Prescribe and dispense medicines correctly and responsibly in accordance with legislation and latest guidance.  1.27. Report suspected adverse reactions through the appropriate channel.	2.7. Veterinary products 2.9. Veterinary legislation and ethics
				<b>8. Report suspected adverse reactions effectively</b>	The veterinary surgeon should follow the Veterinary Medicines Directorate procedures for reporting.		
33	Engage in self-directed learning, continuing professional development and career planning, acknowledging the need for selfcare in the context of maintaining competency.	New graduates are not expected to know everything – they must engage in further learning to expand their Day One knowledge and skills in their area of practice and continue to assimilate the clinical advances that occur over their working life.  Professional skills should be developed over time in areas such as, but not limited to, communication and leadership. They should appreciate the variety of career streams available to veterinary graduates.	<b>7.4. Engages in self-directed learning and career planning</b> a. Engages in self-directed learning as a foundation for life-long learning b. Identifies and undertakes professional development to meet learning needs c. Uses appropriate resources for learning and decision making (e.g., information technology, consultation with colleagues) d. Compares career paths and weighs professional and personal rewards (e.g., financial implications)	<b>11. Demonstrate a commitment to learning and professional development, including recording and reflecting on professional experience and other learning aimed at improving performance and competence.</b>	It is a requirement of the RCVS Code of Professional Conduct that veterinary surgeons must maintain and develop their knowledge and skills relevant to their professional practice and competence. This includes being able to reflect, learn, and share information gained with others. New graduates must be prepared to take part in the RCVS Professional Development Phase (PDP) and be ready on graduation to make the transition to being an independent learner responsible for their own professional improvement and development.	Scientific method at a level adequate to provide a rational basis for present veterinary practice, and to assimilate the advances in knowledge which will occur over their working life;	1.13. Demonstrate an ability of lifelong learning and a commitment to learning and professional development. This includes recording and reflecting on professional experience and taking measures to improve performance and competence.
34	Recognise limitations of knowledge, skills and resources, consult with colleagues as needed, and identify situations in which referral is warranted.	New graduates need to identify when they need advice, assistance and support from colleagues and when they need to refer a case to others.  They should be comfortable consulting with experts within and outside the veterinary profession.	<b>1.7 Recognizes limitations of knowledge, skill and resources and consults as needed</b> a. Identifies situations in which referral is warranted b. Consults experts both within and outside the veterinary profession	<b>10. Demonstrate self-awareness of personal and professional limits, and know when to seek professional advice, assistance and support.</b>	Veterinary surgeons should at all stages in their careers be competent in their performance, or be under the appropriate supervision of those so competent until such time as they can act alone.	An ability to recognise when a clinical problem exceeds their capacity to deal with it safely and efficiently and of the need to refer the case for help from others when this occurs;	1.12. Demonstrate that they recognise personal and professional limits, and know how to seek professional advice, assistance and support when necessary.



