

***FEEVA GA Lisbon  
Minutes 15 May 2015***

The FEEVA GA was kindly hosted at the Universidade Técnica de Lisboa - Faculdade de Medicina Veterinária.





# Federation of European Equine Veterinary Associations

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### MINUTES

The meeting started at 9.00.

#### **OPENING**

Louis Tavares, Dean of the Veterinary Faculty in Lisbon welcomed all participants. The faculty is one of the oldest vet faculties in Europe, ironically the set up was assisted by a British Marshall after the profession was proving so successful in the Napoleonic wars. Since 2000, the faculty is in a new site with amazing views of the harbour and suspension bridge. It is one of 6 veterinary schools in Portugal (population 9m) but the only one that is EAEVA accredited, and it has some 120 students graduating each year.

Kent Carter, AAEP president stood and thanked FEEVA for the invitation, citing that it is an important meeting in the AAEP calendar and apologising for David Foley (AAEP CEO)'s absence due to a family emergency.

Giorgio Ricardi introduced Raphael Laguens, FVE vice-president from Spain (standing for the presidency in 3 weeks' time at the FVE GA in Iasi). FVE has some 38 members and 240,000 vets. FEEVA is a member of UEVP, the practitioners' section of FVE. FVE has four divisions representing regulators, government vets, academic and the practitioners (UEVP). FEEVA is voting member of UEVP.

FEEVA was formed in early 2000s for medicine availability, and is now an observer at the FVE Medicine's Group. FVE has an excellent administration in Brussels in new offices at Merode, a short walk from the Commission building, and it is increasingly influential with the Commission, especially DG SANTE, who are increasingly listening to the FVE when developing policy. Recently FVE completed the veterinary profession survey – 26 countries responded (see below). Raphael reminded us, as horse vets, that we are part of the European veterinary family and quoted the Chinese proverb: *"If you wish to travel fast, travel alone. If you want to travel far, travel together."*

Giorgio Ricardi (FEEVA president) stood and welcomed everybody to the GA and thanked Nuno Bernardes and Louis Tavares for hosting.

#### **FVE Demographic Survey of the Vets**

Nancy de Briyne (FVE/FEEVA Secretariat) presented on the FVE demographic survey of vets in Europe. The FVE had commissioned Mirza & Nacey Research Ltd who produced a



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detailed report “The Veterinary Profession in Europe 2015”. This was an email based, in 13 languages, with 2 types of survey – one for all vets and one for practice owners. 24 countries fully cooperated, whilst the UK and Ireland used existing data from their own recent surveys.

Nancy presented many of the important results in pie charts, unfortunately most of these did not include the UK and Ireland, but they are akin to the Nordic states in terms of corporatisation, practice size, reputation and feminisation.

There 243,000 vets in Europe (26 respondent states) with 0.38 vets per 1000 population. This number is growing with the demographic skewed towards the young and females: most older vets are male and most younger vets are female. Interestingly, 25% of euro-vets have another occupation and whilst overall approximately 60% are in private practice, there are huge differences here depending on the country, e.g. state vets vary from 3% to 90% in different member states. 30% of practices have 3-5 staff (vets and support staff), 20% have 1 staff and 13% have more than 10 staff (vets and support staff) with the larger practices in Scandinavia, the Netherlands and the UK.

Euro-vet average earnings are 38,500€, but again there is huge state to state disparity, e.g. Bulgaria the average wage is 7x less than the Netherlands (top) with Switzerland the second highest. Salaries are lowest for employed vets in practice (highest in industry and practice owners) and there is a massive gender wage disparity with females (full time equivalents) earning 28% less than males. Vets perception of their reputation amongst the public is interesting, being the lowest in Bulgaria, Italy, Spain, FYROM and Latvia. In Denmark, Switzerland, the other Nordic states vets perceive themselves as having a high reputation.

