



Australian Veterinary Boards Council Day One Competencies Review

Submission of the
Australian Veterinary Association Ltd
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The Australian Veterinary Association (AVA)

The Australian Veterinary Association (AVA) appreciates the ability to contribute to the review of the Australian Veterinary Board's Council Day One Competencies, which set out the expectations of veterinary graduates and have longer term impact on their veterinary careers. We wish to particularly thank Professor Jennie Hobson, Professor Rosanne Taylor, Dr Stuart Bruere, Dr. Susan Keane and Associate Professor Rowland Cobbold for the significant research to develop the draft competencies as well as the consultation with the AVA task group for veterinary profession wide feedback.

The AVA is the national organisation representing and supporting veterinarians in Australia. The AVA consists of over 8500 members who come from all fields within the veterinary profession. Clinical practitioners work with companion animals, horses, production animals, wildlife, laboratory animals, working animals and aquatics. Government veterinarians work with our animal health, public health and quarantine systems while other members work in industry for pharmaceutical and other commercial enterprises. We have members who work in research and teaching in a range of scientific disciplines. Veterinary students are also members of the Association.

Summary

Day 1 Competencies are expectations of veterinary graduates which describe the knowledge, skills, behaviors, and attributes that veterinarians must possess on "Day One" to serve both the public interest and meet private sector requirements. Their application can be directly observed and assessed.

Day 1 Competencies inform the Accreditation Standards, provide guidance to learners, schools, and to the profession about what can reasonably be expected of a graduate at the start of their career in breadth and depth of veterinary knowledge and entry-level skills in veterinary professional judgement, medicine, anaesthesia and surgery in the wide range of animal species that are treated by veterinarians and prepare veterinarians with what will be required for continued career development.

The AVA through consultation of veterinary members across the profession has reviewed the Day 1 competencies provided by the AVBC and are pleased to offer the following comments on the drafted 41 competencies that sit within 9 skill domains.



Discussion

Introductions

1. Representation:

- Private Practice (Veterinarian)
- Veterinary Student
- Education
- Research
- Professional Organisation

2. Organisation:

- The Australian Veterinary Association



Domain 1: Clinical Reasoning & Decision-making

Do you agree that the following competencies related to clinical reasoning and decision-making skills align with expectations of a Day-One graduate?

3. Competency 1:

Obtain an accurate and relevant history of the individual animal or animal group and its/their management and environment.

AVA suggestions are:

- Yes (Agree)
- Preparation for veterinary clinical judgement begins with appropriate preparation for the consultation to be able to gain further information.
History taking should include general and problem specific history which includes management, environment and signalment.

4. Competency 2:

Handle, restrain and otherwise manage animal(s) safely and humanely, considering animal behaviour and welfare, and instruct work with others in helping the veterinarian perform these techniques.

AVA suggestions are:

- Yes (Agree)

5. Competency 3:

Perform a complete clinical examination relevant to presentation and context.

AVA suggestions are:

- Yes (Agree)
- **Perform a complete general clinical examination as well as an examination focused on the presenting problem relevant to presentation and context. Use basic diagnostic procedures and observational skills to identify abnormalities. (Stethoscope, auroscope, rectal examination etc.)**



6. Competency 4:

Synthesise and prioritise problems to develop differential diagnoses and a diagnostic plan and interpret diagnostic evidence to establish a diagnosis.

AVA suggestions are:

- Yes (Agree)
- **By using pattern recognition, synthesise and prioritise problems to develop differential diagnoses and a diagnostic plan.**
- (This competency explains the reasoning required of veterinary professional judgement to determine a differential diagnostic list and consequential diagnostic plan which will include considering appropriate diagnostics.)
- Interpretation of diagnostics could be an additional competency.

7. Competency 5:

Safely and effectively select and apply diagnostic techniques, including imaging modalities.

AVA suggestions are:

- Yes (Agree)
- Safely and effectively select and use diagnostic techniques which are available **within the context** of the clinical setting, including imaging modalities.

