

Veterinary Nurses Council

Wednesday 12 November 2025 at 9.30am to be held remotely by Microsoft Teams

Agenda

	Classification¹	Rationale²
1. Apologies for absence	Oral report Unclassified	n/a
2. Declarations of interest	Oral report Unclassified	n/a
3. Obituaries	Oral report	n/a
4. Minutes of meeting held on 17 September 2025		
i. Unclassified minutes	Unclassified	n/a
ii. Classified appendix	Confidential	2,3,4
5. Matters arising	Oral report	n/a
6. CEO update	Oral report	n/a
Matters for decision by VN Council and reports from Committees (unclassified items)		
7. VN Education Committee		
Minutes of meeting held on 23 October 2025		
i. Unclassified minutes	Unclassified	n/a

ii. **Classified appendix**

Confidential

2,3,4

Matters for report

8. **Reports from RCVS Committees**

8.01 VN Preliminary Investigation Committee

Unclassified

n/a

8.02 Standards Committee

Oral report

n/a

8.03 Advancement of the Professions Committee

Oral report

n/a

8.04 Disciplinary Committee

Oral report

n/a

9. **Communications report**

Oral report

n/a

10. **Any other business (unclassified)**

Oral report

n/a

11. **Date of next meeting**

Wednesday 25 February 2026

Confidential and private items (closed session)

12. **Policy & Public Affairs update**

Oral report

13. **Continuing Professional Development (CPD)**

Meeting of VetGDP and CPD Compliance Subcommittee held on 6 October 2025

Confidential

1,2,3

14. **Risk Register**

14.01 Risk Register update

Oral report

n/a

14.02 Any items arising from the current meeting to be added to the Risk Register

15. **VN Education Committee confidential items**

Confidential

2,3,4

Confidential items from meeting of 23 October 2025

- | | | | |
|-----|------------------------------------------------|-------------|-----|
| 16. | Items for RCVS Committees | Oral report | n/a |
| 17. | Any other business (confidential items) | Oral report | n/a |
| 18. | Reflective session | | |

Annette Amato
Secretary, VN Council
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¹Classifications explained

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Private	<ol style="list-style-type: none">5. To protect information which may contain personal data, special category data, and/or criminal offence data, as listed under the General Data Protection Regulation

Summary

Meeting	Veterinary Nurses Council
Date	12 November 2025
Title	VN Council Minutes 17 September 2025
Summary	Minutes of meeting held on Wednesday 17 September 2025
Decisions required	To approve the unclassified minutes and classified appendix
Attachments	Classified appendix (confidential)
Author	Annette Amato Committee Secretary a.amato@rcvs.org.uk / 020 7202 0713

Classifications

Document	Classification ¹	Rationales ²
Paper	Unclassified	n/a
Classified appendix	Confidential	2,3,4

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Veterinary Nurses Council

Minutes of the meeting held on Wednesday 17 September 2025 at the Royal College of Veterinary Surgeons, 1 Hardwick Street, London EC1R 4RB

Members:

Mrs Belinda Andrews-Jones	Chair
Mrs Anita Bickerdike	
Ms Jessica Franklin	
Ms Lisa Grainger	
*Mrs Susan Howarth	
Mr Tim Hutchinson	
*Dr Zara Kennedy	
Mrs Katherine Kissick	
*Mrs Bethan Pinhey	
*Mr Matthew Rendle	
Ms Stephanie Richardson	
*Miss Hannah Welsman	
Mr Simon Williams	
Mrs Kirsty Young	Vice-Chair

*Denotes absent

^Denotes remote

In attendance:

Mrs Annette Amato	Committee Secretary
^Mr Luke Bishop	Media and Publications Manager (open session only)
Mrs Julie Dugmore	Director of Veterinary Nursing
Miss Shirley Gibbins	VN Qualifications Lead
Mrs Victoria Hedges	VN Examinations Quality Lead
^Ms Lizzie Lockett	Chief Executive (open session only)
^Ms Corrie McCann	Operations Director (confidential session only)
Mr Ben Myring	Head of Policy, Innovation and Public Affairs (confidential session only)

Guests:

Mr Josh Loeb	<i>BVA publications</i>
Mr Allister Webb	<i>Vet Times</i>

Apologies for absence

1. Apologies for absence were received from Susan Howarth, Zara Kennedy, Bethan Pinhey, Matthew Rendle and Hannah Welsman. The Chair confirmed that the meeting was quorate.

