

# Annual report 2018/19

## President's welcome

**I'm delighted to present this annual report to you summing up what has been a very busy and varied year.**

**A huge amount of work has gone into championing the veterinary community, securing key animal welfare wins, and keeping our members informed and supported both now and into the future.**

In a year full of hard work and highlights, one achievement which really stands out is our successful campaign to get vets back on the Shortage Occupation List. We know that workforce recruitment and capacity issues are a top concern for our members, and we were delighted when the Home Office agreed with our call for vets to be reinstated. This is a resounding vote of confidence in the veterinary workforce which goes to show what can be achieved when vets unite to speak out on the issues that matter most.

Key recent wins for animal welfare include long-awaited bans on wild animals in travelling circuses and significant progress in engaging with government and stakeholders on welfare at slaughter. We had record levels of political engagement throughout the year. With new Ministers now in post, we'll keep conversations going with government to push for progress in other areas – including getting animal sentience enshrined in UK law.

Brexit – and its shifting timeframes – has of course been a dominant theme throughout the year, and whatever your political viewpoint it's clear that its impacts will be felt well past 31 October. We will continue to make sure that the veterinary voice is represented in high-level political discussions and we will keep our members informed and supported to navigate the unpredictable times ahead.

It's been a huge honour to serve as President and I'd like to thank the wider BVA community for their support – our members and volunteers, Board, Council, committees, staff, and fellow officers from across the BVA Branches and divisions.

**Simon Doherty, President**



## Transforming for the future

**Time flies in a busy organisation like BVA. We're already halfway through our three-year Strategic Plan. During the summer the BVA Board and staff took stock of how we're performing. I'm delighted and proud to report that we are making good progress across our ambitious agenda.**

From major campaigns that champion the issues our members care about, to providing leadership on difficult issues such as Brexit and telemedicine, to developing new services to better support our members: BVA is in very good shape.

This year we moved back into our HQ at 7 Mansfield Street following a major transformation which means we now have a much more modern and welcoming building for our staff, members, and guests. The project has been a great success and feedback so far has been overwhelmingly positive. We've invested in our future whilst providing a great space that members of the veterinary community can use and be proud of.

This report provides a snapshot of the incredibly hard work of our staff, Officers, and volunteers, and I'd like to thank them – and our members – for making it all possible.

**David Calpin, Chief Executive**



“

From major campaigns, to providing leadership on difficult issues, to developing new services to better support members: BVA is in very good shape.”

A strong voice for vets



The BVA Officer team have travelled almost 10,000 miles to meet members across the UK



Over 300 media hits every month

## Tackling discrimination in the veterinary workplace

Our ground-breaking research with the University of Exeter found that vets are more likely to want to stay in the profession if they feel like they 'fit in'. We wanted to gain a better understanding of how discrimination in the workplace is affecting Team Vet and we were overwhelmed by the response to our questionnaire asking veterinary professionals and students to share their experiences.

We're committed to supporting equality, diversity, and inclusion, and helping veterinary workplaces to be supportive and inclusive. In July we launched 'The Big Conversation' inviting vets to share ideas and advice on tackling discrimination to feed into our policy work on this important issue.



**BVA** @BritishVets

Actually, this is exactly who we are. We are proud of being an inclusive association that respects and champions diversity and equality across the veterinary professions. Such comments are highly offensive and we cannot condone them at all @VetAnalyst

#TimeForChange 🌈

↻ 56 ❤️ 329

8 Jul 2018

## The new and improved BVA HQ

Summer 2019 was an important milestone for BVA as our newly refurbished headquarters at 7 Mansfield Street reopened after extensive modernisation works.



Our grade II\* Georgian townhouse is now a HQ fit for a modern professional body with greatly improved accessibility and facilities for members, staff, and visitors.

Members are welcome to drop in, have a coffee, and make use of our free WiFi and charging points, or book one of our new Courtyard Rooms for free as a quiet space to work or meet.