In summary, the significant findings were that the veterinary profession in Europe is feminising with a gender earnings gap and wage disparity and increasing mobility between states. In practice there is encroaching corporatisation, vets are unprepared for retirement (no insurance, pension). In some countries vets have a low reputation with unemployment and underemployment. FVE intends to keep the information up-to-date on line and commission a follow up survey – hopefully with full participation of UK/Ireland next time.

### Questions and Answers

Louis Tavares says the disparity between states is quite shocking. Rafael pointed out that we are a lucky profession as we are very joined up compared with any other profession -and the FVE are important here.



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Nancy: EAEVA did a survey on student demographics a couple of years ago, would be useful to update it and see the trend. In addition to the survey of the veterinary profession, FVE did also together with IVSA a student survey.

Romania (Christian Molnar): would be interesting to link animal welfare, average earnings and migration

Belgium (Frank Gasthuys): Unemployment a problem in Belgium, but this is similar in other professions, e.g. lawyers.

### **Vet Over-production: Screening of schools.**

General Discussion re EAEVA accreditation of vet schools in Europe: many delegates contributed, including Ben Mayes and Tim Greet (UK), Prof. Gasthuys (Belgium), Rafael and Nancy (FVE), Kent (AAEP), Nordic ladies, Christian (Romania), Claire (France), Juris (Latvia), Christina (Austria), Giorgio and Prof. Tavares (Portugal).

Problem of graduates from non-approved EU vet schools, but over-production of students in some states can be from approved schools too, e.g. all 13 Italian schools are now EAEVA/FVE approved (population €65m). Graduates from non-approved schools can still practice anywhere in EU. The European Union does not want to limit graduates from non-approved schools. EAEVA going to ENQA (European Quality Assurance) to seek approval, because it is a private organisation. An increasing number of private schools (Spain, Portugal, Italy, Eastern Europe, UK, etc) are also opening. They advertise for students and use the media to recruit students willing to pay. RCVS UK facts showed there were 1600 new MRCVSs in 2014 - 800 UK new grads and 800 from abroad, mainly EU, led by Spain and Italy.

The Intra-Mural-Rotation Vet School model – vet schools not having clinics/hospitals/patients and using practices to teach students – were discussed, e.g. Nottingham and Surrey in the UK and Calgary in Canada. Extra-Mural Studies is part of education in most vet schools, i.e. students having to attend practices, e.g. 26 weeks in the UK. The Tracking system of education is now normal in the USA (Kent Carter, AAEP) and in the most progressive European vet schools with students gaining hands-on experience internally or externally in chosen types of practice (e.g. equine).

### **Pay/internships/jobs for New Grads**

The problem of new grads not being paid when joining practices in order to get practice experience is becoming commonplace in the EU. Kent described the AAEP internship programme – started 25yrs ago – for private and smaller equine practices in the USA. This is different to the university internship programmes. AAEP operate a facilitating website and

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whilst the scheme is not regulated there is a degree of “self-regulation”. It remains very successful both with the practices and the students, but there are now more vets completing equine interns than there are equine jobs afterwards. In Europe the number of animals and the need for practitioners is decreasing, so vet graduates need to know that there are other jobs. Problem that vet student applicants, their parents and society at large expect vet graduates to be practitioners. Changing expectations of new graduates – expect high salaries and better working conditions, and if old style practitioners expect too long hours for lower salaries, then the graduates just leave the profession (Austria/Belgium).

### **Corporatisation**

Corporate practice ownership is now dominant in Sweden, Finland, Denmark, e.g. one large chain (Evidencia). This has led to several problems:

- Veterinarians are now hired to work as nurses, problem that they are asked to do things by senior vet but the “nurse vet” is responsible as they are licensed.
- Capital owner EQT – problem that they always want to sell the company. 40% increase in tax in Scandinavia, insurance companies are now having preferred providers.
- Loss of clinical freedom – lab tests for simple procedures etc. Corporatisation also dominant in small animal practice in the UK but mixed practices with equine components recently bought and equine practices maybe soon.

Many USA states say that practices have to be owned by licensed vets. Corporates like Banfield likely to have vets on the Board.

➔ It was suggested to have a presentation on corporatisation at the next FEEVA GA.

