Council Indaba Questions and Answers relating to the Para Veterinary Professions

Clive Marwick: To assist, I want to ask a particular question to Sr Theresa Lotter, Councillor and representing the veterinary nursing profession.

Does your profession see any value in the Veterinary Nursing Diploma Course becoming a degree course, and what would that be?

Furthermore, I want to know what are the actual reasons for the delays? Why are we not getting there?

Theresa Lotter: As veterinary and para-veterinary professions, I think we are all aware that veterinary nursing has become a lot more specialised over the last couple of years. Our clients are also better educated and they are expecting to see the same type of expertise for their pets as what they would experience when they go and see specialists in specific fields of practice.

Together with that, there is a demand for veterinary nurses to work in more specialised fields, specifically looking at practice such as intensive care, anaesthesiology, oncology, but to name a few. What is happening at the moment, because the veterinary nursing training being slightly limited in those fields, veterinary nurses often attend training offered for your human counterparts, but your entry level requirement into that training is normally a degree course.

So, it really limits progress, veterinary nurses are already doing the work, but they cannot get the actual training to do the work. So, that is a challenge faced by veterinary nurses. If you look at most of your specialist practices, where they employ between eighteen to twenty veterinary nurses, you will have veterinary nurses that are dedicated to fields of practice such as intensive care, anaesthesiology, medical nursing, oncology as part of medical nursing.

So, it is important that, those avenues of learning should be open to veterinary nurses. As far as training is concerned, it is a training requirement that if you lecture students that you as lecturer have an equivalent or higher level qualification than the student you are training. I can ask Prof Dietmar Holm, Veterinary Science Faculty, UP to confirm my statement, is that correct? That is how I understand it. So, at the moment the veterinary nursing sisters in the academic hospital do a lot of the practical training, but nurses cannot lecture veterinary nurses, because they have the same level of training as the students.

So, that I think the change from a diploma to a degree is very important.
Clive Marwick: Thank you, Sr Theresa. I have another question which is going to Mr William Kutu, Councillor who represents the Animal Health Technician profession. In my travels throughout South Africa, I am getting the feeling, that there is perhaps an over-production of Animal Health Technicians [AHTs], and my question to you is:

What is your association doing or motivating to see that the different training institutions do some sort of a market survey on the needs of Animal Health Technicians?

And what is the number of AHTs that we need, so that we do not get this tragic situation where diplomate and degreed AHTs are unemployed? I would just like to know your opinion on this and what is the way forward?

William Kutu: Thank you, Dr Clive. I think we really do not have control over training institutions, especially on the number of intake. We can advise the institutions during visitations [assessment of standards of training] and request that they align the curriculums with the need of the job market. It can be done, but in terms of the intake, institutions require a certain percentage to enable them to get funding from the Department of Higher Education.

I think what can help is that the Joint Public Relations Committee, during transformation, get the training institutions to market their trainees for the job market. It had to be done a long time ago.

I do not know whether my colleagues want to add anything Mr Kenneth Moloisane, Chairperson of the South African Animal Health Technician Association and the media liaison officer, Mr Titus Makgatho. They can maybe elaborate a little bit more.

Kenneth Moloisane: Thank you very much. I think Dr Clive, you are quite correct we are having a very serious problem where a lot of students who are graduating almost every year, plus minus one hundred and seventy, with all those institutions. Now the problem is, where are we going to employ those graduates/ diplomates?

It has been raised last time at Ruminant Veterinary Association of SA [RuVASA] that we, the Animal Health Technicians Association should see how we can assist, including veterinary services, because we need to assess how many AHTs are not employed and see if we can somehow try to inform the training institutions about this issue. It is of no use to train a lot of students who are not going to be employed anywhere. We can then maybe consider the issue of the curriculums and see where it can be addressed in agriculture. We also have bee studies, diseases of fish and bees, other types of fields which could be considered for training.

So, there would be an opportunity for some farmers who are intend to
improve production and get involved in agriculture. We cannot do this blindly, and confront only the training institutions, it has to be done in consultation with veterinary services and at National Department of Agriculture, Forestry and Fisheries [DAFF] level.

Clive Marwick: Thank you very much. Thank you for that comment. I request Dr Bert Mohr, specialist veterinarian and representing Laboratory Animal Technologists [LATs] on behalf of Mr Cor Bester to answer questions on LATs.