8. Competency 6:

Collect, preserve, and safely transport samples, select appropriate diagnostic tests, interpret, and understand the limitations of the test results.

AVA suggestions are:

- Yes (Agree)
- Collect, preserve and safely transport samples, select appropriate diagnostic tests **and undertake basic laboratory procedures using onsite laboratory testing and prepare for laboratory submissions. Use collaboration with clinical pathologists and available resources to interpret results and to understand the limitations of the test.**

9. Competency 7:

Develop appropriate treatment plans and administer treatment in the interests of the patient and with regard to the resources available.

AVA suggestions are:

- Yes (Agree)
- **Develop appropriate treatment plans and administer treatment in the interests of the patient and with regard to the resources available, environmental and public safety (such as AMR).**



10. Competency 8:

Incorporate animal welfare, client expectations, and economic considerations when providing veterinary services.

AVA suggestions are:

- Yes (Agree)
- **Consider the animal welfare and public health risks associated with the diagnosis and prognosis, potential adverse effects of the therapy given in balance with client expectations and economic considerations.**

11. Competency 9:

Utilise digital technologies and informatics to manage health information and inform patient-centered care.

AVA suggestions are:

- Yes (Agree)
- **Be aware of current and available technologies to manage health information and to inform patient-centered care, such as communications, information resources and applications to assist with diagnosis and treatments e.g. (drug dosages).**

12. Competency 10:

Adapt and apply knowledge and skills to varied scenarios and contexts, including where information is incomplete.

AVA suggestions are:

- Yes (Agree)

13. Please provide comments below (optional):

AVA suggestions are:

- Incorporated in questions above.
- **Bold- offers alternative wording.**



Domain 2: Individual Animal Care & Management

Do you agree that the following competencies related to individual animal care and management align with expectations of a Day-One graduate?

14. Competency 11:

Safely perform sedation and general and regional anaesthesia; implement chemical methods of restraint.

AVA suggestions are:

- Yes (Agree)
- **Review patient's clinical conditions and then safely perform sedation and general and regional anaesthesia.**

15. Competency 12:

Perform simple procedures, including surgeries in an aseptic fashion; recognise indications and contraindications for procedures.

AVA suggestions are:

- Yes (Agree)
- **Undertake personal and patient preparation to perform basic, aseptic surgical procedures aseptically. Recognise the indications, contraindications, risks and referral necessity for surgical procedures.**

16. Competency 13:

Assess and triage animals in emergency situations and perform first aid or immediately refer to appropriate colleagues.

AVA suggestions are:

- Yes (Agree)

17. Competency 14:

Assess and manage pain.

AVA suggestions are:



- Yes (Agree)

18. Competency 15:

Recognise when euthanasia is appropriate and perform it humanely and safely.

AVA suggestions are:

- Yes (Agree)
- **Recognise when euthanasia is appropriate, discuss with the clients as to why euthanasia is required and perform euthanasia humanely and safely.**

19. Competency 16:

Perform a systematic gross post-mortem examination, and report findings as appropriate.

AVA suggestions are:

- Yes (Agree)
- **Perform a systematic gross post-mortem examination with attention to personal and staff safety, take appropriate samples for culture and pathology if safe to do so, and report findings as appropriate.**

20. Please provide comments below (optional):

AVA suggestions are:

- Incorporated in questions above.
- **Bold- offers alternative wording.**



Domain 3: Animal Population Care & Management

Do you agree that the following competencies related to animal population care and management align with expectations of a Day-One graduate?

21. Competency 17:

Assess the physical condition, welfare and nutritional status of an animal or group of animals and advise the client on good management practices, feeding and animal welfare.

AVA suggestions are:

- Yes (Agree)
- **Considering signalment, history, and examination assess the physical condition, welfare and nutritional status of an animal or group of animals and advise the client on preventative animal health, appropriate management practices, feeding and animal welfare.**

22. Competency 18:

Advise stakeholders on practices that promote animal welfare.