Declarations of interest

2. There were no new declarations of interest to report.

Obituaries

3. No written obituaries had been received. Council stood to observe a minute's silence for all members of the professions who had passed away since the last meeting.

Minutes of meeting held on 21 May 2025

4. **Minutes of meeting held on 21 May 2025.** The minutes of the meeting held on 21 May 2025 were approved as a correct record.

Matters arising

5. There were no matters arising on the previous Minutes.

CEO update

6. The CEO gave a brief an oral update on recent activities.
7. **Competition and Markets Authority (CMA).** Since the previous meeting of VN Council in May, there had been ongoing discussions with the CMA about how the College may be able to support some of the proposed remedies from its published remedies paper. There was due to be a meeting of RCVS Council the following week, to update them on the direction of travel. The provisional decision from the CMA was due later in the month, and it was understood that there would be hearings towards the end of November, with the final document due to be published in late January or early February 2026. The final date that the CMA could publish was 22 May 2026, following which any relevant specific legislation would need to be put in place, in addition to any measures that the CMA may be supporting as part of the new Veterinary Surgeons Act.
8. The issue of protection of the title for veterinary nurses would fall under primary legislation, and the CMA was likely to support that within any new Veterinary Surgeons Act. It was unlikely that there would be any specific changes in the short term for nurses. The RCVS generally continued to be supportive of the CMA investigation, although being keen to make sure that the consumer need was well balanced with animal health and welfare needs, and the wider public interest.
9. **Hardwick Street.** The new RCVS building seemed to be working well and was being well used by staff. It had been possible to hold both an RCVS Council meeting and a Disciplinary Hearing concurrently the previous week, in separate meeting suites, which would never have been possible in

previous RCVS premises. There had been questions from several visitors to the building as to whether the facilities could be hired, and this might be considered for the future.

10. **Strategic plan.** The Strategic plan had been approved by RCVS Council in March and since then, work had been taking place on the operational plan t to the end of 2027. This would be submitted to RCVS Council at its meeting on 2 October, and some of the work had already started. The Audit and Risk Committee would review any issues that might be arising.
11. **Legislative change.** The College continued to work with the different stakeholders in respect of legislation, and at present the focus was on engagement. There would be RCVS involvement at various upcoming events including the London Vet Show and the British Veterinary Nursing Association (BVNA) Congress, and at other events alongside the British Veterinary Association (BVA) and BVNA, to try to help the profession better understand the purpose of the change.
- 12.. The large ongoing projects on the development of the new database and website were progressing, and there were also various RCVS Council led oversight groups, some of which had veterinary nurse representation. Other activities would be covered in the Comms update later in the meeting.

Veterinary Nurse Education Committee (VNEC)

- 13.. The Deputy Chair of the VNEC joined the meeting remotely to present the unclassified sections of the minutes of two meetings of the VNEC which had taken place since the previous meeting of Council, which were included in the agenda papers.
14. **Meeting held on 26 June 2025**
The Committee had been updated on relevant activities including the ongoing educator forums, the development of the new nursing progress log, work arising from VN Vision project from an educational perspective, and plans for the development of a new definition of veterinary nursing. The Committee had noted the ratification by VN Council of the revised Standards for the Certificate in Advanced Veterinary Nursing , to take effect from January 2026. The supporting guidance was being prepared for publication in the autumn.
15. The Committee had reviewed and discussed accreditation reports and action plans, and had agreed the following:
 - Full accreditation for a twelve-month period for the University of Chester's BSc (Hons) Veterinary Nursing programme to be delivered from September 2025.
 - Full accreditation for five years for the following programmes awarded by VetSkill:
 - VetSkill VTEC Level 3 Diploma in Veterinary Nursing (Companion Animal)
 - VetSkill VTEC Diploma in Veterinary Nursing (Companion Animal) at SQF Level 7
 - VetSkill VTEC Level 3 Diploma in Veterinary Nursing (Equine)
 - VetSkill VTEC Diploma in Veterinary Nursing (Equine) at SCQF Level 7
 - Change to full accreditation status for the University of Portsmouth (University Centre Sparsholt) FdSc Veterinary Nursing Science, until academic year 2026/27.