The University of Cape Town, UCT is doing a very good job and I think a number of other facilities, but I get the impression that there is a lot of other facilities in South Africa that are not under the guidance of veterinary and para-veterinary professionals such as are employed at UCT.

What is your feeling on this, and how would you see a solution? What should your organisation do in this process?

Bert Mohr: Thank you, Clive. When you refer to this, the organisation, you mean South African Association of Animal Science?

Regarding the general situation—There are many research animal facilities who did not comply with any requirements and/or veterinary oversight and were not registered facilities. The reason being that there were no registration requirements for research animal facilities until November 2015, when the minimum standards for the veterinary profession was gazetted and when Rule 32 relating to research animal facilities came into effect.

So since then, the situation has started to change, and organisations and institutions are slowly becoming aware [across the country] that there is now a registration requirement. Veterinary and para-veterinary services and functions are rendered and performed from these premises, so that is why these facilities needs to be registered.

The second thing that is driving the registration is animal ethics regulated under National Health Research Ethics Council [NHREC] which is also a statutory body, a national council under the National Health Act, in the Department of Health. The NHREC is mandated to ensure appropriate standards in health research, using animals and human subjects, and that NHREC is now auditing Research Animal Ethics Committees throughout the country.

And one of the audit aspects is whether the facility is registered with the Veterinary Council? So, there is also a drive from the ethical oversights’ side for facilities to be registered. So, I think there is certainly growing awareness. There are facilities or institutions who are now – doing two things. The one is to register their Animal Ethics Committee with the National Health Research Ethics Council, and then at the same time
research their facilities with the South African Veterinary Council as well as register and authorise persons who are working at these facilities.

So, those two things are going hand-in-hand. I think it is just an evolution and probably three years from now, five years from now, there will be a very large number of facilities that will be registered. And I think overall in the country – the field of the Laboratory Animal Science or the use of animals for scientific purposes is an evolving field and there is recognition of the requirement for appropriate standards, scientific standards, standards of training for staff and researchers, ethical review standards and so forth.

Because the Ethics Committees now need to register and the facilities need to register, there now suddenly, must be veterinarians who also take responsibility for the health and welfare of the animals, so as the veterinary community is becoming more aware of it, more facilities get registered. The process has gathered momentum and there will be a very different situation a few years from now.

Clive Marwick: Thank you, Bert. Then my last question will go to Johan Muller, Councillor and representative of the veterinary technology profession.

I think one of the biggest issues and complaints I hear as I go and give talks are whether veterinary technologists are fit for purposes of the market needs?

Are their qualifications given them the ability to handle complicated laboratory techniques, I think they talk about PCR's etc?

And if it is the case, that there are shortcomings on training, does your association make input to what is presented during the training course?

Do you drive the training into these directions or do you think such training is more related to post-graduate training for veterinary technologists rather than having employers employ for example medical technologists?

Johann Muller: Thanks Clive.

Yes, I think to answer, we have addressed it as an association as well as an Advisory Committee to the Tshwane University of Technology [TUT].

We emphasised the need to for emphasis, especially on molecular biology. We are aware thereof that the curriculum has been adjusted accordingly. TUT included these techniques especially in the work integrated laboratory environment, students can definitely do the traditional PCR as well as real time PCR techniques, extraction of DNA, RNA and all these advanced techniques.
If you refer to the shortcomings in terms of training, all para-veterinary professions have Day One skills when we qualify, the day we walk out of the university, all Day One skills that is what every professional should be able to do. So, if you expect a graduate/ diplomate to have advanced technique skills the day that s/he walks into their first employment, the expectation will not be met without internal on-the-job training, or if the employee did not go on advanced training/ courses.

Some of these levels are at PhD level. It is advanced training. We are talking about developing a home brew technique or a test. That is not easy to design primers at that level. So, I think to be realistic, that is what we need to consider when the application comes in for authorisation where a need has been identified and it cannot be met by a registered veterinary technologist. What is the nature of that expertise that is needed?

A normal diagnostic lab or and especially we refer to the PCR techniques, because that is where a lot of the development in diagnostics is heading. Even at the point of care, do you have PCR techniques available now these days, in clinics, it can happen, but the new degree course will address that even better, having more advanced techniques brought into the curriculum, going forward.

I think there was a stage where the shortage was a really big problem and we tried as a profession to assist employers with authorisations and restricted competence specific examinations. However, the university has really come forward and they have increased the intake of students. I do not think that a shortage will be a problem for much longer, going forward, and yes, I think the one thing that must be said, maybe, criticism aimed at employers, is the fact that students had to in the past perform internships, which could have been regarded as cheap labour.

