



Equine



## Equine Graduate Development Programme



VetSkills





**We're not a corporate.**

**So who are we?**

We're proud to be a community of independent veterinary practices.

Membership provides us with the freedom to focus on our people and patients.

**My practice. My purpose.**

## How do we support graduates?

Our community provides young vets with opportunities to develop their clinical and non-clinical skills through the XLVets Graduate Development Programmes, mentoring support, community forums and member working groups.

### Join our community ...

To join the XLVets community, you will first apply to and receive a job offer from one of our member practices. As our member practices are independent, the recruitment process is managed by the practice team. Once you have secured your role, you can get involved in our community and all that it has to offer, including our Graduate Development Programmes.

Search current opportunities at XLVets member practices at

**[xlvets.co.uk/vacancies](http://xlvets.co.uk/vacancies)**

Or follow us on



@XLVets

### EMS Opportunities

Apply for EMS at our central portal. Our member practices offer a broad range of EMS opportunities, representing Farm, Equine and Small Animal disciplines. Our website will make it easier for you to identify and apply to XLVets member practices in one place.

**[xlvets.co.uk/vet-ems](http://xlvets.co.uk/vet-ems)**

Once you find your ideal job at an XLVets Equine member practice...

All of our members can access the XLVets Equine Graduate Development Programme, which is designed to bring graduates together to share experiences and develop contacts. Each graduate can also choose to be supported by a mentor from within XLVets, to help strengthen shared learning across the XLVets community.

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The programme is made up of three core modules, delivered across eight days, which can be further supported by additional VetSkills training in the future, plus our annual graduate get together.

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**Andrew Curwen**  
XLVets Chief Executive

*“A very warm welcome. One of the key strengths of the XLVet community is that we can share ideas, knowledge and skills to help each other to develop excellence in practice. The quality of the support that is available to someone starting their career helps define their future success. This graduate programme, provided by members for members, offers a series of modules that are designed to connect you with your peers and equip you with useful skills and knowledge. It marks the next important step in an on-going learning journey. So let's begin.”*

## What have recent graduates said about the XLVets Graduate Development Programme?

'The new grad course has been amazing. Sessions were pitched at just the right level, not to mention great fun. Could not recommend more! So much learned and great friends made :-)'

'The right step for new grads at the start of practice!'

'The new graduate course has proved invaluable during my first few months in practice. I have really enjoyed the reassurance and support network that the course has given me and the module contents have been relevant and thought provoking.'

## **My experience of joining an independently owned veterinary practice that is part of the XLVets community by Chris Newson:**

Being in an XLVet practice for a first job has really suited me. It has allowed me to develop as a person in and outside of work.

My confidence levels have been increasing daily as I am feeling much more relaxed in the environment at work.

The XLVets practice I am based at has very good facilities which allows me to do the best for the animal and the team I work with are brilliant which makes it a much more enjoyable experience.

The course has helped me gain the necessary tools and coping strategies to tackle common situations after graduating from University and entering the veterinary profession.

Fantastic chance to share stories and experiences with other vets at similar stages of their careers, as well as expand my knowledge

I found the course very reassuring to talk to like-minded new grads and swap stories. The course has made me a lot more excited to start work

## Surviving and Thriving in Practice

This module will help you make a smooth transition from graduation to equine practice. Success will come from managing yourself, your wellbeing and your expectations, as well as developing your relationships with colleagues, managers and clients – just as much as your hard-earned clinical skills.

### Thriving in Equine Practice

At the end of this module you should have gained:

- An understanding of your own and others personality traits and working styles, as well as how to build successful work relationships.
- Skills to manage difficult situations in practice including difficult conversations such as a client complaint or a client with financial issues.
- An understanding of the importance of maintaining a healthy work-life balance.
- Communication skills to deal with the varied situations you may face during your first years in practice.

### Practical Equine Pharmacology

Knowing which medicine to use is one thing, however how much, which preparation and how often is another. This interactive workshop will ensure you have the skills to choose the best medicine clinically but also understand the non-clinical aspect of dispensing and prescribing equine medicines such as:

- The legalities and best practice for dispensing of medicines.
- Following the prescribing cascade.
- Controlled drugs and record keeping.
- Adapting to practice protocols.
- Sensible use of antibiotics and anthelmintics.
- Dealing with withdrawal times and the BEVA guidelines.

## Trainers



**Dr Rosie Allister**  
BSc (Hons) BVSc MSc  
PhD MRCVS



**Rory Gormley**  
BVMS, CertAVP(ESM), DACT,  
MRCVS. RCVS & AMERICAN  
SPECIALIST IN VETERINARY  
REPRODUCTION.



**Colin Mitchell**  
BVM&S, CertEP,  
CertVBM, MRCVS



## Driver Skills

A bespoke driving skills session including practical driving skills and a 'skid pan experience' to:

- Develop skid control and avoidance skills.
- Benefited from one-to-one driving assessment and advice.
- Received training to improve awareness and develop a positive attitude and aptitude for driving at work and beyond.

## Finance and Management

Covered in an interactive style with a mixture of group exercises and 'real life' examples and dilemmas, including:

- What are the sources of income and what are the costs of a veterinary practice.
- Why is debt control important.
- Pricing structures, mark-ups and margins.
- Discounting and the cost of forgetting to charge for products.

## Introduction to Repro, Foaling and Dystocia

A general practitioner's approach.

- Understand Dystocia.
- Clinical examination of the foal and identify abnormalities.
- Understand common problems.

