

Table of content

1. [List of abbreviations](#)
2. [Introduction](#)
3. [Veterinary Statutory Bodies in Europe](#)
4. [General Conclusions and Recommendations](#)

1. List of abbreviations

Excl.	Exclusive
EC	Eligibility Criteria
EU	European Union
FAO	Food and Agriculture Organization
FVE	Federation of Veterinarians of Europe
GDP	Gross Domestic Product
GTC	General Terms and Conditions of Business
Max.	Maximum
No.	Number
SC	Suitability Criteria
SOPs	Standard Operating Procedures
VAT	Value-added tax
VPPs	Veterinary Para Professionals
VS	Veterinary Statutory Body
WOAH	World Organization for Animal Health

2. Introduction

Please note that whilst this information has been fact-checked online, if an error or inconsistency is noticed by one with a more thorough understanding of Veterinary Statutory Bodies in one or more countries, please let us know at info@fve.org, so that we may rectify the situation.

The veterinary profession is a liberal profession. And like other liberal professions, it shares several common characteristics¹: they provide services that are mainly intellectual require a high-level qualification and are usually subject to clear and strict professional regulation. The liberal professions carry a direct personal responsibility for the quality of their work as the provided services impact not only directly on the individual to whom they are delivered but also on the whole society. Regarding veterinary medicine, some clear examples are the diagnosis of transmissible diseases, the responsible use of antimicrobials or the delivery of

¹ [The Charter of Liberal Professions](#) – Recital 43, DIRECTIVE 2005/36/EC OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 7 September 2005 on the recognition of professional qualification

official controls along the food and feed chain. Since clients and society must be able to have trust and confidence in the functioning of liberal professions not everyone can be allowed to exercise them.

For all these reasons the veterinary profession is also a health profession. Veterinarians play a crucial role in promoting One Health as a public good. Veterinarians work collaboratively with multiple disciplines and stakeholders to safeguard and enhance the health and well-being of animals, humans, and ecosystems (One Health) at the local, national, regional, and international levels. Veterinarians are integral to the provision of global public goods as defined by the [World Organization for Animal Health \(WOAH\)](#). Veterinarians around the world contribute to the [United Nations Sustainable Development Goals](#) by supporting healthy, productive, and resilient animal and human communities. By ensuring animal health and welfare veterinarians protect species diversity and ecosystem health. Additionally, they promote the human-animal bond, which contributes to the emotional and physical well-being of both animals and humans. Furthermore, they play a crucial part in enhancing food security and economic health, particularly in communities in which animals are essential for transportation, labour, food, and fibre.

Generally, there are two kinds of organizations embodying the liberal professional: professional associations and veterinary statutory bodies (VSB). At the European level, several veterinary associations are private organizations.

Associations do not regulate the profession, instead, they provide support to veterinarians and the veterinary profession as a whole in fulfilling their roles effectively. They focus on the common interests of the members of the profession, in particular those interests that are difficult to accomplish by an individual veterinarian. Veterinary professional associations bring forward the voice of the profession in discussions with for example politicians, insurance companies, or other stakeholder organizations like farmers' associations. Associations often offer special member services like a journal, training courses, special advice on economic and social issues etc. It's important to note that associations do not have jurisdiction or authority over non-members. On the contrary, the key objective of the VSB is assuring the quality of veterinary medicine and the services provided. According to the WOAH standards², a good Veterinary Services Governance relies on an efficient and well-structured Veterinary Statutory Body (VSB), often named Chamber, Order or College in different regions and countries.

[WOAH standards](#) detail the VSB as follows:

Article 3.2.5.

The veterinary profession

Veterinarians and *veterinary paraprofessionals* are an essential component of *Veterinary Services*, whether as part of governmental authorities or as private service providers.

The *veterinary statutory body* should regulate *veterinarians* and *veterinary paraprofessionals* to effectively and independently maintain educational and professional standards relevant to their roles, including official tasks, veterinary clinical services and other veterinary tasks as appropriate. Mechanisms for coordination between the *Veterinary Authority*, the *veterinary statutory body* and veterinary educational establishments should be in place.