- Full accreditation status for a five-year period, for the Post Graduate Certificate in Advanced Practice in Veterinary Nursing awarded by the University of Glasgow.

16. The Committee had been presented with a detailed analysis of a five-year data set of the outcomes of self-assessment reports received annually from all Accredited Education Institutions (AEIs) and delivery sites.
17. The Deputy Chair had presented an overview of the higher education regulatory landscape impacting students and Higher Education Institutions (HEIs). This would be provided annually, going forward.
18. The Committee had been informed and updated on the many quality monitoring activities undertaken by the VN qualifications team.
19. Council ratified these minutes.

Meeting held on 19 August 2025

20. The Director of Veterinary Nursing had updated the Committee on progress around the ongoing projects, and plans for the next Veterinary Nurses Day to be held in Central Hall, London, for December, and the Assembly Halls, Edinburgh, in May 2026. Arising from the VN Vision work, there would be a workshop session held at the VN educator conference on 29 October that would look at questions around the Day One Skills and Competences. The themes arising from the many quality monitoring activities undertaken by the qualifications team would form part of a presentation at the educator conference.
21. The Committee had approved a new accreditation panel member, to sit on accreditation panels as an educational representative for further and higher education accreditations.
22. The Committee had been pleased to note that the compliance around accreditations was improving.
23. The Committee had approved programme changes for four organisations, and a change in accreditation status.
24. The Practical Assessment in Veterinary Nurse Education (PAVE) project that had been launched by VNEC in June 2025 aimed to review practical assessment methods in veterinary nurse education. Discussions at the June meeting had explored the future of OSCEs, workplace-based assessments, and emerging frameworks such as Programmatic Assessment. The Committee had noted a paper summarising the discussions held and the next steps to be taken, including the formation of a working party.
25. Council ratified the minutes.

Reports from RCVS Committees

Registered Veterinary Nurse Preliminary Investigation Committee (RVN PIC)

26. Council noted the report of the RVN PIC Committee that had been circulated with the agenda.

Standards Committee

27. The Registrar reported on the unclassified items from the meeting of the Standards Committee on 16 September 2025. As the meeting had not been quorate, no decisions could be made, and the agreement reported was therefore just a steer. Further approval would be sought at the next meeting, or via email when necessary.
28. **Definition of 'veterinary surgery' - diagnostic tests.** The Committee had discussed the current inclusion of 'diagnostic tests' within the definition of 'acts of veterinary surgery' in the context of the reform of the Veterinary Surgeons Act. The Committee had been asked to give a view on whether diagnostic tests were an act of veterinary surgery, and whether any diagnostic tests were suitable for an exemption to allow lay people to carry them out. The Committee had agreed, although not a formal decision, that whether the taking of the sample itself was an act of veterinary surgery would depend on the method used, however the interpretation of the results, and subsequent diagnosis, were acts of veterinary surgery and should be reserved for veterinary surgeons. Whether an exemption order for the sampling would be appropriate could only be determined by examination of the method being proposed, and the Committee had noted that several already existed, for example, there was an exemption order for rectal scanning of cattle by lay people.
29. **The prescribing cascade in Northern Ireland.** The Committee had discussed the upcoming changes to the prescribing cascade in Northern Ireland (NI) following the implementation of the Windsor Framework. Current RCVS guidance referred to the previous rules, and so the Committee had been asked to consider and approve changes to update the guidance, with the more substantial change being removal of the reproduction of the prescribing cascade and instead signposting to the VMD website. This was to provide a clearer delineation between RCVS expectations and legal requirements set by the VMD and to future proof RCVS guidance, thus reducing the possibility of confusion and criticism of the RCVS for out-dated guidance arising in the future, especially in relation to NI, which is a fluid situation. The Committee had commented that the approach was clear and useful.

