

Small Animal **Graduate Development Programme**



Graduate Development Programme



- Clinical confidence
- Skill support
- Effective client communication
- Safe practice
- Mentoring

The XLVets Small Animal Graduate Development Programme has been designed to instigate team building and learning, by bringing graduates together to actively participate, share experiences and develop future contacts. Each graduate can choose to be supported by a mentor from within XLVets, to help strengthen shared learning across the group. **We look forward to enrolling you on the course.**

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Our core modules are aimed at newly qualified vets. Our exciting and innovative programme is designed to achieve excellence in practice.

04 Survival skills

We start with those non-clinical skills which will be vital to a happy and successful career. Success will come from managing yourself and your own expectations, managing your relationships with colleagues, bosses and clients - just as much as your hard-earned clinical acumen and surgical skills.

- Managing yourself (0.5 day)
- Managing in practice (0.5 day)
- Finances (0.5 day)
- Time management (0.5 day)

06 Thriving in Practice, Emergency management and euthanasia (including client management)

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Andrew Curwen
XLVets Chief Executive

“One of the key strengths of XLVets is having the opportunity to share ideas, knowledge and skills. This enables us to support each other to deliver the very highest standards of client and patient care, and allows us to offer mentoring support to XLVets graduates, using the talents and skills of our membership. The small animal graduate development programme offers a series of core modules, delivered by XLVet trainers, providing guidance and building confidence in clinical and client skills.”



Trainers



Tim Hutchinson
Larkmead Vets



Lynne Gaskarth
Drove Vets



Charlotte Moody

Survival skills

We start with those non-clinical skills which will be vital to a happy and successful career. Success will come from managing yourself and your own expectations, managing your relationships with clients and colleagues - just as much as your hard-earned clinical acumen and surgical skills.

Part One - Managing yourself

At the end of this module you should have gained:

- An understanding of how our own values and personal traits underpin our relationships and satisfaction at work. Some top tips on how this knowledge can be leveraged in order to manage a number of situations to our own satisfaction.
- An appreciation that self-awareness, authenticity and integrity can allow open feedback discussions, build confidence and encourage personal development. How this can lead to life-long enthusiasm in your new role.
- An understanding of your own expectations as well as those of the people around you.
- An understanding of the importance, challenges and some solutions to the work-life balance issue.

Part Two - Managing in practice

At the end of this module you should have gained:

- An appreciation of the needs of the stakeholders around you and a way of prioritising those needs to minimise the pressures felt by yourself. How to balance the wishes of your clients, colleagues and bosses with your own values (and those of the RCVS).
- How external organisations such as the RCVS, VDS and SPVS can be your friend.

- How to build relationships in order to give and receive feedback constructively and address and manage conflict.
- Communication skills and emotional intelligence - the innate understanding of other's feelings. How to adapt the former in view of the latter and their huge importance both inside and outside of the consulting room.

Part Three - Finance

Understanding how finance works in your practice, including;

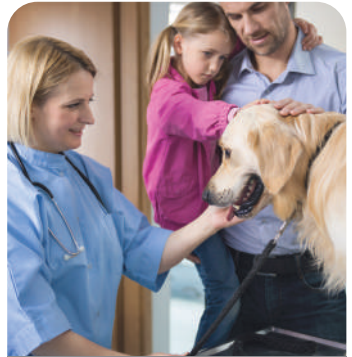
- the basics of a profit and loss account;
- pricing principles;
- the perils of discounting.

Part Four - Time management

How organising and planning your time can allow greater productivity, enhance your relationships with clients and colleagues, reduce your personal stress and allow you to achieve your personal goals.

- How to make time to succeed - ten top tips.

All these sections will be run in an informal interactive manner with open discussion and shared learning encouraged. Easily applied hints and tips, gathered from experience and successful practitioners, will be passed on in an enjoyable, light hearted way.





Trainers



Dan Lewis
Capontree
Veterinary Centre



Sarah Packman
Larkmead Vets



Dr Rosie Allister
Wellbeing researcher
and trainer.
Allister Research and
Consulting

Thriving in Practice, Emergency management and euthanasia

This clinically focussed aspect has been built to develop clinical decision making skills to save lives, protect the animal from harm and develop a toolkit to use in out of hours situations.

Part One - How do I keep the animal alive

At the end of this module you should have gained confidence in how to examine and prioritise treatment, including:

- **Recognising an emergency** - knowing when a case requires prompt, urgent or emergency treatment and how to manage the client and their expectation.
- **Triage for the emergency cases** - prioritising cases for administration of first aid and the next steps.
- **Tips for performing the life-saving steps** that will stabilise the animal and buy thinking and preparation time, for the prompt and urgent actions that need to follow.