WOAH has produced guidelines on the expected competencies for *veterinarians* and *veterinary paraprofessionals* as well as guidelines on the curricula necessary to deliver those competencies.

This component should comprise the following specific elements:

1. There is an independent *veterinary statutory body* that is legally responsible and adequately resourced for:
 - a. licensing and registration of *veterinarians* and *veterinary paraprofessionals* to perform defined activities related to veterinary science or animal health;

² WOAH [Terrestrial Animal Health Code](#)

- b. setting minimum standards of education required to be registered or licensed as *veterinarians* or *veterinary paraprofessionals*;
 - c. setting minimum standards of professional conduct and competence of registered *veterinarians* and *veterinary paraprofessionals* and ensuring that these standards are met and maintained;
 - d. investigating complaints and applying disciplinary measures.
2. Independence of the *veterinary statutory body* is ensured through transparent governance and funding arrangements including an elected, representative council or equivalent, and financial arrangements for the collection and management of registration fees.
3. Sufficient quality veterinary clinical and extension services are available to meet the needs of animal owners, including providing awareness of and access to essential diagnosis and treatment for animal disease and injury.

WOAH recommends all countries set up an independent and efficient national Veterinary Statutory Body (VSB), responsible for overseeing the quality and professional conduct of private veterinarians working in the country. Competent Authorities should delegate these specific tasks to an independent body called VSB. This delegation should be laid down in a law or special legislative act. One of the reasons for the delegation lay down in the “quality assurance” task the VSB entails. In addition, a VSB needs to be autonomous as well: it must be free from direct interventions by the authorities or other interested parties. In the WOAHA context, ‘Veterinary Services’ means the governmental and non-governmental organisations that implement animal health and welfare measures and other standards and recommendations in the Terrestrial Code and the WOAHA Aquatic Animal Health Code in the territory.

Private sector organisations, veterinarians, veterinary paraprofessionals or aquatic animal health professionals, WOAHA recommends, are all important actors in fulfilling the tasks given to the ‘Veterinary Services’. The VSB has de facto a public role and responsibility: it bears the responsibility for protecting the public and regulating the profession. The VSB aims to protect animals and people against bad practices that may result from professional misconduct.

By setting the standards for becoming and for remaining licensed as a veterinarian and by keeping a register of all licensed individuals, the VSB acts on suspicions of professional misbehaviour - on its initiative or following complaints - and it takes measures against those veterinarians who work below the minimum standards. The ultimate measure a VSB can take against a veterinarian is withdrawing the license and removing the person from the register.

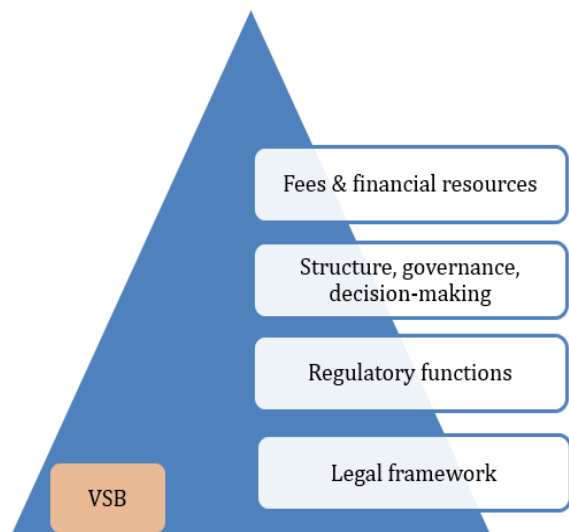
3. Veterinary Statutory Bodies in Europe

The information collected by FVE relates to 29 different countries, of which 23 in the European Union. Such information was collected throughout the FVE network (Annexe I).

We collected the information based on the following structure:

1. Legal framework;
2. Functions (registration, documentation, code of conduct, disciplinary system, tasks, CPD & validation);
3. Structure governance and decision-making;
4. Fees and financial resources;

FVE made an overview of different aspects of how the veterinary profession is regulated in different countries.



Who regulates the veterinary profession: independent VSB or competent authority?

Most European countries have a dedicated VSB 21 out of 22 European countries.