Advancement of the Professions Committee (APC)

- 30.. There had been no meetings of the APC since the last meeting of VN Council. The next meeting was due to take place in October.

RVN Disciplinary Committee

31. The Chair reported that there had been no VN Disciplinary hearings since the last meeting of VN Council.

Communications report

32. The Media and Publications Manager provided an overview of recent VN-related activities in the Comms Department.

Work on the next edition of the *VN Education* e-newsletter was nearly complete, and this was due to be notified to VN educators and training practices by email in early October. Thanks were expressed to the VN team and others who had provided stories and copy for the publication.

33. Work had started on the RCVS podcast, due to be relaunched shortly, making use of the new recording studio in Hardwick Street. The first interview had been with the RCVS Events Manager, who had spoken about the busy programme of events coming up in the next few months, including VN Vision sessions at the BVNA Congress, the Mind Matters Symposium and 10th anniversary, the International Postgraduate Veterinary Education Symposium and the VN educator conference.
- 34.. The second interview had been with the RCVS Research Manager and would form part of a series on the workforce action plan that had been published a few years previously, looking at the progress on the actions using the pool of statistics on the workforce, and additional research to be carried out. The statistics would also be able to clarify some misconceptions regarding workforce issues that had been quoted from time to time.

Any other business (unclassified)

35. There was no other business.

Date of next meeting

36. The next meeting would be held on Wednesday 12 November 2025. This would be a remote meeting, starting at 9.30am

Summary

Meeting	Veterinary Nurses Council
Date	12 November 2025
Title	Minutes of meeting of VN Education Committee held on 23 October 2025
Summary	Minutes of the meeting of Veterinary Nurse Education Committee held on 23 October 2025
Decisions required	To approve
Attachments	Classified appendix
Author	Annette Amato Committee Secretary a.amato@rcvs.org.uk / 020 7202 0713

Classifications

Document	Classification ¹	Rationales ²
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Appendix	Confidential	2,3,4

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Veterinary Nurse Education Committee

Minutes of the meeting held on 23 October 2025 held remotely via Teams

Members:	Mrs Sally Betterton	Employer representative
	Mrs Sarah Batt-Williams	HE veterinary nursing provider
	* Mrs Donna Cotton	Employer representative
	* Ms Lisa Grainger	VN Council lay member
	Miss Alison Heywood	FE veterinary nursing provider
	* Mrs Susan Howarth	VN Council veterinary nurse (Chair)
	Ms Helen King	FE Independent regulatory expert
	Miss Georgina Larkin	Student representative – FE sector
	Mrs Sarah Reynolds-Golding	HE independent regulatory expert (Deputy Chair)
	Miss Marie Rippingale	FE veterinary nursing provider
	Miss Gemma Thirkettle	Student representative – HE sector
	* Mrs Perdi Welsh	Post-registration veterinary nurse provider
	Mrs Bethan Pinhey	VN Council non-voting observer
*absent		

In attendance:	Mrs Annette Amato	Committee Secretary
	Mrs Jasmine Curtis	Qualifications Assessor
	Mrs Julie Dugmore	Director of Veterinary Nursing (DoVN)
	Miss Abigayle Gomez	Senior Qualifications Officer
	Mrs Victoria Hedges	VN Examinations Quality Lead (VNEQL)
	Ms Tori Thornton	Qualifications Assessor
	Mrs Georgina Winston	Examinations

Apologies for absence and welcome

1. Apologies for absence were received from Donna Cotton, Lisa Grainger, Susan Howarth and Perdi Welsh. The meeting was chaired by Sarah Reynolds-Golding (Deputy Chair). It was confirmed that the meeting was quorate.
2. The Chair welcomed Bethan Pinhey who would be attending as a VN Council observer. As the VN Council representative on the RCVS Education Committee, Bethan would be reporting matters of mutual interest between the two committees.