Now that employers have to remunerate veterinary technologists, decent salaries for working as qualified professionals it becomes a problem, and we experience that employers are seeking ways around the problem. So yes, I hope I have answered the question meaningfully, but yes, we are always open for suggestions and to talk. You know, that is the best what we can offer.

Clive Marwick: Thank you. Now, do we have questions? Thiresnhi Chetty, Councillor.

Thiresnhi Chetty: I just have a general comment with regards to the Animal Health Technicians and generally with the para-veterinary professions. The thing that we have to remember is that universities are no longer the drivers of what the market needs. The market is the driver, and there needs to be more consultation with regard to universities and the market to what your graduates are going into.
For Animal Health Technicians, for a very long time, since their inception in fact, the biggest employer of Animal Health Technicians has been government. Fortunately, we live in a different age and the roles of Animal Health Technicians have changed outside of government, and when we talk about marketability, Animal Health Technicians need to redefine their roles out of government to fit into other areas at the workplace especially in part of a veterinary team.

And from a personal opinion, Veterinary Council needs to take some responsibility of authorisations of lay people to do jobs within veterinary practices, instead of hiring Animal Health Technicians.

So, when practises use the excuse, or employers use the excuse, that you cannot match state salaries, you set the salary the Animal Health Technician, an unemployed Animal Health Technician will choose whether he wants the job or not, to stay employed or to not be employed.

And an important part of graduate training is not just competency of those graduates, it is their employability and if the training institutions are not employing or are not training students to be employable in various environments you are not going to have people who will find jobs.

Clive Marwick: Thank you.

Unknown AHT: You said there is an over production of AHTs which we all agree with. But now let us look at what happened in the other provinces, in the Eastern Cape. There is another institution that has recently been allowed to train AHTs, which tells you that there is a need for services of Animal Health Technicians in that area and the Eastern Cape is willing to train more AHTs locally.

I understand that it is a complex issue that resulted in the decision to permit the institution to train AHTs. But the fundamental issue is that there is a need for the services provided by AHTs. Coming again to the last speaker, she correctly said that the main employer has been the state. If we have an over production of AHTs but the state itself is no longer absorbing AHTs. We are aware thereof that there are vacancies in state veterinary services, especially in Limpopo, and those vacancies are not being filled.

We have AHTs that are at retiring age who will leave state employment, but the political decision is that the budget must be reduced, because the budget for salaries is more than the budget for the exact work that has to be done. The decision to do this was a political one. It means that some AHTs will leave veterinary service and their posts will not be filled again soon. That does not mean that we do not need those posts. That does not mean there is no need for them in the market.

Their services are needed by the communities. I think the whole veterinary industry needs to transform as Mr Zwane correctly said. There is a mentality
that technicians cannot be allowed to execute work into the expertise gained from their training. They need to work under the supervision of a veterinarian.

I think we need to transform that thinking and identify things that can be done by AHTs independently. AHTs displayed that they are capable. Some have done very well under the guidance or under the leadership of veterinarians. Veterinarians will testify that AHTs are very, very competent, they can do wonderful work on their own.

Now, I want to insist that it is not that the AHTs are too many. The situation was created because AHTs are not employed in the private sector. The private sector cannot compete with the current salaries that the state is paying, so they are not willing to employ AHTs, as they are competing with the salaries paid by the current employer, the state, and the state is no longer willing to employ more AHTs in certain areas, because of budgetary constraints. The situation was not created because AHT services are not needed.

The services are needed. AHTs have a role to play in South Africa, but now the veterinary industry itself is limiting an important service. I think we need to transform.

Clive Marwick: Thank you.

Unknown: My question is about veterinary technologists. I would like to know whether there is a reason as to why veterinary technologists are scarce? Is it because maybe people do not know about this profession? Maybe from high school level, or maybe the Department of Higher Education should answer the question? And if there is anything that the SAAVT or even the Council can do about this?

My other question is about authorised persons who render the services of veterinary technologists. I personally think the Council or the SA Association of Veterinary Technologists is failing the profession in a way, because authorised people are not properly qualified to perform these services. I cannot go to a Bio Medical Laboratory and be authorised to work as a Bio Medical Laboratory Technologists, because I will be told that I am not properly qualified. So, our profession is undermined, in a way.