AVA suggestions are:

- Yes (Agree)
- **Advise stakeholders on practices that promote animal welfare including development of client and community understanding of the 5 domains of animal welfare.**

23. Competency 19:

Recognise suspicious signs of possible reportable (endemic and exotic) and zoonotic diseases and take appropriate action, including notifying the relevant authorities.

AVA suggestions are:

- Yes (Agree)
- **Recognise suspicious signs of possible reportable disease relevant to biosecurity (endemic, exotic and zoonotic diseases). Take appropriate actions regarding personal and public safety through the use of equipment, sampling and personnel. Notify the relevant authorities.**
- Consideration to add some specific clinical signs?



24. Competency 20:

Apply population principles in compliance with legal regulations and economic realities.

AVA suggestions are:

- Yes (Agree)
- **Apply population and basic epidemiological principles in compliance with clinical problem, legal regulations, and economic realities.**

25. Competency 21:

Advise on, and implement, preventative programs appropriate to the species and in line with accepted animal health, welfare, public health, and environmental standards.

AVA suggestions are:

- Yes (Agree)
- Perhaps **“Be aware of”** rather than “Advise on” as it is unlikely that Day 1 veterinarians would yet have this competency.

26. Please provide comments below (optional):

AVA suggestions are:

- Incorporated in questions above.
- **Bold- offers alternative wording.**



Domain 4: Public Health (One Health)

Do you agree that the following competencies related to public health align with expectations of a Day-One graduate?

- Add “One Health” to the Domain 4 heading.

27. Competency 22:

Promote the health and safety of people and sustainability of the environment.

AVA suggestions are:

- Yes (Agree)
- **Be aware of ‘One Health’ which describes the relationship between animal health, the health and safety of people and sustainability of the environment.**

28. Competency 23:

Recommend, evaluate and apply protocols for biosecurity and biosafety

AVA suggestions are:

- Yes (Agree)
- **Recommend and evaluate protocols for infection prevention and control (IPC), biosecurity and biosafety and apply principles correctly.**

29. Competency 24:

Perform antemortem inspection of animals and make appropriate decisions as to the protection of the food chain and of animal welfare at the point of slaughter.

AVA suggestions are:

- Yes (Agree)

30. Competency 25:

Apply veterinary elements of food safety standards and practices throughout the production chain, on farm and during food processing.

AVA suggestions are:



- Yes (Agree)
- **Apply veterinary elements of food safety standards and practices throughout the production chain, including on performance of post-mortem inspection of food-producing animals.**

31. Please provide comments below (optional):

AVA suggestions are:

- Add another competency: Understand the requirement for antimicrobial stewardship and responsible prescribing.
- **Bold- offers alternative wording.**



Domain 5: Communication

Do you agree that the following competencies related to communication skills align with expectations of a Day-One graduate?

32. Competency 26:

Communicate effectively with clients, the public, professional colleagues, and responsible authorities, using language appropriate to the audience and context.

AVA suggestions are:

- No (AVA does not agree)
- Experience is necessary to be effective in this area. This would be an unreasonable expectation on Day 1
- **Be aware of the importance of effective communication with clients, the public, professional colleagues, and responsible authorities, using language appropriate to the audience and context.**

33. Competency 27:

Maintain accurate, consistent, and contemporaneous records in a clinic database, which allows for case transfer and protects client privacy.

AVA suggestions are:

- Yes (Agree)

34. Please provide comments below (optional):

AVA suggestions are:

- Incorporated in questions above.
- **Bold- offers alternative wording.**



Domain 6: Collaboration

Do you agree that the following competencies related to collaboration align with expectations of a Day-One graduate?

35. Competency 28:

Demonstrate inclusivity and cultural competence and act to promote diversity in all elements of practice.

AVA suggestions are:

- Yes (Agree)

36. Competency 29:

Work effectively as a member of a professional/inter-professional team, fully recognising the contribution of each professional, and acknowledging neurodiversity.