Declarations of interest

3. Alison Heywood identified a conflict of interest with the item on Lantra Awards and would leave the meeting for discussion of this item. Bethan Pinhey drew attention to

her interest in the item on Ulster University, but as this was a matter of note only, the Chair ruled that it would not be necessary for her to leave the meeting.

Minutes of the meeting of the Education Committee (VNEC) 15 August 2025

4. The Committee approved the minutes of the meeting held on 15 August 2025 as a correct record.

Matters arising

5. Following discussion at the previous meeting on the sequence of items in the agenda and the presentation of papers relating to Awarding Organisations and Higher Education Institutions, the agenda format had been re-arranged as requested by the Committee. Feedback would be welcomed.

Operational update

6. The Director of Veterinary Nursing (DoVN) provided an update on recent activities and issues of note since the previous meeting.
7. **Veterinary Nurses (VN) Day.** The next Veterinary Nurses Day would take place on 3 December 2025, at Central Hall in London. The venue would be shared between two RCVS events. The registration ceremony for overseas educated veterinary surgeons who had passed the statutory membership examination would take place in the morning, and the VN Day event would take place in the afternoon. There had been a very high number of requests for tickets, and the numbers had been capped at 100 newly registered nurses, plus some places reserved for those achieving the Certificate in Advanced Veterinary Nursing. The next event would take place in Edinburgh in May, and there would be a further event to be held in London in December 2026. Details would be advertised well in advance, to allow those wishing to attend to select the most appropriate event.
8. **RCVS Academy.** In quarter three of 2025, there had been 1480 new learners in the Academy, 46% of whom were veterinary nurses. The clinical supervisor course appeared to be the most popular non-mandatory course, with the mandatory VetGDP course being the most subscribed overall. The course for student veterinary nurses, *RCVS and me*, had been very popular, due in particular to one college requiring the whole cohort to complete this alongside the legislation and regulation module. All education providers were being encouraged to do likewise, and some colleges had already confirmed that they would do so.
9. Current developments for veterinary nurses by the Academy included a student version of the clinical supervisor course, aimed to help students in understanding the Day One Skills and assessment, the role of the supervisor and how to get the best out of the relationship with the supervisor. The course on working in the UK, for overseas educated veterinary nurses, was being reviewed and updated.

10. **VN Vision.** The report on VN Vision work from 2024 had been published in June 2025. A paper had been submitted to *The Veterinary Nurse* which was currently being peer reviewed, and it was hoped that this would be published, to include more detailed information and data that had been collected from the original research work.
11. The DoVN and the Veterinary Nursing Progression and Development Lead were continuing to deliver sessions on the role of RVNs in team-based healthcare, with Jasmine Curtis of the qualifications team also delivering sessions. There would be a session in Birmingham in November and one in Northampton in December, bringing the total delivered in 2025 to eight.
12. Bookings were being made for venues and events in 2026 including the Society of Practising Veterinary Surgeons (SPVS) congress, the Veterinary Management Group (VMG) congress, and the British Equine Veterinary Association (BEVA) congress, to disseminate results and hopefully to involve more nurses. This work was using theory of change.
13. A further piece of work which had been due to start in October was on the scope of practice. This had now been rescheduled to start in March 2026, with starter meetings in January and February, with VN educators looking at the nurse role and the Day One Skills needed when they join the Register.
14. The Finance and Resources Committee had approved the formation of a task and finish group to look at the definition of veterinary nursing, looking at a holistic definition of the role of nurses, to feed into the work on the scope of practice.
15. **Nursing Progress Log.** The DoVN thanked the committee members who had helped with the piloting of the revised NPL, which was on target for a launch in January 2026.
16. **Apprenticeship Standard.** The Standard was now complete, but the end point assessment was awaiting the results of the assessment plan pilot. Further information would be provided at the next meeting.
17. **Student enrolments.** Since 1 August 2025, 294 enrolment applications had been processed, and 487 were pending due to waiting on payment or correction of details. The annual figures and trends would be reported to the next meeting of the committee, although the overall enrolment numbers for the current academic year would not be known.