We work in these veterinary laboratories. We work with people who are Bio Medics, Bio Technologists and even Food Technologists. We find that we are being managed by those people even though we are more appropriately qualified than them. I feel that we are not being given proper opportunities, because how will we grow as a profession if unqualified people who are authorised to do the work that we do?

I know maybe it might be a temporary solution to get the veterinary laboratories functioning, but in the long run, I think it is not a good idea. My
last question about the authorisation of veterinary technologists is whether someone who is correctly qualified, but has not been involved the field for a long time, can have his/her authorisation extended until s/he eventually writes the Council’s registration examination?

Johann Muller:

The marketing of the profession to schools and to students is actually a function of the training institution, but also that of the association and to a certain extent the Joint Public Relations Committee of Council and other stakeholders.

So yes, it is happening. It was one of the areas that were identified in the visitation previously with the university which they have addressed, and had provided us with proof that they have done great work in the field of marketing, the course to potential students, and that is why the intake has increased in terms of people making veterinary technology their first choice of career.

The second question in terms of what you ask there, and authorisation, it is difficult to answer as to whether authorisation will continue, and it is not intended to continue, because it was only done for researchers. The people doing research work such as at the Onderstepoort Veterinary Institute [OVI] needed to do certain techniques that actually belonged to the scope of work of a veterinary technologist.

Going forward with the increased intake, this perceived shortage on intake is a perceived one, and there is no real proof that there is an actual shortage. I think there may be a lot of students using their qualifications as a stepping stone into other courses, or students who leave the profession after studying it and then they are not available for the job market.

So that is a challenge industry indicated, they cannot find people, and we have strict rules of advertising for positions, the position must be filled by a registered veterinary technologist. Employers have to advertise and re-advertise positions before the application for authorisation will be considered. Applications are dealt with on a case by case basis. So it is evaluated on the merit of that case, because we have wanted to be fair, fair to the professionals or to veterinary technologists, that the latter had the first opportunity to apply for the job opening.

The big challenge is that, because the training is offered at Tshwane University of Technology [TUT] in the Pretoria are and I need someone in Cape Town I really battle to find a qualified person who want to move away from Pretoria to Cape Town, because the person wishes to stay where they are.

So the provincial laboratories, Eastern Cape, Western Cape and even the Northern Cape are battling to find qualified veterinary technologists. We do
not get students from those areas. Therefore we addressed that with the university and asked them to market the course in those areas to those high-or secondary schools as well, if it is possible.

When a person is authorised to sit the examination and s/he does not sit the examination within the period provided then, to be fair, the reasons why that person could not write the examinations are looked into. Maybe there was a personal reason. Maybe there was trauma, a death in the family or something that prohibited that person from sitting and passing the examination. In such cases an extension will be granted for maybe another year, but thereafter there will be no extensions.

Labour Laws vs what the Veterinary and Para-Veterinary Professions Act says may clash so we need to be careful, but we can demand that, persons who do not comply with requirements are deployed into other functions and we have in the past asked employers to do that.

So we need to improve communication with employers, particularly with human resource managers, to make sure that we get the right message out there. We now have more properly trained professionals to do the job correctly and we therefore need not continue to authorise people.

Clive Marwick: Thank you.

Unknown: Thank you. My question is to the veterinary technologist. When you say that you requested the technologists to write the examination. Do they have to write and pay for the examination before they can work, but they are actually qualified? Is that not a barrier into the market and then the companies do not have people to appoint?

The second question is, when they have to write the examination are they paying to write the examination? They have just come from training and have no income. You are pushing that person to pay without having a job are you complicating the life of that person?

Johann Muller: Thank you. There is a process that needs to be followed. The process is if you are a foreign graduate [a person without a prescribed [approved] qualification] then you need to write a full council examination if you want to come and work in this country. So you need to apply with Council before you enter and work in the country. This applies to all professions. Council has to determine that your competency is of such a standard that you can practice the profession in SA.

Because remember, once you have passed the full registration examination you will be regarded as a veterinary technologist or a veterinarian or a veterinary nurse or whatever the case might be. So you need to be assessed on your abilities to perform the job before you are working with animals and the public.
Secondly, you are going to be expected to pay your examination fees before writing the registration examination. If it happens that because of employment in a company, who brought you into the country, the company will need to apply for authorisation for you to work in the meantime and until such time that you can write the examination.