However, some countries (especially the Nordic and Baltic countries) have no independent and autonomous VSB and instead, the profession is regulated by the competent authority (*chart 1*). A few countries have a mixed situation, with the regulatory tasks divided, partly carried by the competent authority and partly by a veterinary association (e.g., Switzerland, the Netherlands).

In some countries, a non-veterinary specific statutory body is set up, covering not only veterinarians but also other professionals such as in the aquaculture sector, agronomists, forestry officers, and geologists (i.e. Greece) (*Chart 1*).

What are the classic tasks delegated to the VSBs?

- Registration and licensing veterinarians (and sometimes para-professionals);
- Holding a register of those licensed to practice;
- Setting minimum standards of professional conduct and competence e.g. via a Code of Conduct/Code of Ethics;
- Managing and investigating complaints and applying disciplinary measures
- Setting minimum standards of Continuous Professional Development by providing training or recognizing credits/CPD from educational institutions;
- Collaboration and negotiation with the competent authorities on veterinary aspects and issues around animal and veterinary public health;
- Inform, advise and support members.

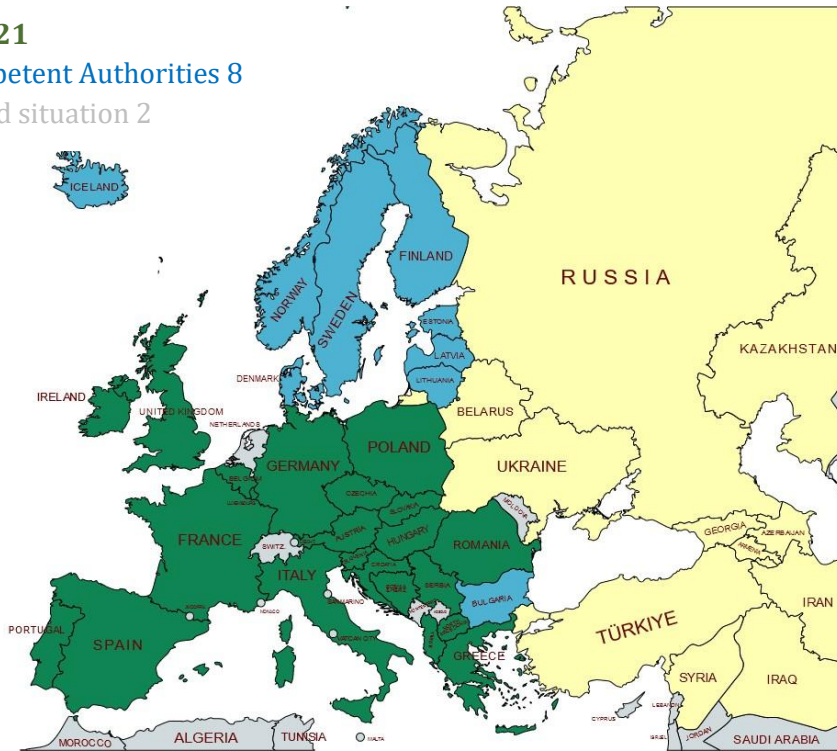
Additional tasks:

- Setting standards for different types of practices (clinic, hospital, etc.)
- Job advertisements;
- Organising Continuous Professional Development courses;
- Organising scientific and professional meetings;
- Support members with free legal advice, insurance

VSB 21

Competent Authorities 8

Mixed situation 2



VSB: federal or regional structure?

Most VSBs are organised on a national level. Some, however, especially in larger countries, have a federal body with several regional divisions. This is, for example, the case in Germany (which is a federal state, consisting of sixteen landers, each of them having a regional VSB under one umbrella organisation). Other countries with regional structures are Belgium (a French and a Dutch region section), Poland, Portugal, Romania, Spain and Italy.

Are only veterinarians registered or also other veterinary para-professionals?

Most statutory bodies only register veterinarians. Few of them (e.g. Croatia, Hungary, Ireland, UK also register para-professionals, mostly veterinary nurses).

In addition, in Denmark, Netherlands, Sweden and Norway veterinary nurses and some cases veterinary technicians (e.g. Fish Health Biologists in Norway) are registered by the Competent Authority.