See confidential appendix paras. 1 – 3

Report from RCVS Education Committee

18. Bethan Pinhey reported a few items that had been discussed at the Education Committee meeting on 23 September.
19. It had been reported that the European Association for Quality Assurance in Higher Education (ENQA) had stated that it preferred there to be no conflict of interest with committees and accreditation panels, including graduates from the schools. The DoVN reassured the committee that this protocol was already being observed for veterinary nursing accreditation panels, with no committee members or graduates or students involved from the establishment being accredited.
20. Other matters of interest included the establishment of a new committee to review the courses that were offering the Certificate in Advanced Veterinary Practice, the renewal and creation of some recognition agreements with overseas associations, and the alteration of certain aspects of teaching for holders of protected characteristics. The definition of veterinary roles, including that of vet GPs and advanced practitioners, was being reviewed.

See confidential appendix para.4

VN pre-registration Examination Board

21. The VN Examinations Quality Lead (VNEQL) presented the report of the Pre-registration Examination Board that had met on 15 August 2025 to consider the results of the multiple choice question (MCQ) examinations held in July.

See confidential appendix para 5.

22. The dates for the examinations to be held in 2026 had been agreed, along with a slight change in timing for paper 3 which would be increased by 5 minutes to 60 minutes. This had no extra cost implications to the RCVS but should be potentially helpful to the small number of candidates who were unable to complete the examination in the allotted time. The length of the examinations would be kept under review.
23. It was noted that the examination appeals rules for the College were due to be reviewed. These were likely to be developed by the legal team and to be subject to a committee process. The VN team would be involved in the review, and the VNEC would be kept informed.
24. The application window for the Chief Examiner role was due to close later in the day.

PAVE Project Working Group Terms of Reference

25. Following the agreement at the previous meeting, the VNEQL provided a paper setting out the proposed terms of reference for the Practical Assessment for Veterinary Nursing Education (PAVE) working group. The working group would comprise four members - Chair, HE and FE representatives and a clinical supervisor. There would

not be a student representative, but as key stakeholders, students would be involved in the stakeholder events. The VNEQL was pleased to confirm that Alison Heywood had agreed to be the Chair of the working group, with Sarah Reynolds-Golding in attendance as and when time allowed, around her role as deputy chair of VNEC.

26. It was confirmed that the first meeting of the working group would involve reviewing and agreeing the materials to be put together for the stakeholder meetings. The VNEQL would aim to identify and approach relevant individuals for the FE, HE and clinical supervisor members of the group to ensure good representation.
27. The Committee agreed the proposed Terms of Reference, which would be presented to the Finance and Resources Committee (FRC) for final sign off, and thanked Alison Heywood for agreeing to chair the working group.

Licence to practise qualifications – Further Education

See confidential appendix paras 6 – 10

Lantra Awards.

28. The Committee approved programme changes for the following accredited programmes:

- Level 3 Work Based Diploma in Veterinary Nursing – Small Animal
- Level 3 Work Based Diploma in Veterinary Nursing – Equine

In addition to the programme change request, the Committee noted the quality monitoring action plan with completed actions

29. It was agreed that the change in the agenda format, where all items in relation to each Awarding Organisation (AO) and Higher Education Institution (HEI) were grouped within one paper and considered together, was helpful.

VetSkill Limited.

30. The Committee noted an update on the actions completion process following the accreditation earlier in the year, and a programme change.

Licence to practise qualifications – Higher Education

37. The Qualifications Assessors introduced a paper for each of the following Higher Education Institutions, including a brief overview of the qualifications, risk and ongoing monitoring activities, and responded to any questions raised by the committee. There were no items for decision.