Part Two - Other common emergencies

At the end of this module you should have gained the ability to manage specific cases - including the common emergency presentations such as:

- Collapse
- Seizures
- Trauma
- Gastric Dilation and Volvulus
- Caesarean
- Urinary obstruction
- Acute abdomen
- Cardiorespiratory issues
- Euthanasia (non-clinical)

Part Three - Thriving in Practice

At the end of this module you should have gained:

- An understanding of your own personality and others around you, as well as how to build successful work relationships.
- Skills to manage difficult situations in practice including;
 - An understanding of the importance, challenges and some solutions to maintaining a healthy work-life balance.
 - Communication skills to deal with the multitude of situations you may face during your first years in practice.





Clinical transition into practice

The programme continues with translating your up-to-date knowledge into actual situations experienced in practice.

Trainers



Dan Lewis
Capontree
Veterinary Centre

Part One - Practical pharmacology

In this module you will spend half a day looking at best practice in dispensing and pharmacy. This will include topics such as:

- The Legal aspects of dispensing.
- Best practice in dispensing (including volumes and advice on accompanying medications).
- Following the prescribing cascade.
- Controlled drugs.
- Record keeping.
- Adapting to practice protocols.
- Use of antibiotics.
- Use of anaesthetic agents.

Part Two - Graduates in action

The final part of this module ends with an interactive session between you and the trainer to discuss common cases such as:

- The nose-to-tail examination and common differential diagnoses.
- The repeat offender - management of ongoing cases and keeping the client on side.
- When to do what, with which. Prioritising further investigations to make best use of the client's funds.

- Imaging - getting the most from the X-ray machine. To include optimising radiography for lameness investigations.
- Surgical tips - for example using the bitch spay or dog castrate as a model and teasing out difficulties.

You are encouraged to bring case examples to discuss your experiences with the group, reflecting on the following;

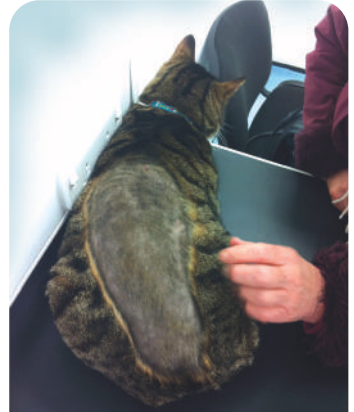
- What you did well.
- What you could have improved on.
- What you found challenging.
- What you would do differently.

Practical approach to dermatology cases

This one day module aims to give small animal clinicians confidence when approaching a skin case - It provides an overview of allergic skin diseases and how to approach these and reach a diagnosis. The course includes allergy management and therapeutics and will look at and discuss specific case studies in dermatology.

Delegates will be able to:

- Understand the importance of a systematic approach to the skin case.
- Identify common presentations in allergic diseases.
- Determine appropriate tests to be carried out.
- Evaluate the significance of laboratory finding.



Trainers



Tim Hutchinson
Larkmead Vets



Sarah Packman
Larkmead Vets

Feline Medicine and Lameness

These clinical modules are offered to help develop key skills in practice.

Investigation of lameness

This day takes a pragmatic approach to the investigation and diagnosis of lameness in dogs. The emphasis is on the diagnosis of conditions that are common in the first opinion practice.

Learning objectives include:

- Building confidence in localising the source of pain.
- Building an appropriate list of differential diagnoses.
- Making the most of radiography and spotting the subtle signs.
- What to do next.

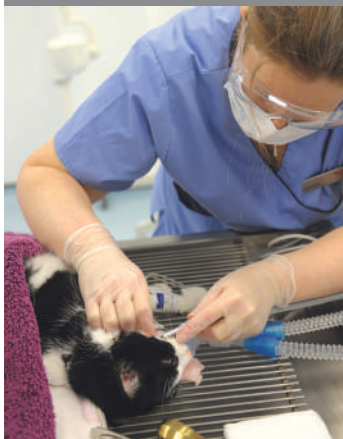


Medicine day

Endocrinology, Kidney disease and case work up including:

- Kidney disease in cats,
- Diabetes in cats and dogs,
- Hyperthyroidism,
- Hyperadrenocorticism,
- Hypoadrenocorticism,
- Working up a case.





Continuing professional development (CPD)

Following on from the Small Animal Graduate Development Programme we would recommend the following Skillshub clinical and business CPD:

- Introduction to Abdominal Ultrasound and Echocardiography (two days or separate one day course).
- Cruciate and TTA (one day course).
- Tooth Extraction (one day).
- Small animal Exotics (one day).
- Small animal Cytology (one day).
- Train the trainer (two days with an option to attend a two-day advanced workshop to become a LANTRA accredited trainer).
- Learning to Lead (five days across two modules, with the opportunity to gain an ILM level 3 qualification).