COFFEE

### **New EU Medicine’s Regulation**

Nancy de Briyne presented on this most important aspect of FVE work on medicines currently. Regulations are copy/pasted into national legislation, so there is only one chance to get it right! The Commission’s proposal is considered by the Parliament and the Council separately. There are up to 3 Readings before approval or rejection by the EP. On this Medicine’s Regulation the leading MEP Committee is the Environment Committee, with the designated rapporteur being Francoise Grössetete. In addition, there is input from the AGRI Committee and their rapporteur Marit Paulsen (her report has been ready one month). The Regulation is likely to be finalised during the Dutch presidency in 2016.

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FVE have met with most key MEPs (committee members and the rapporteurs), the Secretariat in the EP, and with the Council members. Pointing out the following issues: **Single market, availability, animals need correct treatment when sick, vet prescription being a vet act, internet sales, vet diagnostics not being in the scope, pharmacovigilance, off label and use of CIAs should remain.**

Many of the MEPs had no idea about any of these – especially that there is no single market. The problem is that many MEPs think ABs should not be used in animals because of AMR. Thinking about banning the prophylactic use of ABs, and the use of “critical human use” antibiotics

FVE anticipates about 1000 amendments when they come out in June. The key emphases to the rapporteur must be: vet prescription by a vet, vet diagnostics, cascade continues, distinguish between antimicrobials and antibiotics.

At Council level the medicated feed discussions are proceeding well, whilst VMP discussions are going very slowly.

In the European Parliament they are currently discussing how dose-restricting dispensing of antibiotic by vets can affect sales. ESVAC 2014 report shows that in the Nordic countries (where sales are restricted) sales are the lowest (approx. 10mg/PCU) but in Spain, Italy and Cyprus (where sales are also restricted) sales are massive (400mg/PCU). UK is around 50mg/PCU. This shows that the problem is different on a state by state basis and that it needs different actions in different countries and that enforcement is the main issue.

{ Antibiotic use slide: average use humans/kg biomass 116mg/kg, average use animals/kg biomass 144mg/kg }

### **Antibiotics**

Claire Sicluna presented. It is stupid to be reliant on a 4<sup>th</sup> generation cephalosporin and make penicillin unavailable (no longer available in the near continent). Review of what FEEVA have done so far: the Antibiotic Survey 2013/14. The FVE/FEEVA responsible use leaflet 2014 which can be downloaded from website.

**French Equine Vet Antibio App (EVAA)** – vetID, case ID, weight of patient, antibiotic used and amount entered as the vet works. App works out drug name, dose used etc. Obligation to record this in France by end of year. Will be by kg of horses. However, the weakness is owner compliance, e.g. whether the drug is administered at the correct dose.

Proposed European participation: AVEF will need a list of AM drugs in each country, by drug name and especially molecule name and concentration.

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**Ketamine** - A scheduled drug in most EU countries, this will become compulsory. So the amount used and amount ordered has to tally and be recorded, including any drug disposed. Stored in a locked cabinet and it is hard to transfer these rules to a vehicle too (locked cabinet bolted to the vehicle chassis).

**Drugs/Food Chain Exclusion** - 91 Essential Substance List – many useful drugs, eg ACP, diazepam, fluorescein (eye) Must be on the passport giving a 6 months exclusion from the human food chain. New ones can be submitted to the EMA. In addition there are “non-registered drugs” i.e. Equine Specials with Clinical Benefit. This is list EU 1950/2006 and there are currently zero drugs on this List currently. The proposer (FEEVA) would need to prove clinical benefit e.g. from phenylbutazone and some eye treatments (there are no MRLs for any eye medications). Claire, via AVEF, will first try to pass it through the French Medicine’s Agency– and if they are accepting then on to the EMA.

The previous thoughts, that all drugs lead to a 6 months withdrawal for all horses which can then return to the human food chain, is not going to happen – horses signed out of human food chain cannot return. The Pet food industry does not want horsemeat.

### LUNCH

Delegates had an escorted tour of the Vet School by Louis Tavares.