- Aberystwyth University
- Coventry University
- Harper Adams University

- Hartpury University
- Nottingham Trent University.
- Ulster University
- University of Greenwich
- University of London (Royal Veterinary College)
- University of Portsmouth
- University of Chester
- Wrexham University

See confidential appendix paras 11 – 14

Post-registration qualifications

38. The Committee was provided with papers setting out the auditing activity and action plans for the following Certificate in Advanced Veterinary Nursing providers.
- Harper Adams University
 - University of London (Royal Veterinary College)
39. There was some discussion on a change in the risk rating for one institution, and clarification was provided on how this was carried out, using a risk matrix, which the committee found helpful. The DoVN suggested that it might be useful for the Committee to see the completed risk rating in order to provide the full picture. It was agreed that this would be helpful and that the risk rating for all institutions would be included in the papers in the future.

Items for publication

40. It was noted that the usual communications strategy would be followed in respect of communicating the student clinical skills training course on the Academy, and the course was only in the early stages of development and would not be launched until spring 2026.

Any other business

41. There were no items raised.

Date of next meeting

42. The next meeting would take place on Wednesday 17 December, and would be a remote meeting starting at 9.30am.

Meeting dates 2026

43.
 - Thursday 19 February

- Tuesday 21 April
- Thursday 25 June (in person, full day)
- Wednesday 19 August
- Wednesday 21 October
- Tuesday 15 December

All meetings except June will be remote, starting at 9.30am.

Summary

Meeting	Veterinary Nurses Council
Date	12 November 2025
Title	RVN Preliminary Investigation Committee Report to VN Council
Summary	This report sets out the work of the Registered Veterinary Nurse (RVN) Preliminary Investigation Committee (PIC)
Decisions required	None
Attachments	None
Authors	<p>Sandra Neary Professional Conduct Officer / Secretary to the RVN PIC s.neary@rcvs.org.uk / 020 7202 0730</p> <p>Gemma Crossley Head of Professional Conduct g.crossley@rcvs.org.uk / 020 7202 0740</p>

Classifications

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Registered Veterinary Nurses Preliminary Investigation Committee

Report to VN Council

Introduction

1. Since the last Report to Veterinary Nurses Council, there has been one meeting of the Stage 2 VNPIC which took place on 23 September 2025. The next meeting is scheduled to take place on 4 November 2025.

RVN Concerns received / registered.

2. Between 6 September 2025 and 29 October 2025, there were 17 new concerns registered relating to RVNs. Of these 17 new concerns:
 - Fifteen are currently under investigation by a Case Manager, Veterinary Nurse, Veterinary surgeon, and a lay member (Stage 1 VNPIC).
 - One case was closed by the Stage 1 VNPIC.
 - One case has been adjourned for consideration by the Stage 2 VNPIC.

RVN Preliminary Investigation Committee

3. Two new cases have been considered by the Stage 2 VNPIC between 6 September and 29 October 2025. Both cases were referred to external solicitors for formal statements to be taken. At the Stage 2 VNPIC meeting on 23 September, the Committee considered one ongoing case which it decided to close with formal advice issued to the Respondent.

Ongoing Investigations

4. Five concerns are currently under investigation, and these will be returned to the Stage 2 VNPIC for a decision in due course.

Health Concerns

5. There are currently no RVNs being managed in the context of the RCVS Health Protocol.

Performance Concerns

6. There are currently no RVNs being managed in the context of the RCVS Performance Protocol.

Referral to Charter Case Committee

7. Since the last report, no cases have been referred to the Charter Case Committee.

Referral to Disciplinary Committee

8. Since the last report, no cases have been referred to the RVN Disciplinary Committee.

Disciplinary Hearings

9. Since the last report, two disciplinary hearings have taken place in relation to veterinary nurses. The first hearing took place between 10 and 12 September 2025. The charges related to leaving hospitalised animals unattended and falsifying clinical records to suggest that the relevant clinical checks had been made when the Respondent had, in fact, fallen asleep. The Committee found serious professional misconduct and decided to impose a period of suspension of six months.

The second hearing took place between 20 and 24 October 2025. The charges related to incidents in which the Respondent acted against veterinary instruction and/or acted without the direction of and/or authorisation of a registered veterinary surgeon. The Committee found serious professional misconduct and directed the Registrar to remove the Respondent from the Register of Veterinary Nurses.