➔ [www.bva.co.uk/venuehire](http://www.bva.co.uk/venuehire)

## BVA ON SOCIAL MEDIA



**22,695**  
followers



**21,359**  
followers

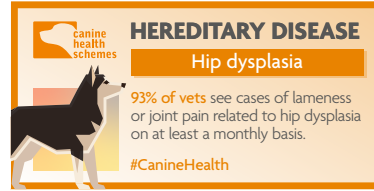


**19,261**  
followers



**2,263**  
followers

## Canine Health Schemes month



In January, we celebrated our first ever Canine Health Schemes (CHS) month. Working with our expert scrutineers

and panellists, veterinary professionals, the Kennel Club, and dog owners, we published a number of blogs, social media graphics, press stories, and emails to raise awareness of the vital role the schemes play in improving dog health and welfare.

Following the success of the campaign, CHS month will return in 2020.

➔ [www.bva.co.uk/chs](http://www.bva.co.uk/chs)

## A world of possibilities on My Vet Future

In November we fulfilled one of our major commitments in the Vet Futures Action Plan – to launch a new online careers hub as a one-stop-shop for information about the veterinary professions. We worked with *Vet Record* and key stakeholders to create interesting content about the wide range of veterinary career options and to signpost to essential information about qualifications and career paths.

➔ [www.myvetfuture.com](http://www.myvetfuture.com)

With RCVS and other stakeholders, we're making great progress on all the Vet Futures actions and in November we awarded the 'Inspired by Vet Futures' prize to Vets: Stay, Go or Diversify.



**VETFUTURES**



## 'Fresh and modern' – our new brand identity

April saw the launch of our refreshed BVA logo and visual identity. Our new brand will provide a consistent look and help us get our messages out to even more animal owners and politicians.



## 141 nominations

for the BVA Young Vet of the Year Award, supported by Zoetis



## 2,000 members

on our Voice of the Veterinary Profession survey panel

### A win for vets and welfare

Following a long campaign, we secured a government commitment to put vets back on the Shortage Occupation List. Our detailed evidence, submitted jointly with RCVS, was cited in the report of the Migration Advisory Committee in its recommendations to the Home Office.

Our joined-up campaign included briefing a range of politicians, meeting with immigration minister Caroline Nokes, securing media coverage, and developing a strong evidence base.

### All change in our Branches



This year we welcomed three new Officer teams in our devolved Branches. Our new presidents are Aurelie Moralis in Northern Ireland, Kathleen Robertson in Scotland, and Ifan Lloyd in Wales. Our Branches are going from strength to strength with new social and political events, as well as excellent work on key government consultations and consultative groups. Thanks to our outgoing Branch presidents for their fantastic work: Alan Gordon, Melissa Donald, and Sarah Carr.

### A busy year for BVA Council and committees

This year our working groups, committees, and Council worked with our specialist divisions to produce an impressive 14 new policy positions on a wide range of important topics to inform our campaign work:

- Responsible use of antimicrobials in food producing animals
- Welfare of livestock during transport
- UK sustainable animal agriculture
- The vet-led team
- Veterinary Nurse prescribers
- UK undergraduate veterinary education
- Use of electric containment fences in livestock and horses
- Surplus male production animals
- Microchip scanning (dogs) and microchip databases
- Feather pecking in laying hens
- Housing pet rabbits in compatible pairs or groups
- Use and sale of fireworks

We also set up three new policy working groups on welfare at slaughter, bovine TB, and good veterinary workplaces, which will report in the coming months.

### Pets in advertising

#### #PromoNoNos

At the end of 2018 we launched our good practice guidance for the use of pet animals in advertising – *Pets in advertising: a social concern*.

It's been fantastic to see members getting behind our guidance and flagging the resource to big brands on social media.

Following the launch of our guidance, we worked with Fidelity UK to make sure the star of their new marketing campaign – Tizzy the Parson Russell Terrier – was a positive and healthy role model for pet owners across the country. Yet another example of the power of the veterinary voice in influencing positive change for animal welfare.

### Making the headlines



This has been another strong year for BVA in the media, averaging over 300 media 'hits' every month in national, regional, and trade outlets. Our well-timed hot weather news release at the start of June was picked up by the newswires and resulted in our best month this year for media coverage.