AVA suggestions are:

- Yes (Agree)

37. Competency 30:

Collaborate with external referral, diagnostic and other professional services, including providing an appropriate history and clear communication.

AVA suggestions are:

- Yes (Agree)

38. Please provide comments below (optional):

AVA suggestions are:

- None



Domain 7: Professionalism & Professional Identity

Do you agree that the following competencies related to professionalism and professional identity align with expectations of a Day-One graduate?

39. Competency 31:

Act professionally and ethically, and in alignment with the Code of Conduct of the relevant veterinary statutory body.

AVA suggestions are:

- Yes (Agree)

40. Competency 32:

Apply principles of certification where appropriate for the relevant veterinary statutory body.

AVA suggestions are:

- No - unsure = what this means
- **Provide certification where appropriate for the relevant veterinary statutory body?**

41. Competency 33:

Prescribe, dispense, and use medicines correctly and responsibly, including reporting adverse reactions, in accordance with legislation and contemporary prescription guidelines.

AVA suggestions are:

- Yes (Agree)

42. Competency 34:

Engage in self-directed learning and career planning.

AVA suggestions are:

- Yes (Agree)
- **Engage in self-directed learning, career planning and be aware of the need for self-care.**

43. Competency 35:



Recognise limitations of knowledge, skills and resources, consults as needed, and identify situations in which referral is warranted.

AVA suggestions are:

- Yes (Agree)
- **Be open to seek help for knowledge, skills and resources, consult (s) with senior or supervising colleagues as needed and identify situations in which referral is warranted.**

44. Competency 36:

Reflect on personal actions, including inviting and responding to constructive feedback on performance.

AVA suggestions are:

- Yes (Agree)

45. Competency 37:

Practice time management, including recognising the impact of time management on stakeholders and self.

AVA suggestions are:

- Yes (Agree)

46. Please provide comments below (optional):

AVA suggestions are:

- **Additional competency: Understand yourself, your team and clients to allow best judgment and care.**
- **Bold- offers alternative wording.**



Domain 8: Financial and Practice Management

Do you agree that the following competencies related to financial and practice management align with expectations of a Day-One graduate?

47. Competency 38:

Demonstrate basic knowledge of the organisation, management, business principles, and legislation related to a veterinary business(es).

AVA suggestions are:

- No (Disagree)
- This would not be present on Day 1 and a responsibility of the organization also to communicate this information.
- **Be aware of needing to acquire skills and knowledge of the organization, business principles, and legislation related to a veterinary business(es).**
- OR **“Familiarise yourself with”** rather than “Demonstrate”.

48. Competency 39:

Promote health and safety of patients, clients and colleagues in the veterinary setting, including applying risk management principles to practice.

AVA suggestions are:

- Yes (Agree) (insert ‘and yourself’)
- **Prioritise health and safety of patients, clients and colleagues and yourself in the veterinary setting, including applying risk management principles to practice.**

49. Please provide comments below (optional):

AVA suggestions are:

- Incorporated in questions above.
- **Bold- offers alternative wording.**



Domain 9: Scholarship

Do you agree that the following competencies related to scholarship (academic study and the knowledge that is obtained from it) align with expectations of a Day-One graduate?

50. Competency 40:

Critically review and evaluate evidence, including that presented across traditional and contemporary online resources, in support of practicing evidence-based veterinary medicine.

AVA suggestions are:

- Yes (Agree)

51. Competency 41:

Contribute as appropriate to the advancement and dissemination of veterinary knowledge to improve the quality of animal care and public health.

AVA suggestions are:

- No (Disagree)
- This is not a competency for Day 1.
- **Be aware of the advancement and dissemination of veterinary knowledge to improve the quality of animal care and public health throughout a veterinary career.**

52. Please provide comments below (optional):

AVA suggestions are:

- **Add another competency: Be able to critically read a scientific paper and understand clinical decision making, biases and limitations.**
- **Bold- offers alternative wording.**

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