### **Equine Horse Network (EHN)** (Claire obo Jesper)

EHN is an MEP lobbying group for the equine industry. FEEVA an important contributor, others include Horse Associations, FEI, and World Horse Welfare etc. MP lunches with leaflets on various equine subjects. Costs FEEVA a significant amount annually but Board feels it is important to remain involved in lobbying as part of the horse industry. Next MEP lunch will be on 3 June.

<http://www.europeanhorsenetwork.eu/>

### **Equine Welfare** (Ben Mayes).

Ben Mayes introduced Frank Gasthuys, Dean of the Ghent Veterinary Faculty Belgium, who presented the horse shelters dossier in Flanders. Flanders has about 178.000 horses (2014) and this number is growing. To buy a horse is relatively cheap, which means that some

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persons buy horses without a clear understanding of the efforts and costs to keep the horse. Some owners no longer can look after their horse. In addition, more and more people sign out their horse from the food chain and as such when they no longer want to keep the horse can not slaughter it. The results is that horse shelters in Belgium are overloaded. Many shelters exist but until recently no standards were put. Now shelters can get recognition and government support if they meet the standards.

Ben Mayes presented the work of the new FVE/UEVP Welfare Working Group. Ethereal. WG started with risk analysis on animal welfare in EU – horses missed out from being in the top 10. Group worked on position statements on circus, welfare officers, training etc. FEEVA should develop own position statements – short, punchy, simple. FEEVA Welfare Working Group? – exist electronically to keep costs to a minimum.

Ben is also part of an DG Sante equine expert group meeting. Had 3 meetings so far ( in May 2014 and 2 follow up steering group meetings , all attended by Ben). First, thinking about a draft animal welfare regulation, but this has been put on hold after EC leadership change.

Eurogroup for Animals (incl World Horse Welfare) sought info from all member states and have drawn up a 60 page Status of Equine Welfare report. Some errors – e.g. suggestion not enough equine vets whereas access where needed is the real issue. FEEVA will distribute this doc as soon as it ceases to be confidential.

**Transport Guidelines** – many stakeholders, all those involved. Devised to back up existing Regulation. User friendly, nearly ready for publication.

### **PPE Working Group Update.**

The PPE WG exists of Christine Hinterhofer, Ben Mayes and Mette Uldahl. Glasgow Symposium (sponsored by BCF Technology) a massive success – meeting notes available. Much debate and discussion. Follow up Symposium will be held on 9/9/15 at Liverpool, hosted by BEVA. Draft programme ready. Important to have clear objectives.

### **Horse ID Regulation Reg2015/262 (Miguel Llorca)**

Miguel ran through 2014 history. Differences with Reg 504/2008. Differentiate between “keeper” and “owner”. Deadlines for ID: 12months from birth, but member state can reduce to 6months or end of year. Chapter on imported horses – about 4000 horses/year come into

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the EU. If existing ID cannot be amended, comply with Regulation then a new doc should be issued.

Obligations of keepers – keep PIO info up-to-date: return to PIO on death, status, ownership and section IX status change within 14days. Change in order of sections. Member states must have a central database by 30 of June 2016 and guarantee information flow between MS.

General consensus is that there is not much improvement, but, at least, is not worse.

Nancy de Briyne suggested an user-friendly FAQ on the ID Regs for vets/owners. This has been very successful on pet passports. Members supported. FEEVA Board to further discuss this and Miguel Llorco to lead.