The mentoring programme

XLVets is at the beginning of an exciting chapter, leading the way in structured graduate support. We are offering a choice of mentoring options to our practices; training and guidance for a practice member to become an internal mentor or the use

of an external mentor from the XLVet community. Both services can offer the new graduate regular face-to-face sessions with phone/skype time between to support them with their PDP, reflect on cases and develop skills and confidence.

Networking opportunities

Our vision is 'By working together we can achieve so much more' and this starts the minute that you join an XLVets practice from University, and underpins the Graduate Programme. Being part of the XLVets community offers members great networking opportunities, enabling collaboration as well as encouraging shared knowledge, experience and skills.

Within XLVets we have a number of ways we support members with networking opportunities, these include;

- Regional CPD meetings
- National CPD meetings
- Practice exchanges
- Online forums
- Young vet communities.



If you would like more information on our graduate development programme, please call **01228 711788** or visit **www.vetskills.co.uk**

Our Trainers



Dr Rosie Allister BSc (Hons) BVSc MSc MRCVS

Wellbeing researcher and trainer

Allister Research and Consulting

Rosie is Manager of Vetlife Helpline, the veterinary support charity, which provides 24-hour support to the veterinary community. She trained as a vet and has spent time in practice. Based at The University of Edinburgh, she has been researching veterinary wellbeing since 2008 with a particular interest in workplace wellbeing, mental health, supporting new graduates during the transition to practice, and veterinary identity. She runs workshops and training, publishes, and regularly speaks in the UK and internationally on mental health and wellbeing. She is a member of the RCVS Mind Matters Initiative Task Force and has also volunteered with Samaritans for thirteen years.

In her spare time, she likes hill running with her dog.



Lynne Gaskarth BVSc CertSAM MRCVS

Drove Vets

Lynne graduated from Liverpool University in 1999 and is co-owner and director at Drove Veterinary Hospital in Swindon - a Tier 3 hospital with 7 supporting branches. She holds an RCVS Certificate in Small Animal Medicine and has Advanced Practitioner status. Lynne is one of the Small Animal Directors at XLVets and spends the rest of her time with her two children and spaniels. Lynne enjoys walking, cycling and skiing - when she gets a chance!



Tim Hutchinson BVSc CertSAS MRCVS

Larkmead Vets

Tim graduated from Liverpool University in 1994 with Distinction and the prize in Veterinary Pathology. After 4 years in a city-centre SA practice he moved to Larkmead Vets in South Oxfordshire and became a partner in 2000. Tim gained the RCVS certificate in small animal surgery in 2002 and Advanced Practitioner status in 2015. He has co-edited/authored two of the BSAVA Manuals: Surgical Principles and Canine Practice. Tim is the Managing Partner for Larkmead Vets and is one of the Small Animal Directors for XLVets. His clinical time is spent mostly on orthopaedic cases. When away from work Tim is a keen musician (having played the cello for 37 years!) and acts as a taxi driver for his five children!



Dan Lewis BVSc Cert AVP MRCVS **Capontree Veterinary Centre**

Dan graduated from Bristol University in 2000. After 2 years in mixed practice he joined the PDSA where he worked until 2008. Prior to joining us at Capontree, Dan worked in the Midlands in the small animal section of a busy mixed practice. He joined us in September 2010 and is one of our dedicated small animal vets, bringing experience in all areas of small animal practice and a particular interest in surgery, especially orthopaedics. Dan has taken this surgical interest to the next professional level available, successfully completing his Certificate in Advanced Veterinary Practice in November 2014; the product of over 300 hours of study! Away from work Dan enjoys spending time in the mountains and has recently developed a keen interest in trail and fell running.



Charlotte Moody BSc BVetMed PGCert Vet Ed MRCVS **XLVet UK Ltd**

Charlotte graduated from The RVC in 2012 and has worked in a variety of day and out of hour small animal environments since. Her hopes to combine veterinary work with teaching and supporting colleagues led her to complete the Post Graduate Certificate in Veterinary Education in 2018, joining XLVets that same year to help support practices on their mentoring journeys. Alongside this exciting role, she continues to enjoy clinical work at the XLVets member practice Hook Norton Vets in Oxfordshire.



Sarah Packman BVSc CertSAM MRCVS **Larkmead Vets**

Sarah used to visit Larkmead vets as a child with her pets and was very pleased to start working at Larkmead Vets in Didcot when she qualified in 2006. In 2011 she completed a certificate in small animal medicine before becoming a partner in 2013. In 2015 she was awarded the Advanced Practitioner Status from the RCVS. She has a special interest in dog and cat medicine and especially enjoys ultrasound scanning. Sarah owns two cats, Ronny and Noggin.

**This programme is delivered
by XLVet UK Ltd**

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