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<b>DOMAIN 7: PROFESSIONALISM &amp; PROFESSIONAL IDENTITY (Cont.)</b>								
35	Reflect on personal actions, including inviting and responding to constructive feedback on performance.	The new graduate should have the ability to appropriately respond to constructive feedback on performance and have the ability to critique their own decision-making processes, reflecting on performance and critical events and learning from the outcomes to guide their future practice.	<b>7.3. Reflects on personal actions</b> a. Invites and responds to constructive feedback on performance b. Critiques decision-making process and its outcomes	<b>12. Engage with self-audit and peer-group review processes in order to improve performance.</b>	Veterinary surgeons must regularly review how they are performing in their day to day professional work, and play an active part in performance appraisal. Newgraduates in clinical practice must take part in the RCVS Professional Development Phase and keep a record of their continuing progress until they have met the year one competence level.	1.14. Take part in self-audit and peer-group review processes in order to improve performance.		
				<b>4. Apply principles of clinical governance.</b>	More guidance on clinical governance is included in the supporting guidance to the Code of Professional Conduct. It includes critically analysing the best available evidence for procedures used, reflecting on performance and critical events and learning from the outcome to make changes to one's practice.			1.9. Understand and apply principles of clinical governance, and practise evidence-based veterinary medicine.
36	Practise time management, including recognising the impact of time management on stakeholders and self.	The new graduate needs to be punctual for work obligations. They should recognise the need to allocate additional time for procedures and case workups until they gain confidence and experience in practice. They should prioritise tasks according to importance and urgency.	<b>7.2. Practices time management</b> a. Recognizes impact of time management on stakeholders b. Prioritizes and completes tasks according to importance and urgency					
<b>DOMAIN 8: FINANCIAL &amp; PRACTICE MANAGEMENT</b>								
37	Demonstrate fundamental knowledge of the organisation, management, business principles, legislation related to veterinary businesses(es), and personal financial management.	<p>The new graduate should know their own and their employer's responsibilities in relation to employment, professional and public liability.</p> <p>They should comply with workplace health and safety legislation, professional standards, protocols and policies of the workplace.</p> <p>Basic financial concepts should be understood, including an awareness of how fees are calculated and how income, overheads, and other expenditure affect the running of a veterinary business. Graduates should be able to contextualise their contributions to practice operations and/or profitability. They should have an awareness of essential personal finance and debt management skills.</p>	<b>8.1. Weighs economic factors in personal and business decision-making</b> a. Applies financial principles to professional decisions (e.g., debt repayment plan) b. Explains work-related insurance (e.g., personal, professional, patient) c. Describes relationship between revenue generation, expense categories, and compensation including benefits	<b>15. Demonstrate a basic knowledge of the organisation, management and legislation related to a veterinary business.</b>	This includes knowing one's own and the employer's responsibilities in relation to employment, financial and health and safety legislation, and the position relating to non-veterinary staff, professional and public liability. Also one would need to be aware of how fees are calculated, of income, overheads and other expenditure involved in running a veterinary business. It also requires an ability to work with various information systems in order to effectively communicate, share, collect, manipulate and analyse information. Finally, it is also important to comply with professional standards, protocols and policies of the business knowledge of legislation affecting veterinary businesses, such as the disposal of clinical waste and safety of medicines.	An ability to perform effectively in a workplace including an understanding of organisational systems, human and physical resource management, performance indicators, occupational health and safety, knowledge management and quality control; ... knowledge and understanding of: the veterinary legislative environment.	1.2. Demonstrate knowledge of the organisation, management and legislation related to a veterinary business economics and employment rights.	3.8, Administration & Management
38	Promote health and safety of patients, clients, colleagues and themselves in the veterinary setting, including applying risk management principles to practice.	<p>New graduates should advocate for the health and safety of themselves and others. They should engage in self-assessment and attend to their mental and physical care and needs.</p> <p>They should be able to recognise signs of stress in themselves and colleagues and appreciate when professional support is appropriate.</p> <p>New graduates must appreciate the conceptual framework of risk assessment and risk management, such that this approach is an inherent component of their practice.</p>	<b>7.5. Attends to wellbeing of self and others</b> a. Recognizes sources of workplace stress and acts to remedy adverse situations b. Recognizes signs of stress in self and colleagues, engages in self-care and recognizes when professional support is appropriate for self or others c. Manages expectations of client and self	<b>16. Promote health and safety of patients, clients and colleagues in the veterinary setting, including applying the principles of risk management to practice.</b>	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.	Self-management and group leadership; An ability to perform effectively in a workplace including an understanding of organisational systems, human and physical resource management, performance indicators, occupational health and safety, knowledge management and quality control;	1.3. Promote, monitor and maintain health and safety in the veterinary setting; demonstrate knowledge of systems of quality assurance; apply principles of risk management to their practice.	3.8, Administration & Management
			<b>8.3. Advocates for the health and safety of patients, clients, and members of the team within the workplace</b> a. Complies with workplace health and safety regulations (e.g., radiation safety, infection control) b. Applies safe practices for handling hazardous materials (e.g., administration of chemotherapeutic agents)	<b>27. Handle and restrain animal patients safely and humanely, and instruct others in helping the veterinary surgeon perform these techniques.</b>	Safety applies not only to the animal, but also to yourself and others nearby. The newly qualified veterinary surgeon should be able to make a timely risk assessment of all procedures as duties are performed, as dangers may arise in situations that initially appear to be safe. They should be prepared to take a range of measures including adaptation, seeking assistance or retreating from the task until safety measures can be put in place.			