Which categories of veterinarians are obliged to register to have a license to practice?

Most VSBs have the rule that “*all veterinarians who perform veterinary acts need to register*”, which automatically means everybody in veterinary practice needs to register. Further interpretation of this however, varies and not all veterinarians who perform veterinary acts are subject to compulsory registration. In some countries, it is interpreted that only veterinary practitioners need to register (e.g. Austria, Belgium, etc.), with voluntary registration for others (e.g. veterinarians working in academia, research, official veterinarians, hygienists, military veterinarians, etc.). In other countries, veterinarians in all fields of the profession need to register (e.g., France). Some countries require all veterinarians to register, but then have specific derogations for certain categories e.g., for official veterinarians (e.g., Slovenia, Austria) or academia (e.g., Czech Republic) (Chart 2).

Following the WOAHP guidelines, all different categories of veterinarians are part of the ‘Veterinary Services’ and as such ideally should be registered within the VSB.

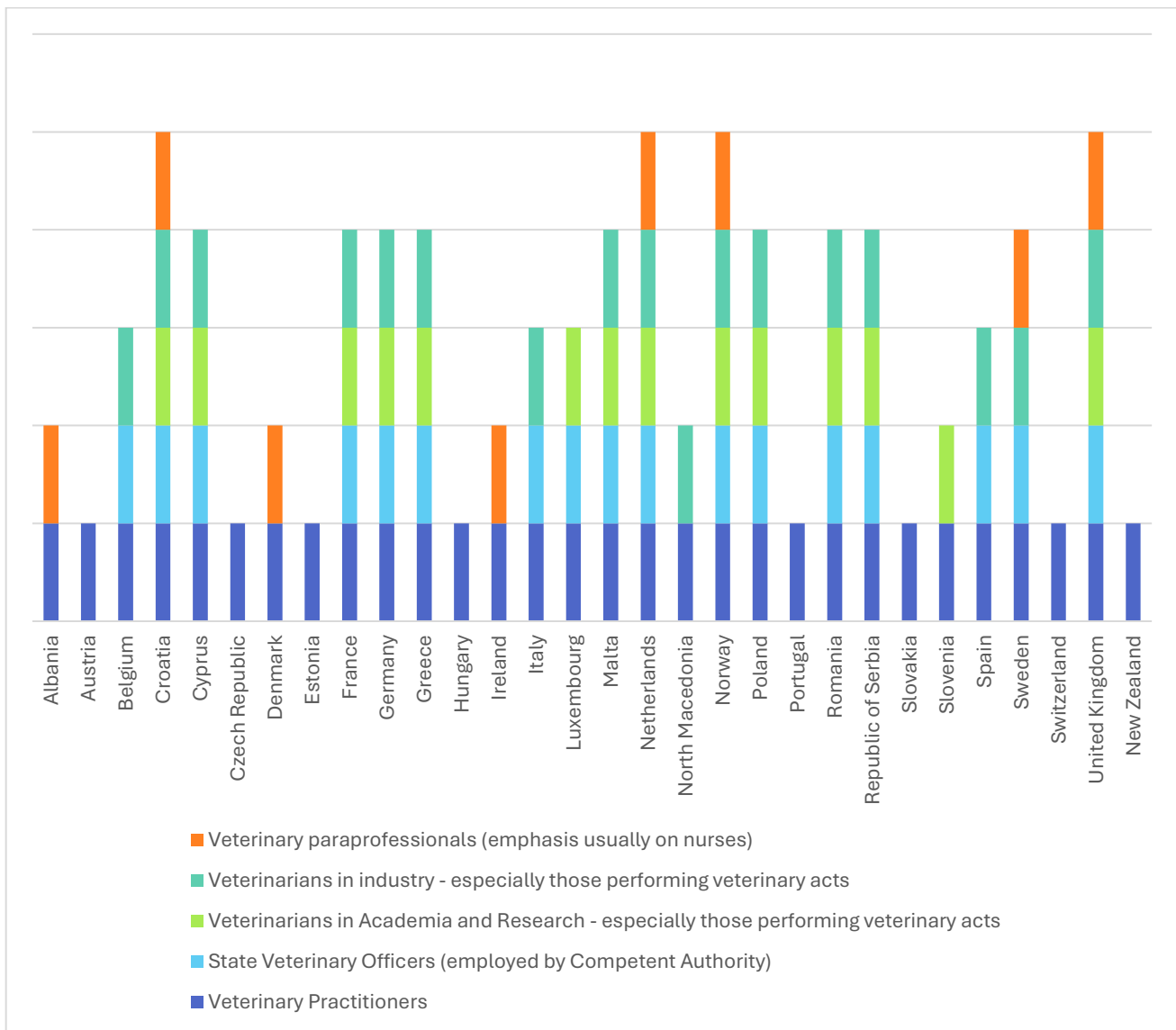


Chart 2: Representing mandatory registration in their national statutory body for veterinary professionals of different sectors

Does your VSB have a disciplinary procedure in place?

Who sits on the Disciplinary Committee?

All VSBs have a disciplinary procedure in place, with set procedures done by dedicated committees. In most countries, all persons whose interests are directly affected by veterinary acts or lack of it, such as animal owners, companies, other veterinarians, etc. can submit a complaint. Usually, as a first step, they look if the complaint is 'valid' and if so, it will be passed to the responsible committee. Appeal procedures are also established by most VSBs.

The committee examining the complaint usually consists of democratically elected veterinarians plus a magistrate. The penalties which can be imposed are usually as follows: Warning, warning with fine, reprimand, reprimand with fine, temporary suspension or permanent withdrawal of license.

Most VSB's bodies publish the summary of the decisions.