So that is the process. I do not think there is any stopping or preventing persons that wish to work and/or emigrate into the country. That is the full registration examination, that is the only examination that exists currently. If the person actually studied here, and has got the minimum prescribed qualification that entitles him to automatic registration with Council without a further examination.

Once a student passed the university examination, and s/he has been registered as a student, then s/he pays her/his fees and s/he becomes a registered veterinary technologist or a veterinarian and so on and may practice in the country. That qualification entitles them to practice that profession. I hope that answers your questions, so yes, you will have to pay a fee before you can write the examination.

Should you fail that examination then you have another two opportunities to pass it and you may be re-authorised, in the meantime, if you are still in that position, but after that sorry, then you must make another plan.

**Clive Marwick:** Thank you, William do you want to make a comment?

**William Kutu:** I see questions from members are coming in slowly, very slowly. I want to pose two or three questions. My first question goes to all pharmaceutical companies. Can they assist us when we do visitations to universities in the coming months? What qualities are they looking for in AHTs [field work or otherwise]. Those companies involved in wildlife? What kind of people are you looking for as professionals?

The other question goes to Dr Mphane Molefe’s department, the National Department of Agriculture, Forestry and Fisheries [DAFF]. I know two institutions under their deployment who do meat inspections/meat examinations. The students of training institutions do full practicals with those examiners, especially students from Unisa and North West University. Why does the DAFF not allow graduates to be inspectors into those fields, especially, as there is a need and a call for meat inspectors, especially also in terms of disease control?

Because once these guys are qualified, and have knowledge of disease control and meat examination. So I think this question can go do Dr Molefe.

**Clive Marwick:** Thank you. Mphane would you like to answer first? But earlier a question was also asked around this. We waited until you came back. Thank you.
Mphane Molefe: Councillor and National Department of Agriculture, Forestry and Fisheries representative. Thank you for putting me on the spot. The answer to that question on why we are not hiring AHTs in the meat inspection sector, it is a historical, call it an anomaly. It started way back when meat inspection was the sole prerogative of those people who had a diploma in meat science. You know way back in 1967. Then when the Act was changed into Act 101, into the Abbatoir Hygiene Act, that situation continued, and when the Meat Safety Act came into being in 2000, AHTs were included as competent to perform meat inspection, but that was not followed in practice and there is currently a debate on the matter. There is a lot of competition, especially with limited posts being available.

Environment Health Practitioners believe they are more qualified to do meat inspection. AHTs believe they are more qualified to do meat inspection. Veterinarians believe they are more qualified to do meat inspection. So we are opening it up for discussion as to who is most relevant to do what specific area of meat inspection, because let us be honest, none of us can do the full scope of meat inspection, from farm to farm.

We all have our limitations. For example as veterinarians and AHTs we are not trained much in hygiene management. As Environment Health Practitioners they are not trained on ante-mortem inspection. They are not trained on pathology as much as AHTs and as much as veterinarians are trained. So when you look at the full scope we all have our shortcomings and we need to address those shortcomings. I advised academic institutions to capacitate their training staff to have all those sectors filled.

If you can have Unisa, North West University and Tsolo hiring an Environmental Health Practitioner [EHPs] and adjusting their module to include hygiene management that would make an AHT the most qualified person to do meat inspection, and you do the same with EHP training. If they can hire an AHT to train the EHP students on aspects of ante-mortem, animal pathology and those kind of things so that they can do better ante-mortem inspection, that will also help, and the same goes to veterinary training.

As veterinarians, it does not mean we are trained for so many years it means we know everything. There is still a shortcoming as well, and that is an open discussion. It is just that AHTs are not hired currently in provincial governments and even in national being a historical anomaly.

People are afraid as it has been EHPs doing the job, so why change it? But remember in Limpopo and in Mpumalanga you do have control as to who is a control veterinary public health officer and who is an Animal Health Technician.

So it is slowly coming, but there is still resistance and we need an open discussion on that. Thank you.
Clive Marwick: Thank you, that answers your question. Any further questions?

Unknown: I want to ask about veterinary nursing. Is the shortage created because there are not enough students applying for veterinary nursing or not enough students graduating, or is there just not enough places at Onderstepoort?

Theresa Lotter: Currently not enough places. The intake was limited to make sure that the students get sufficient exposure in the clinics, but with the new skills lab it actually helped the students to achieve a lot of the practical skills before they actually move on to the live animals. They can accommodate more students now and it is not quite a perceived shortage.