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<b>DOMAIN 9: SCHOLARSHIP</b>								
39	Critically review and evaluate evidence from traditional and digital resources, aligned to evidence-based veterinary practice.	<p>Evidence-based veterinary medicine (EBVM) is fundamental to the practice of veterinary science. New graduates must be able to appreciate the difference in value to be attached to different types of resources (oral, written, digital).</p> <p>They must be able to evaluate scientific papers, articles in the lay press and online information. They must be able to recognise commercial and other forms of bias.</p>	<p><b>9.1. Evaluates health-related information</b></p> <p>a. Retrieves and evaluates information based on research principles b. Analyzes information for accuracy, reliability, validity and applicability</p>	<p><b>3. Demonstrate the ability to critically review and evaluate evidence, in support of practising evidence based veterinary medicine.</b></p>	New graduates must be able to appreciate the difference in value to be attached to different sorts of literature, presentations and evidence, for example, recognising commercial and other forms of bias.	Scientific method at a level adequate to provide a rational basis for present veterinary practice, and to assimilate the advances in knowledge which will occur over their working life;	1.8. Be able to review and evaluate literature and presentations critically.	3.6. Research
40	Contribute as appropriate to the advancement and dissemination of veterinary knowledge to improve the quality of animal care and public health.	<p>Australasian graduates are expected to apply professional level research skills as part of their degree (i.e., aligned to AQF 8-9 levels).</p> <p>The principles learned are applicable in the practice of EBVM.</p> <p>New graduates should be aware of how the quality of animal care and public health can be improved through the dissemination of veterinary information. They can contribute to the dissemination of veterinary knowledge in many ways, for example participating in clinical research studies or creating client education factsheets.</p>	<p><b>9.3. Disseminates knowledge and practices to stakeholders</b></p> <p>a. Develops and disseminates educational material b. Explains evidence-based recommendations</p>	<p><b>5. Contribute as appropriate to the advancement of veterinary knowledge, in order to improve the quality of animal care and public health.</b></p>	The veterinary surgeon must think beyond the immediate case or work in hand, and take up opportunities to contribute to the processes of continuous improvement. This may include clinical audit, case discussions, research and adding to the evidence base for others to draw on in the future.		1.10. Use their professional capabilities to contribute to the advancement of veterinary knowledge and One Health concept, in order to improve animal health and welfare, the quality of animal care and veterinary public health.	3.6. Research

# Abbreviations & Definitions

<b>AQF</b>	Australian Qualifications Framework <sup>12</sup>
<b>Competency</b>	An observable ability of a health professional related to a specific activity that integrates knowledge, skills and attributes. Since competencies are observable, they can be measured and assessed to ensure their acquisition. <sup>3</sup>
<b>Domain of Competence (DOC)</b>	Broad distinguishable areas of competence that in the aggregate constitute a general descriptive framework for a profession. <sup>4</sup>
<b>Evidence Based Veterinary Medicine (EBVM)</b>	Evidence-based veterinary medicine is the formal strategy to integrate the best research evidence available combined with clinical expertise as well as the unique needs or wishes of each client in clinical practice. <sup>5</sup>
<b>GHP</b>	Good Hygienic Practices
<b>HACCP</b>	Hazard Analysis Critical Control Point
<b>Infection Prevention and Control (IPC)</b>	An evidence-based approach to prevent patients and health workers from being harmed by avoidable infections. <sup>6</sup>
<b>Neurodiversity</b>	The virtually infinite neurocognitive variability within the human population. It points to the fact that everyone has a unique combination of abilities and needs. <sup>7</sup>
<b>One Health</b>	An integrated, unifying approach that aims to sustainably balance and optimise the health of people, animals and ecosystems. It recognises the health of humans, domestic and wild animals, plants, and the wider environment (including ecosystems) are closely linked and inter-dependent. The approach mobilises multiple sectors, disciplines and communities at varying levels of society to work together to foster wellbeing and tackle threats to health and ecosystems, while addressing the collective need for clean water, energy and air, safe and nutritious food, taking action on climate change, and contributing to sustainable development. <sup>8</sup>
<b>Spectrum of Care</b>	Provision of a continuum of acceptable care that considers available evidence-based medicine while remaining responsive to client expectations and financial limitations. <sup>9</sup>

1 <https://www.aqf.edu.au/>

2 Frank, J.R., Snell, L.S., Ten Cate, O., et al. (2010) Competency-based medical education: Theory to practice. *Medical Teacher*, 32(8), 638-645.

3 Englander, R., Cameron, T., Ballard, A.J., et al. (2013) Toward a common taxonomy of competency domains for health professions and competencies for physicians. *Academic Medicine*, 88(9), 1-7.

4 Evidence-Based Veterinary Medicine Association. <https://www.ebvma.org/>

5 World Health Organisation (WHO): [https://www.who.int/health-topics/infection-prevention-and-control#tab=tab\\_1](https://www.who.int/health-topics/infection-prevention-and-control#tab=tab_1)

6 Singer J. <https://neurodiversity2.blogspot.com/p/what.html>

7 UN Environmental Programme (2021). Joint Tripartite (FAO, OIE, WHO) and UNEP statement in support of OHHLEP's definition of "One Health."

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8 Brown, C. R., Garrett, L. D., Gilles, W. K., Houlihan, K. E., McCobb, E., Pailler, S., Putnam, H., Scarlett, J. L., Treglia, L., Watson, B., & Wietsma, H. T. (2021). Spectrum of care: more than treatment options, *Journal of the American Veterinary Medical Association*, 259(7), 712-717. Retrieved Oct 30, 2022, from <https://avmajournals.avma.org/view/journals/javma/259/7/javma.259.7.712.xml>