➔ ML and others to develop a FAQ on ID Regulation

### **CALLISTO** (Juris)

Zoonoses including animal bite wounds and ESBL. Far more benefits of pet ownership: improves human health, than risks. The project has now finished and the (longish) document is now available. [http://www.fve.org/uploads/publications/docs/callisto\\_for\\_web\\_f.pdf](http://www.fve.org/uploads/publications/docs/callisto_for_web_f.pdf)

### **Disease Surveillance** (Miguel Llorco)

RESPE in France, Ireland and Belgium spreading information very actively, Swiss system Equinella working well, DEFRA/AHT/ICC quarterly report and 2 x 1week yearly owner syndromic survey (NEHS) in the UK; should be a Nordic system between Denmark, Sweden and Finland; new responsible authority in Italy – hoping for better relations, communications and a new system; Portugal will organising an equine disease surveillance system with delegates at the Hoof Symposium tomorrow. Spain is has a difficult situation with so many autonomous governments. Try to join with Portuguese for an Iberian system. Netherland needs face the actual situation setting a new system

Current hot topics:

EIA Germany 2014 and France recent cases. Atypical Myopathy – Liège reporting system, increasing awareness. Piroplasmiosis – recent article in RESPE with “pyro-like” cases, higher detection rate in the UK (ticks in southern England), and survey in Netherland: may lead to endemic in near future. Asymptomatic glanders in Germany –CF+ve, bacteriological culture in organs –ve, PCR +ve in scabs of skin. Horse been in Germany all its life, but been likely in contact with South American horses (known to be in Mexico last month).

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Cicada system in Germany – new disease monitoring website. Have to report at least 4x a year to stay in the system. [www.cicada-pferde.de](http://www.cicada-pferde.de) Free online CPD, free online CPD, support for vaccination. Paid for by MSD (non Clade 2 influenza vaccine promotion. OIE have recommended Clade 2 vaccines since 2010).

There is now Belgium reporting system set up recently after neuroEHV outbreak, now funded by the equine industry: EquiFocusPoint connected with RESPE. Problem that surveillance and admitting diseases will affect export – e.g. Chinese do not accept WNF seropositive horses, even if from vaccination.

Bodo Gabor on Hungarian disease surveillance: an alert system in web page of Association

Conclusion that disease surveillance is now a serious subject in many member states, willing start set up it, but coordination remains a challenge.

### **VetCEE** (Giorgio Ricardi)

FEEVA virtual working group working on coordinating and standardising veterinary continuous education competencies. The FEEVA committee developed Equine standards. These standards will now be transmitted to the VETCee Board for approval. General Practitioner programme: EQF Level 7, 6hrs per week for 3 years. 750hours to be achievable in full time education. Already in many countries.

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**AGM**

**Board:**

Current Board members mandated to continue for 2 years.



**Membership Romania:**

Romania unanimously accepted as a member after passionate speech by Christian Molnar.

**Next FEEVA GA:**

Stefan invited and welcomes all to next year's GA in Berlin on 27/10/16 followed by the 2 day GPM/GEVA Congress.

**Finances:**

Miguel spoke about finances and showed spreadsheet. -5,632€ in 2014. Assets are now 16,000€. Note that 4000€ were historic expenses and a one off, so losses are projected to be minimal for 2015.

Graph showing increase in assets from 2000 to 2008 (peak of 50,000€) as Board member costs paid by their own Associations. Started losing money then. Massive drop in 2013 when

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joined EHN and started working groups. Losses now levelling off but still need to increase income.

Options:

1. Return to system where Board members paid by own Associations – but this creates exclusivity and lack of participation for the “small” Associations.
2. Increase the maximum fee per member Association of from 1500€ to 3000€ in 2016.
3. Increase to €4 per Association member in 2017.
4. Consider review in 2018 to ensure improving reserves from 2020.
5. Delegate all business to Brussels office.
6. No working groups without sponsorship. (Philip Vandenberg in 2013)

A decision needs to be made regarding finally stabilising the finances in Berlin. It was suggested that the Board will make a proposal to the FEEVA members during the year to be adopted in Berlin.

➔ FEEVA Board to prepare proposal to FEEVA members re FEEVA finances.

CLOSE OF MEETING



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### Annex I: List of Action Points

- ➔ It was suggested to have a presentation on corporatisation at the next FEEVA GA.
- ➔ ML and others to develop a FAQ on ID Regulation
- ➔ FEEVA Board to prepare proposal to FEEVA members re FEEVA finances.

### Annex II: List of participants: FEEVA Attendance list GA Lisbon 2015

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