During April's National Pet Month we ran our 'Thank you Thursdays' social media campaign using #lovemyvet and #lovemyvetnurse to recognise the great work that veterinary professionals are doing.

### THE BVA BLOG



With over 90,000 page views during the last year, our most popular blogs were:

6,908 views

**Trojan dogs – do you know the risks of rehoming a stray dog from abroad?**  
Professor The Lord Trees

3,874 views

**Paper not required – submit online to our Canine Health Schemes**  
Dr Jerry V. Davies

2,276 views

**Alabama rot – behind the headlines**  
David Walker





## BVA on Instagram

account launched in November 2018



## 68 applications

for BVA committee vacancies

## Over 15,000 dogs

had eye examinations through the BVA/KC Canine Health Schemes



### OUR 'VOICE' SURVEY PANEL

The panel continues to play a vital role in supporting our lobbying, campaigning, and media work and this year the number of panellists has topped 2,000.

Our survey results have prompted hundreds of pieces of media coverage including a range of national media coverage for our Voice statistics on anti-vaxx attitudes amongst pet owners, including *The Daily Telegraph*, *Daily Mail*, *The Times*, *Yahoo News*, and *BBC Radio Wales*.

**The Daily Telegraph** **Daily Mail** **THE TIMES**



### POLICY PRIORITIES 2018/19

- ✓ Brexit
- ✓ Workforce and education
- ✓ Championing the value of vets
- ✓ Sustainable animal agriculture
- ✓ Disease surveillance
- ✓ Welfare at slaughter
- ✓ Responsible pet ownership
- ✓ One Health

[www.bva.co.uk/policy](http://www.bva.co.uk/policy)



### CAMPAIGNING ACROSS THE UK

In our member research vets said our campaigning work has been BVA's most important achievement in recent years, and this year has seen us at the forefront of major campaigns on the issues that matter to you. Here's a snapshot of our activities:

#### UK/England

- Developed our no-deal Brexit briefing to help members, politicians, and other stakeholders understand the issues and prepare
- Gave oral evidence to the Agriculture Bill Committee calling for a focus on animal health and welfare
- Successfully campaigned with RCVS and Defra for vets to be reinstated to the Shortage Occupation List
- Launched 'The Big Conversation' on equality and inclusion following the publication of our landmark discrimination report
- Secured important changes to OV revalidation rules and plans for new certification support officers, in light of member feedback
- Launched our "Trojan dogs" campaign on importing pets, with over 140 pieces of news coverage
- Launched our guidelines on using pet animals in advertising and worked with major brands to help them comply
- Met with Defra Secretary Michael Gove to discuss our joint campaign with RSPCA on welfare at slaughter and took part in a Defra-led roundtable to progress the issues
- Took part in an introductory call with new Defra Secretary Theresa Villiers to highlight our key concerns
- Gave oral evidence to the Bill Committee on the banning of wild animals in travelling circuses
- Commended for our response to the RCVS consultation on Graduate Outcomes which was jointly badged with 13 of our specialist divisions
- Represented members' views on telemedicine to RCVS Council and requested wider consultation with the profession
- Jointly hosted a parliamentary briefing on the use and sale of fireworks with Dogs Trust and others

#### Scotland

- Held a briefing for MSPs in Holyrood on the impact of Brexit
- Gave oral evidence on the review of the Control of Dogs (Scotland) Act
- Met with Cabinet Secretary Mairi Gougeon and co-hosted the Cross-Party Group on Animal Welfare exhibition stand

#### Wales

- Hosted a successful stand for members and stakeholders at the Royal Welsh Show
- Held a briefing for Assembly Members in the Senedd on Brexit, welfare at slaughter, and workforce issues in Wales
- Met with Cabinet Secretary Lesley Griffiths and welcomed the appointment of two vets to the Animal Health and Welfare Framework Group

#### Northern Ireland

- Met with Defra ministers to discuss capacity issues around workforce and certification on the Northern Ireland/ROI border
- Attended a stakeholder meeting with the Migration Advisory Committee on the review of the Shortage Occupation List
- Submitted evidence to the Northern Ireland Affairs Committee inquiry on the implications of the EU withdrawal agreement





**We welcomed over 3,700 new members**



**6.7% growth in membership**

## Students and Young Vets

### The future's bright

Over the past year we have developed stronger relationships with our student division, the Association of Veterinary Students (AVS), and the current and new UK vet schools.