For countries not having a VSB, the competent authority usually has a sort of disciplinary procedure e.g., through an independent disciplinary tribunal established by law or complaints can be made to the Veterinary Administration in the country. However, these disciplinary procedures are often less well developed and a summary of decisions is often not published.

What VSB has a Continuing Professional Development system in place?

All veterinarians should regularly update their competencies to stay engaged in the latest developments in the veterinary field by participating in postgraduate education, often referred to as [continuing professional development \(CPD\)](#) or Life lifelong learning (LLL). CPD is the process of continually receiving training, maintaining, improving and broadening knowledge, skills and competencies as well as developing personal qualities to ensure every veterinarian remains professionally competent. Continuing professional learning, regardless of the sector aims to improve the quality of the professional services provided.

WOAH require the setting up of minimum education standards and the European legislation considers CPD to cover technical, scientific, regulatory and ethical developments. It emphasizes CPD by stating that the member states should ensure that health professionals can update their knowledge, skills and competencies by encouraging CPD-lifelong [learning programmes](#). However, lifelong learning and overall education are not regulated at a European level and remain under national responsibility.

VSBs are often strongly involved in quality assurance and may provide or recognize CPD.

The implementation of a mandatory or voluntary CPD system is determined by each country.

This also extends to overseeing the quality assurance of the CPD training. The accrediting body for quality assurance is, in most countries, the Statutory Body. CPD providers are usually universities, national veterinary associations and private providers who often collaborate.

Most of the VSBs and even CAs have in place a CPD system: 17 countries have a mandatory system and 12 countries provide CPD training themselves. Those countries owning a mandatory CPD system plus Luxembourg, Slovakia, Switzerland and the Netherlands recognize CPD training from other providers
(*Chart 3*)

