

veterinary excellence in government



veterinary skills and expertise framework

a short guide



What?

- GVS - Government Veterinary Surgeons - is the community of veterinary surgeons employed across government in over 10 different agencies and departments
- The veterinary skills and expertise framework is a description of a core set of roles, skills & related competencies which veterinary surgeons bring to and develop through their work in government.

Why?

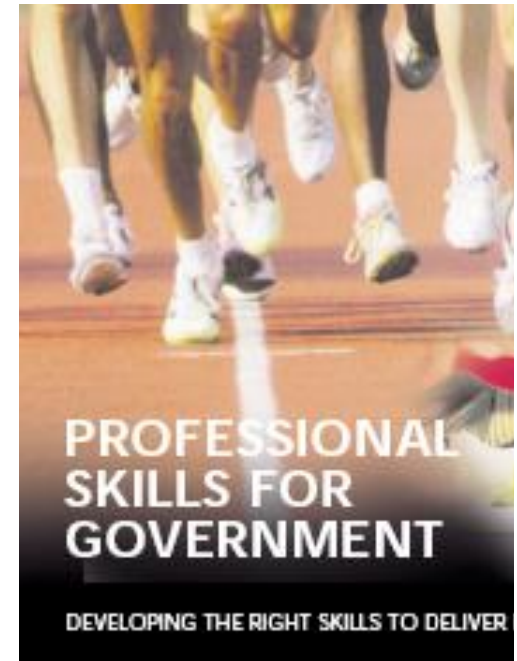
- The Veterinary Skills and Expertise Framework forms part of the [Professional Skills in Government](#) (PSG) initiative to create a more professionally focused civil service.
- This framework aims to support the ongoing contribution by the GVS and to strengthen veterinary excellence across the range of government departments and agencies where vets are engaged or may be engaged in the future.

Why?

PSG also aims to support professional

- **Development**
- **Recognition &**
- **Opportunity**

across the civil service which meets the needs of government.



Benefits for developing clearer competences for vets in government is consistent with formal professional post-graduate qualifications being developed by the Royal College of Veterinary Surgeons (RCVS)

Who?

- The Government Veterinary Surgeons (GVS) Learning and Development Working Group has developed this skills and expertise framework alongside fellow professional groups in government
- The framework aims to support the very broad range of activities, expertise and areas of responsibility veterinary surgeons are engaged in by defining three key roles and six key skill areas and related competencies across the GVS.

How?

PSG ROLES & SKILLS AND THE GVS

The PSG framework separates roles across government into three delivery groups;

Operational, Policy and Corporate

Veterinary surgeons work predominantly in either the operational or policy delivery groups.

The PSG Framework defines four key elements :

- **Leadership**
- **Core Skills**
- **Professional Expertise &**
 - **Broader experience**

The veterinary skills and expertise framework describes those elements which fall under professional expertise

How?

PSG, Veterinary CPD and the RCVS



- Veterinary surgeons bring a level of recognised professionalism to government through their registration and membership of the [Royal College of Veterinary Surgeons](#) (RCVS) defined under the Veterinary Surgeons Act 1966 which entitles qualified and registered vets to use the title MRCVS.
- The RCVS sets guidelines for all veterinary surgeons in relation to professional conduct, including [Continuing Professional Development](#) (CPD), which is a requirement for ongoing registration.
- The PSG core skills and leadership qualities, in addition to the continued attainment of veterinary technical and science skills is entirely compatible with the RCVS CPD requirements - defined as *"the systematic maintenance, improvement and broadening of knowledge and skills and the development of personal qualities necessary for the execution of professional and technical duties throughout the Member's working life."*

Delivering a better service in government through

3 key roles



across 6 key skill areas

Veterinary learning
& development

Veterinary
communication

Veterinary
statutory role

Veterinary clinical,
skills & practice

Veterinary
networking

Veterinary leadership

How?

- The Framework is designed as a simple template to provide GVS departments and agencies with a consistent method of reviewing particular learning and development requirements across their veterinary team.
- The template should be used alongside the other professional skills in government [core requirements](#)
- This framework will form part of a broader GVS Learning and Development Framework which will incorporate additional information, such as access to formal learning opportunities for the GVS.

How?

The three key roles - defined as

- **Practitioner**
- **Manager &**
- **Strategist**

can be used to describe a range of veterinary responsibilities

The six key skill areas are broad and generic, but all indicate where veterinary surgeons acquire, apply or share veterinary expertise.



How?

Veterinary roles in government

- Within the delivery area in which veterinary surgeons work this framework defines three **Key Roles** which will enable individuals and their managers to self-evaluate and describe their areas of contribution to the business.



There is no exclusivity intended in these roles - although it is likely that vets in some grades of government will 'fit' principally in one role more than the others. However the diagram indicates potential areas of cross-over in responsibility.