The Nurses Association actually did a study over a couple of years looking at the individual positions that they advertised and compared that to the number of nurses that were graduating. So those statistics actually have been made available to the faculty. So that has actually helped to increase the student intake.

Taking into account that even the majority of the adverts goes through the Nurses Association there are still adverts being placed in other formats as well or other media.

Unknown: So what percentage of the students who start the course actually graduate?

Theresa Lotter: Those figures I do not have. I would guess, about 80%, I think that is about the same, we did a rough study around the visitation in 2013 and that was the statistics then. What was happening at one stage is that students could use the veterinary nursing diploma as a stepping stone into veterinary and that was discontinued.

Unknown: Okay, and do you think having the degree course will increase the [indistinct] entry to nursing?

Theresa: Hopefully yes. I am not the faculty representative so I can ask him for input.

Dietmar Holm, Councillor and Faculty of Veterinary Science, UP representative: The minimum requirements will be higher, because it will be a Bachelors’ Degree entry requirements, but we are hoping that it will attract more students because it is a Bachelors’ Degree to ensure that it is not an academic dead-end as we have at the moment.

Unknown: Is the veterinary profession prepared to accommodate degreed veterinary nurses, obviously wanting a higher salary or more benefits and are they looking at how they are going to accommodate this new set of graduates? Because, as I understand, if the degree course comes into
being the diploma course will fall away. I think the veterinary profession must also be open to these new developments. Thank you.

**Unknown:** Yes, unfortunately I do not have the latest statistics, but the association did a survey around somewhere between 2006 and 2010 and the salary expectations from the veterinary nurses will not necessarily be higher. The majority of the feedback received was that they will rather have the satisfaction of actually having a career path which can progress. Certainly when you are looking at more advanced levels veterinary nurses would be looking at some form of increase in remuneration.

The SA Veterinary Association [SAVA] is busy with a market related study at the moment which will be presented at SAVA’s Congress in a couple of weeks time, looking at both the veterinary and veterinary nursing profession and then looking at the job description, the role that they play and then benchmarking that to other professions.

So I think some of these questions would actually be answered with that process.

**Clive Marwick:** Thank you.

**Unknown:** I have three questions, I will try and be as brief as possible.

The first one is just out of interest sake addressed to the veterinary nurses. I listened to your presentation and presently you are a sister, so I was wondering if it was the same with the human nurses, because I know there are assisted nurses, there are auxillary nurses. With the veterinary nurses, is it only, I do not know what it is called, after you get your diploma are you a sister like a professional nurse? So there are no other lower level qualifications?

**Theresa:** Yes, currently there is only one level.

**Unknown:** That is just out of interest sake. And the other one is for the veterinary technologist. After this qualification is finalised, right now you said it was not finalised, the veterinary technology diploma to be transformed into a degree course. What does it mean for the older qualified veterinary technologists in terms of having to compete with new qualifications?

**Johann Muller:** Well I really cannot answer that one, because I think the university needs to determine the credits that is allocated to it by higher education for it to be a full degree. I think it will be slightly higher than a diploma so the equivalent, yes you would be recognised historically at the same level, but you know in fact the degree will be slightly more at a higher level and specialised. That is my understanding, because of the needs of the curriculum that needs to change in terms of what needs to be brought into that.
I am not part of the university, the Department of Higher Education has
certain criteria that needs to be met for it to be able to be a professional
degree. So the NQF level is a standard thing. It is also there to articulate
between other recognised programs, if you have the degree.

So that is why we were pushing for it, and also I think traditionally a diploma
was a little bit frowned upon historically. So that would give you a little bit
of a better understanding. If I may just add here, to all the para-
veterinarians that are around, please be aware that Continued Professional
Development [CPD] is current and relevant to our registration, you need to
undertake CPD activities and log your points with Council.

CPD is going to be a crucial requirement that is implemented, there will be
an audit and then you will need to be able to prove that you have done your
CPD. I do not think that any veterinarian can do without a laboratory, so we
are quite important people out there, and we must make sure that we keep
ourselves at the level of professionalism so that we are always appreciated.

**Clive Marwick:** Thank you very much. I would just once again thank the
group of para-veterinarians that presented each of their professions and
their work that is carried out very well. I think it has opened the eyes of a
number of the members here today. Thank you very much and I think we
are now going to move onto the next session.