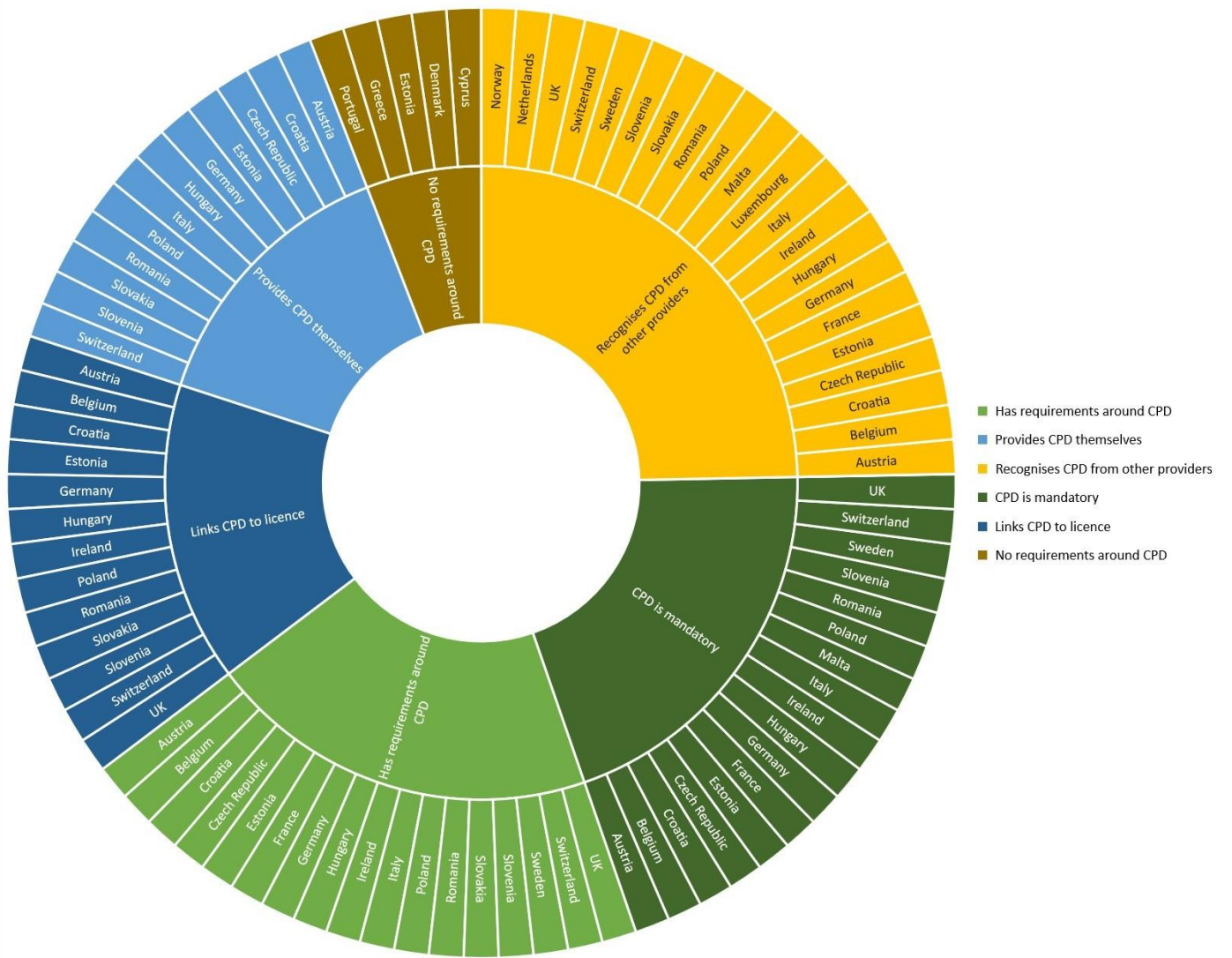


Chart 3

4. General Conclusions & Recommendations

Conclusions

The Veterinary Statutory Bodies (VSBs) are the regulators for veterinary professionals and in some cases of veterinary paraprofessionals (VPPs) in Europe.

VSBs ensure that the knowledge, competencies and behaviour of veterinarians and VPPs are maintained and implemented. They regulate access to the profession (registration and license to practice), provision of quality services, CPD training and ad-hoc disciplinary measures.

Access to well-developed veterinary services is crucial for farmers, food and feed businesses, traders and pet owners. The lack or poor regulatory framework for veterinary professionals can affect the capacity to provide comprehensive and quality veterinary services, including disease diagnosis, treatment and follow-up and above all effective monitoring, prevention and control of diseases.