How?

Veterinary roles in government

Each role will have differences in relation to:

- Applying veterinary skills and expertise
- Interfacing as a veterinary expert or specialist within & outside government
- Exercising veterinary judgement to support quality of delivery



How?

Veterinary roles in government

Veterinary practitioner

The Veterinary Practitioner **applies** their veterinary clinical and scientific skills and expertise to the direct delivery and development of government research, policy and/or operational areas.

Practitioners will have a high level of **interface** with government customers, research, policy and delivery colleagues in other government departments, non-government institutions and with operational partners.



Practitioners will have responsibility to exercise veterinary judgement to assure **quality** of delivery in areas such as; training, reporting, advice and use of evidence within their business area.

How?

Veterinary roles in government

Veterinary manager

The Veterinary Manager **applies** their veterinary skills and expertise to enable effective team delivery of policy and operations which assures timeliness, efficiency and quality of delivery of programmes or projects.

Managers will have a high level of **interface** with cross-discipline teams within and outside government and with senior directors as well as stakeholder groups.



Managers will have responsibility to **apply veterinary judgement** when evaluating and advising on delivery to enable effective development and planning of government programmes.

How?

Veterinary roles in government

Veterinary strategist

The Veterinary Strategist **applies** their veterinary skills and expertise to assure effective long-term planning and delivery of relevant government programmes.

Strategists will have a high level of **interface** with broad delivery teams across and outside government as well as working through and with international and national **networks**.

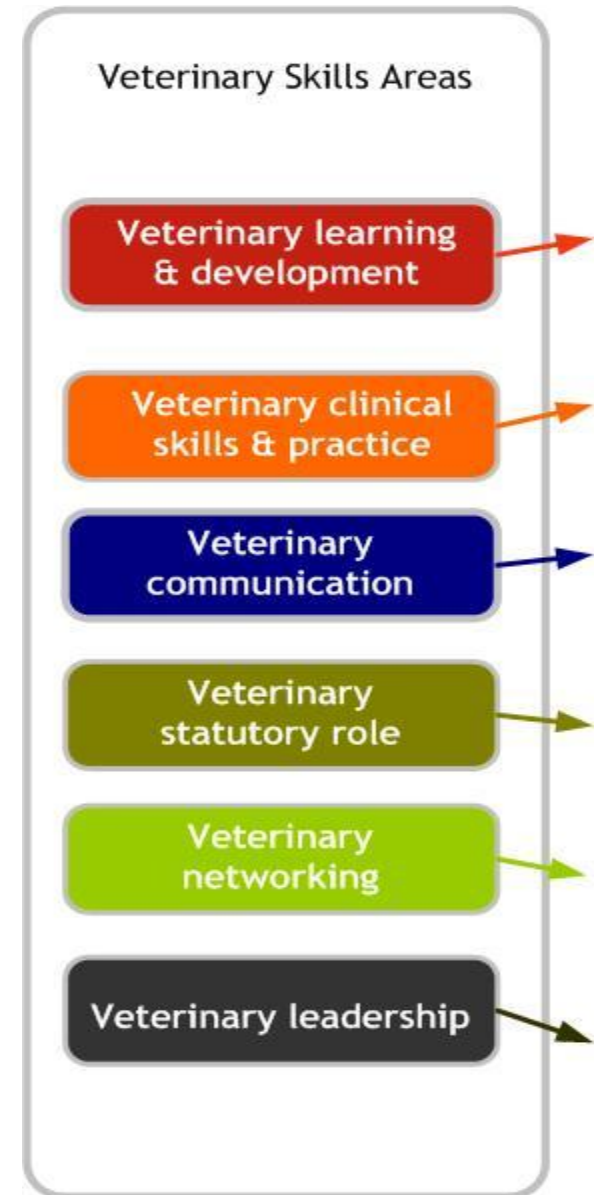


Strategists will have responsibility to **apply veterinary judgement** to assure appropriate methods for establishing and evaluating programmes and provide strategic decision making input to achieve government business objectives

How?

Veterinary skills in government

- **Six key skills have been described which can be considered as transferable across the GVS.**
- Skills in learning and development are associated with acquisition of veterinary related expertise & broader skills & is a requirement for all members of the RCVS.
- Some skills are common across the profession, such as veterinary skills & practice and veterinary communication, while others are more specific to a role in government, such as veterinary statutory role.
- Other skills, such as veterinary networking and leadership, assume a level of professional interaction with veterinary & non-veterinary colleagues & stakeholders.



How?

Veterinary skills in government

- The competences related to the six key skill areas allow vets to demonstrate how their veterinary skills & expertise are being maintained & applied for the delivery of government business.

