

Appendix 2

Knowledge, Skills and Competences of the Diplomates

This Appendix forms part of the Bylaws of the European College of Animal Welfare and Behavioural Medicine (hereafter referred to as the College).

Training of Veterinary specialists: EQF level 8 (doctoral degree)

The minimum 4-year Training Programme allows graduate veterinarians, who have completed a minimum of one year internship programme or its equivalent, as defined by the College's Credentials Committee, and a minimum of a 3-year College-approved Residency Training Programme to acquire in-depth knowledge of the scientific fields of Animal Welfare Science, Ethics and Law, and veterinary Behavioural Medicine and its supporting disciplines under the supervision and guidance of a Diplomate of the College.

This distinguishes the Specialist level from the first clinical degree (Masters) level, which is EQF level 7, and the "middle tier" or the "Advanced Practitioner".

Overall specialists will have the intellectual qualities, professional (including transferable) and technical skills necessary for successful employment in professional environments requiring the exercise of personal responsibility and largely autonomous initiative in professional or equivalent environments.

By his/her expertise, the specialist should have developed the self-confidence, self-criticism and sense of responsibility that are essential for the practice of the speciality.

A. In particular in relation to knowledge, specialists will be veterinarians who have demonstrated:

1. a systematic acquisition and understanding of a substantial body of facts, principles, theories and practices, which is at the forefront of their area of professional practice;
2. a high moral and ethical standard with regard to his/her contribution to the protection of animal health and welfare, human health and the environment;
3. a willingness to maintain up to date knowledge through congresses and literature;
4. the ability to be acquainted with the structure, objectives, approaches and problems of the veterinary profession and specifically with regard to Animal Welfare Science, Ethics and Law, and Behavioural Medicine;
5. the ability to keep abreast of new developments in the speciality and become familiar with new methods, before applying these in practice;
6. an understanding of the limitations of the speciality of Animal Welfare Science, Ethics and Law, and Behavioural Medicine;
7. an understanding of the possibilities that other specialties may have to offer;
8. a familiarity with the potential of multidisciplinary cooperation;

9. an awareness of current E.U. and national regulations with regard to all aspects of Animal Welfare Science, Ethics and Law, and Behavioural Medicine;
10. the ability to conceptualise, design and implement research projects relevant to their own professional practice for the generation of new knowledge, applications or understanding at the forefront of Animal Welfare Science, Ethics and Law, and Behavioural Medicine; and
11. a detailed understanding of applicable techniques for research and advanced professional enquiry to support all the above.

B. In particular in relation to skills, specialists will be veterinarians who have demonstrated ability to:

1. perform at a high level of professional expertise in the speciality area of Animal Welfare Science, Ethics and Law, and Behavioural Medicine, including the ability to make informed judgements on non-routine and complex issues in specialist fields, often in the absence of complete data;
2. use a full range of investigative procedures and techniques to define and refine problems in a way that renders them amenable to the application of evidence-based approaches to their solution;
3. use patient safety knowledge to reduce harm and complications;
4. communicate their ideas and conclusions clearly and effectively to specialist and non-specialist clients and audiences;
5. act professionally in the provision of customised and optimal solutions to problems with regard to animals, clients, colleagues, public health and the environment;
6. apply high level knowledge and skills at the forefront of the specialist area of Animal Welfare Science, Ethics and Law, and Behavioural Medicine, to their own professional work;
7. approach problems in an analytic, scientific way and attempt to find solutions;
8. assign priorities to identified problems;
9. use modern standards of skills and equipment;
10. find required information quickly; and
11. organise all aspects of his/her work efficiently and effectively.

C. In particular in relation to competences, specialists will be veterinarians who have demonstrated ability to:

1. perform at a high level of competency through teaching, research and practice in the speciality of Animal Welfare Science, Ethics and Law, and Behavioural Medicine;
2. carry out their responsibilities safely and ethically;
3. create, evaluate, interpret and apply, through clinical studies or original research, new knowledge at the forefront of their professional area, of a quality to satisfy peer review, and merit publication and presentation to professional audiences;
4. promote, within academic and professional contexts, technological, social or cultural advancement in a knowledge based society;
5. promote aptitude and proficiency in the field of Animal Welfare Science, Ethics and Law, and Behavioural Medicine;

6. continue to undertake research and/or clinical studies in the field of Animal Welfare Science, Ethics and Law, and Behavioural Medicine, at an advanced level, contributing substantially to the development of new techniques, ideas or approaches in the speciality;
7. develop their professional practice and produce a contribution to professional knowledge;
8. maintain both professional expertise and research through advanced scholarship; and
9. develop applied research relevant to their professional area and other scientific activities in order to contribute to the quality of the speciality of Animal Welfare Science, Ethics and Law, and Behavioural Medicine.