The setting up of a veterinary statutory body is crucial because of the following reasons:

- **Regulation of Veterinary Professionals:** VSBs establish licensing requirements and codes of professional conduct for veterinarians and veterinary technicians. This ensures that only qualified individuals are allowed to practice veterinary medicine and that they adhere to ethical and professional standards.
- **Quality Assurance:** develop and enforce proper standards for the practising of veterinary medicine
- **Implementing and enforcing regulation:** VSB can help with giving input into new regulations, and guidelines, ensuring that animals, owners, and food businesses receive proper advice and quality services.
- **Quality education:** VSBs can set standards for veterinary undergraduate education schools and training programs to ensure that they meet educational standards. This helps maintain the quality of veterinary education and, by extension, the competence of veterinarians. They also play a vital role in promoting continuing education and professional development opportunities for veterinarians, by organizing and accrediting training programs, workshops, and conferences to enhance veterinary education.
- **Disease Control, Prevention and Food Safety:** VSBs work to control and prevent the spread of infectious diseases among animals. This is vital for safeguarding livestock populations, which are essential for food security, and for minimizing the risk of zoonotic diseases that can affect humans. In the context of food production, veterinary authorities oversee the health and welfare of food-producing animals. They set and enforce standards related to the use of veterinary drugs, food safety, and hygiene in the production and processing of animal-derived products (meat, milk, eggs), ensuring that consumers are protected from foodborne illnesses.
- **International Trade:** For countries involved in the international trade of animals, animal products, or genetic materials, having a well-regulated veterinary system is crucial. It helps meet international sanitary and phytosanitary standards, facilitating the movement of animals and animal products across borders.
- **Alignment with EU and international standards:** facilitate the alignment of the country veterinary standards and practices with European and international ones
- **Bringing together the Veterinary Community:** VSBs serve as a platform for engaging and representing food and feed chain stakeholders, including animal owners, farmers, veterinary organisations and the general public

- **Dispute Resolution:** In cases of disputes or complaints regarding veterinary care, these bodies provide a mechanism for resolution. This helps maintain public trust in veterinary services and holds professionals accountable for their actions

In summary, a veterinary statutory body is essential for safeguarding the health, welfare, and well-being of animals, protecting public health, ensuring the safety of food products, and maintaining the professional standards and ethics of the veterinary profession. These bodies play a critical role in regulating and overseeing the veterinary sector to benefit society as a whole.

Recommendations

The following recommendations should be considered after having collected a set of preliminary information across the country. The following indicators should allow Government officials and stakeholders to monitor the setting up and the implementation of standards related to Veterinary Services' workforce and resources, namely:

1. Total number of veterinarians;
2. Total number of VPPs;
3. The ratio of the workforce against the demand for veterinary services;
4. Total number of Veterinary Education Establishments.

FVE thinks that the setting up of an independent and efficient VSB can have a long list of benefits:

1. Clarify the role of the veterinarians in delivering their tasks for the benefit of all the animals (livestock, pets, exotic, wildlife) and the whole society;
2. Setting up a list of tasks and veterinary acts veterinarians can perform;
3. By registering and granting a license to practise for all veterinarians, clear statistics and demography development can be monitored, study and effective policy can be drafted;
4. A CPD / credits system aiming at keeping up-to-date veterinarian knowledge can benefit the profession, the clients and the whole agri-food sector;

Further to these general considerations, FVE has the following 6-key step recommendations:

Step 1	Identify donors and the resources (financial, technical and personnel) to allocate for the setting up of a basic structure of a VSB
Step 2	Approve a National Law providing the mandate of the VSB defining the main scope and objectives
Step 3	Identify the veterinarians, and appoint Board members for a temporary period of time (e.g., 2 years)
Step 4	Board to set up and define a gross budgetary plan, identifying and recording inflows and outflows
Step 4	Board to appoint Executive Director and additional Secretariat staff, if deemed necessary, for a temporary period of time (e.g., 2 years)
Step 5	Secretariat officer to set up a register for subscribing veterinarians and VPPs along with an initial registration fee payment
Step 6	Convene the first General Assembly to formally ratify decisions taken (e.g. by-laws adoption, budget, Board and Secretariat composition)

