

EMS Working Group

Terms of reference/scope

Working Group	EMS Working Group (EMSWG)
Chair (member of PC)	Liz Mossop
Secretary (BVA policy team)	Michael McGilligan
BVA Officer	Malcolm Morley
Members (divisions, individuals, Branches, EWAP)	<ul style="list-style-type: none"> • Sally Everitt (Policy Committee) • Calum McIntyre (AVS) • Hannah Perrin (VMG) • Madeleine Campbell (EWAP) • Andrew Parker (SPVS) • Elysé Smith (Recent graduate) • Clare Owen (Vet Schools Council) • Osiris Ointa/ Joana Crisostomo/ Anthony Ridge (AGV) • John Remnant (Clinical Lecturer in Farm Animal Health and Production) • Alex Gorman (British Veterinary Chronic Illness Support) • Jason Aldiss (VPHA)

Aims/objectives	To develop BVA's vision for the delivery of EMS.
Intended audience	Vet students, vets administering/delivering EMS, farmers and other groups that routinely host students, vet schools, veterinary educationalists and the wider profession, RCVS, Government, allied professionals, prospective applicants to vet school, and the wider public
Remit/scope and desired outputs (to be completed by PC)	<p>In developing vision for the delivery of EMS considering the impact of Covid-19, the working group should consider:</p> <ul style="list-style-type: none"> • The purpose of EMS and establish what it should achieve. Doing this would help to clarify the benefits and costs of delivering EMS for all involved. • The application of the principle, and practicalities, across all sectors of the profession (including clinical practice, non-clinical roles (e.g., pharmaceutical companies, telemedicine companies, and central office roles of large employers), government, public health, research and academia, residencies, and internships etc) • The impact of Covid-19, EU Exit and the wider context of the profession. • RCVS expectations for EMS as a component of veterinary education including as preparation for work, an introduction to the important concept of lifelong learning and reflective practice which then continues after graduation. • The wider transition from being a student to being a new graduate vet. Considering the role of EMS in the development of a professional identity through the opportunity to engage with role models. This is linked to the concept of the "hidden curriculum" i.e., the unwritten, unofficial, and often unintended lessons, values, and perspectives that students learn during EMS. • Full consideration of both AHEMS and CEMS. • University utilisation of EMS as a component of veterinary education. Consideration of how this differs across different

	<p>universities and models.</p> <ul style="list-style-type: none"> • The delivery of Intramural rotations (IMR) and how the development of IMR may influence EMS. • The benefits for students who undertake EMS and how to maximise these • How to better understand and overcome the barriers for vet students to undertake EMS. Consideration of wider diversity, inclusion and socio-economic factors, and discrimination/microaggressions • The safety and welfare of vet students undertaking EMS. • The opportunities, barriers and practicalities for clinical and non-clinical settings to provide EMS. Support for staff that lead on EMS within different workplaces. • Impact of wider workforce capacity issues within the veterinary profession on EMS provision and access • The physical and mental considerations of undertaking EMS and the practicalities for students with chronic illness or disabilities. Consideration of wider discussions on limited licensure as they relate to EMS. • In developing a wider position of EMS a goal should be to influencing RCVS' anticipated review of EMS.
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Once the remit section above is completed it should be circulated to the divisions (via the BVA liaison email loop) and Branches to advertise membership and request input/expressions of interest, and to the WG retained list.

Existing policies/positions (BVA and/or divisions)	<p>BVA policy position on UK undergraduate veterinary education</p> <p>BVA position on Good veterinary workplaces</p> <p>BVA Vet-led team position</p> <p>BVA responses to RCVS regulatory reform consultations</p> <p>BVA discrimination survey findings</p> <p>BVA Extramural studies (EMS) - guide for students</p> <p>Extramural studies (EMS): a guide for practitioners</p> <p>BVA Careers advice</p> <p>BVA legal advice</p>
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	Completed by PC	Completed by EWAP
Potential consultees/other sources of information/evidence	<p>Consultees</p> <ul style="list-style-type: none"> • Species-specific divisions • Major Employers Group • Charity Vets • Vet schools • RCVS • YVN • Potential future vets • Vetlife • Large and small employers • Vets administering/delivering • EMS coordinators • Philipa Yam, Chair of the VSC EMS Group • Federation of Independent Veterinary Practices • Groups/businesses offering 	

	<p>training for further qualifications</p> <ul style="list-style-type: none"> • BVA Member Benefits Committee • VDS • HR Directors of Major Employers group • LAVA • British Veterinary Lesbian Gay Bisexual Transgender+ • British Veterinary Ethnicity and Diversity Society • Animal Aspirations • Vets: Stay, Go, Diversify • Farming unions • Government Veterinary Services ambassadors • British Veterinary Union • Vet You • Rosie Allister • Charlotte McCarroll • Utrecht University researchers undertaking work on “Entrustable professional activities in competency based veterinary education” 	
Legislative/policy differences in devolved regions of UK?		
Local/regional nuances to be considered?	<ul style="list-style-type: none"> • Geography such as Scottish Highlands with regards to access • Welsh language 	

EWAP initial comments on remit/scope/desired outputs/process	
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<p>Timeframe</p> <ul style="list-style-type: none"> - approx. how often will WG meet? - update to PC by X? - draft policy position to PC by X? 	<p>Meetings should take place approximately every 2 months following first meeting in January 2022. However, given uncertainty with RCVS plans for EMS this may be revisited.</p> <p>Meeting schedule:</p> <p>Meeting 1: Tuesday 11 January 2022 Introductions, agree workplan, SWOT analysis and establish overarching principles.</p> <p>Meeting 2: Tuesday 8th March 1-5pm</p> <p>Meeting 3: Friday 6th May 9-1pm</p> <p>Meeting 4: Wednesday 22 June 1-5pm</p> <p>Meeting 5: Tuesday 26 July- 11am-3pm</p> <p>Update from first two meetings will be provided to Policy Committee ahead of update paper to April BVA Council.</p>
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