### BVA Young Vet Network

The BVA Young Vet Network (YVN) now has 31 groups across the UK. Over the past year, we have developed a new handbook to support the YVN reps, held a training session for them at the London Vet Show and launched a new YVN logo as part of the BVA brand refresh.

➤ [www.bva.co.uk/youngvetnetwork](http://www.bva.co.uk/youngvetnetwork)

### Grad to Vets partnership

In September 2018 we announced an exciting new partnership with graduate support specialist Grads to Vets to help young vets realise their potential when they enter the workplace. The year-long scheme enables graduates to thrive in practice with support including a mentor outside of the practice, training with a clinical coach within the practice, and peer support.

➤ [www.gradstovets.com](http://www.gradstovets.com)

## World-class journals

Our journals, *Vet Record* and *In Practice*, continue to be rated as both the most important and most-used benefit by qualified members, and remain your top reason for joining BVA.



This year has been a double celebration for *In Practice* – not only was it ranked the top source for clinical/practical advice in the recent Veterinary Readership Survey, the journal also celebrated its 40th anniversary.

➤ [veterinaryrecord.bmj.com](http://veterinaryrecord.bmj.com) [inpractice.bmj.com](http://inpractice.bmj.com)

## Member research results



We conducted a major piece of member market research and were delighted that members were positive about BVA's role, identity, and purpose, especially our campaign work which is seen, by far, as our most important achievement.

However, the results showed that we still have more work to do in some areas. We're working on developing our member benefits package and improving awareness of our existing benefits. We will also make it easier for members to get involved in our campaign work.

## BVA YOUNG VET OF THE YEAR AWARD 2019

Supported by **zoetis**

**In May we were delighted to team up with Zoetis to launch an exciting new award highlighting the outstanding everyday difference early career vets make to the veterinary profession.**

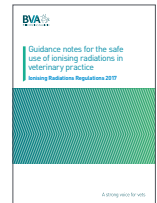
We have been overwhelmed with the response and received over 140 nominations from across the UK highlighting the amazing contribution recent graduates are making to animal health and welfare every day. The winner will be announced at the BVA Gala Dinner in November.

## Guides and resources



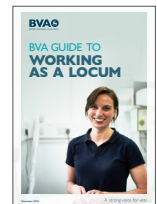
### *Ionising radiations guide*

The third edition of our guide outlines the key changes which are now in force as a result of the Ionising Radiations Regulations 2017.



### *BVA guide to working as a locum*

Our guide has comprehensive advice for a successful move into locum work.



➤ [www.bva.co.uk/guides](http://www.bva.co.uk/guides)

## New-look BVA website

This year we've been redesigning our website to make it easier to navigate. Our new resource library will allow members to find and download our guides and resources quickly, whilst the new myBVA dashboard will give members more control over managing their membership.

➤ [www.bva.co.uk](http://www.bva.co.uk)

## BVA In Practice CPD

We welcomed 486 delegates across 26 CPD courses over the last year. Developed by members for members, our courses continue to receive excellent delegate feedback.

In January we were pleased to announce a new partnership with the British Equine Veterinary Association (BEVA) giving BVA members 30% off BEVA courses delivered in the UK.

➤ [www.bva.co.uk/cpd](http://www.bva.co.uk/cpd)

**“Excellent speakers and down-to-earth practical advice, plus an understanding of the challenges of general practice. Brilliant all round.”**



2018 CPD delegate



**Over 18,000  
BVA members**



**#1 member benefit  
VetRecord InPractice**

## Working on welfare with AWF

The Animal Welfare Foundation is BVA's charity. Under our new Memorandum of Understanding, we support AWF through our communications with the profession and the wider public.

