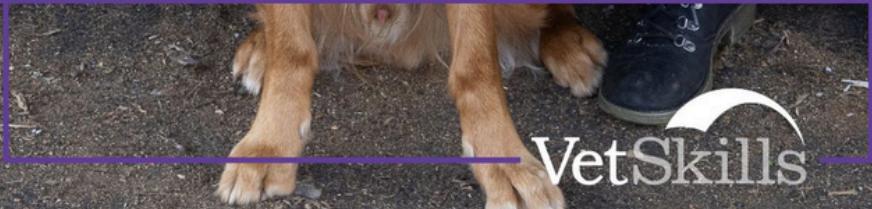




Pets



# Small Animal 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



### 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 member practice ...

All of our members can access the XLVets Small Animal 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.

## Contents

The programme is made up of six core modules, delivered across 12 days, which can be further supported by additional VetSkills training in the future, plus our annual graduate and alumni get together.

|   |              |
|---|--------------|
| <b>Welcome and Graduate Experiences</b>     | <b>4-5</b>   |
| <b>Surviving and Thriving in Practice</b>   | <b>6-7</b>   |
| ❑ Thriving in small animal practice         |              |
| ❑ Professional skills                       |              |
| ❑ Driver skills                             |              |
| ❑ Dermatology                               |              |
| ❑ Clinical transition and pharmacology      |              |
| <b>Management of the Emergency Patient</b>  | <b>8-9</b>   |
| ❑ Emergency and critical care               |              |
| ❑ Euthanasia                                |              |
| <b>Clinical Essentials</b>                  | <b>10-11</b> |
| ❑ Practical dentistry (wet lab)             |              |
| ❑ Quality improvement                       |              |
| <b>The Graduate and Alumni Get Together</b> | <b>13</b>    |
| <b>Mentoring Programme</b>                  | <b>14</b>    |
| <b>Connecting with the Community</b>        | <b>14</b>    |



**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 small animal 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 Practice

At the end of this module you will 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 Pharmacology



- ❑ 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.

# Trainers



**Tim Hutchinson**  
BVSc CertSAS MRCVS



**Dan Lewis**  
BVSc CertAVP MRCVS



**Ian Wright**  
VetMB MA  
PGCertSAM MRCVS



## Driver Skills

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

- ❑ Develop skid control and avoidance skills.
- ❑ Benefit from one-to-one driving assessment and advice.
- ❑ Receive 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.

## Dermatology

A general practitioner's approach.

- ❑ Diagnosis and management of common skin conditions.
- ❑ Diagnostics and therapeutic approaches, including skin cytology, biopsy and topical/systemic treatment strategies.

## Management of the Emergency Patient

This 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.

### Emergency and Critical Care

At the end of day one, you will have renewed confidence in how to examine and treat emergency cases including:

- ❑ How to keep the animal alive. Prioritising cases and initiating life-saving interventions.
- ❑ Managing common emergencies, including seizures, trauma, caesarean, toxic ingestion, and much more.
- ❑ Building a practical decision-making toolkit, including protocols, communication strategies, and treatment planning under pressure.



# Trainers



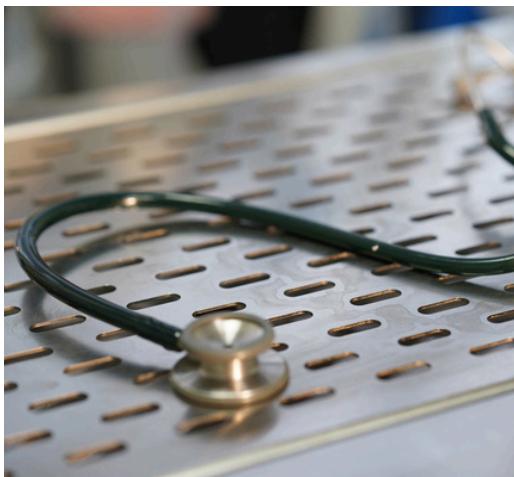
**Sarah Packman**  
MVB CertAVP(EM) MRCVS



**Dan Lewis**  
BVSc CertAVP MRCVS

## Euthanasia

- ❑ Understanding professional responsibilities and consent requirements.
- ❑ Clinical protocols and techniques.
- ❑ Communication strategies for sensitive conversations with empathy and clarity to clients.
- ❑ Managing the emotional impact, supporting both the client and the veterinary team during and after the procedure.
- ❑ Discussing cremation options sensitively, what is right for your client.



## Clinical Essentials

Supporting you to translate your up-to-date knowledge into the common situations experienced in practice.



### Practical Dentistry

#### 1 day wet lab

This module includes a 'hands on' day of dentistry, hosted at Central CPD, including:

- ❑ Hands-on practical session with cadavers covering extractions, suturing techniques, and the use of hand tools.
- ❑ How to manage common problems encountered in first-opinion practice.
- ❑ Covering theory, to refresh knowledge on anatomy and equipment.
- ❑ Working in pairs with an RVN on radiography

# Trainers



**Rowan Pyzer**  
BVMS MRCVS



**Rachel Clay**  
BVSc MRCVS

## Quality Improvement and Recommendation Culture

Supporting attendees to successfully,

- ❑ Develop the art and science of communication to confidently offer a range of treatment options and recommendations.
- ❑ Share the latest research and opportunities on how quality improvement can be integral in supporting your role in practice.







## The Graduate and Alumni Get Together

Start and end your Programme with our Graduate and Alumni Get Together. Bringing together new graduates on the course with those finishing the programme. Where new graduates can connect with the community and meet likeminded people and the alumni can share their learnings from the past year as well as honing the skills developed.

**This module will look at the non-clinical skills vital for a happy and successful career.**



## 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)