## Equine Emergencies

This clinical module will ensure you are equipped with clinical decision making skills to save lives, avoid doing harm and develop a toolkit to use in out of hours situations. This module is a combination of interactive workshops and practical skills.

### Best Practice Colic Management

At the end of day one you should have gained confidence in how to examine and treat colic cases including:

- How to undertake a best practice colic examination to enable you to give the most appropriate treatment or when to refer.
- Practical skills to aid diagnosis including rectal examination, abdominocentesis, practical ultrasonography in the field and interpreting your blood results.
- Common differential diagnoses.

### Managing Medical Cases

A practical approach to managing common, as well as less common, equine medical cases.

By course completion, graduates will feel more confident and better equipped to deal with such cases as well as medical emergencies.

Sessions will consist of a combination of lectures, practical and interactive sessions in an environment where questions and active discussion are welcomed and encouraged.

# Trainers



**Leona Bramall**  
MVB CertAVP(EM) MRCVS



**Richard Knight**  
BVetMed CertAVP  
MRCVS

## Lameness and Laminitis

Developed to help you gain confidence in how to approach a lame horse, including:

- Anatomy of the foot.
- Effective history taking.
- How to examine the lame horse and common causes of lameness.
- The acutely lame horse - fracture, sepsis or just a foot abscess?
- Practical skills gained will include in hand and ridden examination, nerve and joint blocks, palpation skills and investigation of suspected synovial sepsis.
- Imaging - getting the most from your X-rays and ultrasound scans.
- Laminitis diagnosis, treatment objectives, best practises and case management.



## Equine Wound Care

By the end of this session you will have learned how to:

- Choose the most appropriate dressings and wound care preparations.
- Apply a variety of equine bandages for different wound types.

## Clinical Essentials

The programme finishes with three clinical essentials modules to translate your up-to-date knowledge into the common situations experienced in practice.



### An Introduction to Equine Dentistry

This module includes a 'hands on' day of equine dentistry training including:

- Dental clinical anatomy and physiology workshop.
- An equipment overview: manual and motorised – what to use on what!
- Dental examination techniques and best practice dental charting.
- Practical dentistry on a variety of cases.

### Ocular Emergencies

Supporting attendees to successfully diagnose, treat and manage a variety of the most common eye emergencies.

- Anatomy, effective diagnosis and history taking, medicating the painful eye successfully, perineural analgesia and avoiding potential treatment problems.
- A guide to the ocular examination, including investigating and treating trauma, eyelid and corneal lacerations, uveitis and ulcerative keratitis.

# Trainers



**Alice Swetnam**  
BVetMed MRCVS



**Philip Ivens**  
MA VetMB Cert EM (Int.  
Med.) DipECEIM MRCVS

## Infectious Disease Outbreaks

This module focuses on the clinicians' role in the management of an infectious disease outbreak. With an emphasis on Strangles, EHV and Influenza, it details the use of an outbreak toolkit that includes advice on:

- Gathering histories and other relevant information.
- Diagnostics; which animals and which tests to use.
- Who else should be informed and involved?
- Controlling the outbreak using biosecurity and surveillance
- Infection control and disease prevention.
- Communication, confidentiality and dissemination.



## Clinical Pathology

Gain a better understanding of how and when to use pathology as part of the diagnostic process:

- Which sample, which test, tubes & media and handling the sample.
- Understand the reference ranges and interpretation of results.





## The Graduate Get Together

Each year we host all of the graduates that have completed the Equine, Farm and Small Animal programmes, along with those who are about to start the programme later that year. Coming together to learn, share experiences and have some fun. Always an action packed weekend that provides an excellent opportunity to attend CPD that is intertwined with activities and the chance to connect with your peers and fellow members of the XLVets community.



## Mentoring Programme

Following the introduction of the VetGDP, we have created a community of mentors within XLVets that will provide external mentoring to all graduates undertaking the XLVets Graduate Development Programmes.

These sessions are optional and not designed to be a replacement for the mentoring alongside your VetGDP, but provide the opportunity to seek support from willing mentors from within the community from outside your practice, all of whom are keen to support the newest members of our community.

“Mentoring made me feel more supported and was so nice to get a second opinion on issues in practice and help with goals for the future, it made me feel like I had a plan and achievable goals and made me enjoy being a vet more.”

2020 Graduate at XLVets member practice



## Connecting with the Community

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. 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 to make connections across the community, these include;

- Regional and National meetings
- Practice exchanges
- Online forums
- Whatsapp groups
- VetSkills training

If you would like more information on our graduate development programme, please call **01228 711 788** or visit **vetskills.co.uk**.



## Who We Are

XLVets is a community of independently owned, progressive veterinary practices that work together to achieve the highest standards of veterinary care. The ethos of the XLVets community is that business ownership, and therefore all decision-making, is veterinary-led and in the hands of the people who work within their practice.

Spanning the length and breadth of the UK, XLVets member practices work together; sharing experience, knowledge and skills in order to define and deliver the highest standards of veterinary practice, animal health and productivity. Through this collaboration, XLVets members can link research projects together, access the latest cutting-edge technologies – sharing resources and expertise.

We believe, by working together, we can achieve so much more.

Find your nearest XLVets Member at  
[findmy.xlvets.co.uk](http://findmy.xlvets.co.uk)



01228 711 788  
[admin@xlvets.co.uk](mailto:admin@xlvets.co.uk)  
[vetskills.co.uk](http://vetskills.co.uk)