This year we supported the successful relaunch of the *Puppy Contract* to improve dog health and welfare and we helped with the first sold-out Discussion Forum that included popular debate sessions on farm animal welfare, exotic pets, and overtreatment.

The AWF-funded Delphi research project to prioritise animal welfare issues reported its findings in the Spring and these will feed into our work under the BVA animal welfare strategy to develop new policy positions.

➤ [www.animalwelfarefoundation.org.uk](http://www.animalwelfarefoundation.org.uk)

## Canine Health Schemes

The Canine Health Schemes, run by BVA in partnership with the Kennel Club, have had another busy year with a lot of work going into developing the schemes and growing the number of submissions.

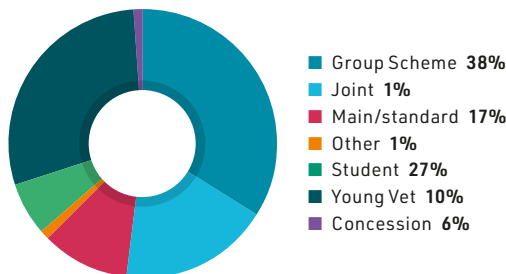
Over the past 12 months:

- Over 8,500 dogs had their hips scored
- Over 5,500 dogs had their elbows scored
- Over 15,000 dogs had eye examinations

➤ [www.bva.co.uk/chs](http://www.bva.co.uk/chs)

## Membership

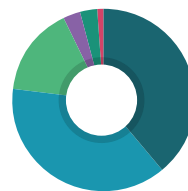
In 2018, we welcomed over 3,700 new members. Combined with a healthy retention rate this meant that our net growth was an impressive 6.7%. At the end of the year our membership total was 18,262.



Year	2018
Members at the start of the year	17,109
New members joining	3,705
Members retained	14,557
Retention rate	85%
Members leaving	2,552
Members at the end of period	18,262
Net gain	1,153
Net gain (%)	6.7%

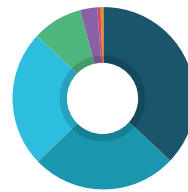
## Our finances

For the year ending 31 December 2018 we made an operating surplus before investment losses and taxation of £124,484, a slight increase on the corresponding £114,754 surplus in 2017.



### Income £6,079,565

- Publications **39%**
- Membership subscriptions **38%**
- Canine Health Schemes **16%**
- CPD courses/BVA at the London Vet Show **3%**
- Membership services and sponsorship **3%**
- Investments and miscellaneous **1%**



### Expenditure £5,955,081

- Publications **37%**
- Membership services **26%**
- Overheads and support costs **24%**
- Canine Health Schemes **9%**
- CPD courses/BVA at the London Vet Show **3%**
- Investments and miscellaneous **0.5%**
- Donations **0.5%**

Income increased by 1.3% during the year with all key business areas yielding an above cost return. We continue to work on diversifying our income streams and have recently begun working with selected corporate partners.

Expenditure increased by 1.1% during the year as we continued to spend substantial resource on policy and media activities, lobbying, and campaigning on priority issues such as animal welfare, and on the provision of membership benefits and services. Administrative expenditure increased during the year by 4.3% due to alternative accommodation costs incurred whilst the property refurbishment took place.

There was £14,000 in donations to veterinary related charities.

There was no capital expenditure during 2018, however £670,640 was spent on the refurbishment of BVA's property, and the project continued during the first half of 2019. The full cost of the property refurbishment will be recognised in 2019's financial statements following completion of the project.

## Reserves

BVA's total reserves, after allowing for investments and taxation, increased by £104,191 during the year. The year-end working capital reserves (excluding tangible and intangible fixed assets and the associated deferred taxation) total £2,621,697 whilst the total reserves are £10,654,419.

**A copy of the full set of statutory accounts is available to all members, on request, from BVA HQ. They also appear in the members section of the BVA website at [www.bva.co.uk](http://www.bva.co.uk)**