Annexe I - Country Profiles

<u>Albania</u>	<u>Malta</u>
<u>Austria</u>	<u>Netherlands</u>
<u>Belgium</u>	<u>North Macedonia</u>
<u>Croatia</u>	<u>Norway</u>
<u>Czech Republic</u>	<u>Poland</u>
<u>Cyprus</u>	<u>Portugal</u>
<u>Denmark</u>	<u>Republic of Serbia</u>
<u>Estonia</u>	<u>Romania</u>
<u>France</u>	<u>Slovakia</u>
<u>Germany</u>	<u>Slovenia</u>
<u>Greece</u>	<u>Spain</u>
<u>Hungary</u>	<u>Sweden</u>
<u>Ireland</u>	<u>Switzerland</u>
<u>Italy</u>	<u>United Kingdom</u>
<u>Luxembourg</u>	<u>New Zealand</u>

Country	Albania
Name of Veterinary Statutory Body/ Competent Authority	Urdheri I Mjekut Veterinary Shqiptare/ Veterinary Chamber of Albania
Website	https://upmvsh.al/
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	Yes
What are its main tasks?	To maintain high standards in training, professional behaviour, and practising the profession of veterinary medicine, ensuring animal health and well-being and public health protection.
At what level is your VSB responsible for regulation?	National level

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	1. Veterinary medicine 2. Veterinary pharmacists 3. Veterinary technician 4. Reproduction technician
Is the Register of licensed veterinarians publicly available?	No, (accessible only for the Albanian Veterinary Chamber)
Documentation	
How long does the registration of a licensed veterinarian last?	5 years, after you have to renew
What documents do National veterinarians need to submit to register?	The veterinarian and the pharmacist, to become a member of the Order, present the following documents: 1. membership requests, where they promise to follow the Law, the Statute, and the Code of Ethics. professional 2. Biography, 3. Photocopy of the diploma, which certifies professional education, notarized. 4. Photocopy of the identity card 5. Two 3 x 4 cm photographs; 6. Certificates for various professional and scientific qualifications, if any, 7. Mandate - the collection that has poured into the account of the Order the fee determined by Decision of the National Order Council.
What documents do Non-National (EU) veterinarians need to submit to register?	1. membership request, where you promise to follow the Law, the Statute, and the Code of Ethics. professional 2. Biography, 3. Photocopy of the diploma, which certifies professional education, notarized.

	4. A notarized photocopy of the diploma, issued by the Ministry of Education and Sports, as well as basic knowledge of the Albanian language 5. Photocopy of the identity card 6. Two 3 x 4 cm photographs; 7. Certificates for various professional and scientific qualifications, if any, 8. Mandate - the collection that has poured into the account of the Order the fee determined by Decision of the National Order Council.
What documents do Third-country veterinarians need to submit to register?	-----
Does the registration allow you to practise with no limitations?	It depends on the experience
Code of conduct	
Does the VSB have a Code of Conduct?	Yes
Is the Code of Conduct established by a National Law?	Yes
Is the Code of Conduct aligned with the FVE one?	Yes
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	Yes The disciplinary commission with 6 members plus the Chairman of the Commission
Who can submit a complaint?	Everyone
List the disciplinary actions the Veterinary Statutory Body applies	1. written notice; 2. notice with warning; 3. fine from 5,000 - 50,000 lek; 4. revoke the right to exercise the profession for a period of up to 3 years;
Are disciplinary outcomes communicated publicly?	Yes
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	Yes, Albanian Veterinary legislation Law 10465 date 29.09.2011 (changed) FOR THE VETERINARY SERVICE OF THE REPUBLIC OF ALBANIA
Is there a list of tasks/competencies para-professionals can perform?	Yes
CPD & validation	
Does your VSB have requirements around CPD?	Yes
Does the VSB provide CPD themselves?	Yes
Does it recognize CPD from other providers?	Sometimes, it depends on the professional level of the CPD
Is CPD mandatory?	50 credits in 5 years (42 from training + 8h self-learning) Because we do give the license for 5 years
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	Yes

STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	Albanian Veterinary Order is the national-level organization of veterinary doctors, it represents the common interests of veterinarians and regulates the relations between them, as a function of public interest. 2. The bodies of the Order are: a) General Assembly; b) National Council; c) Disciplinary Commission; c) other commissions, according to this law.
Is the Board democratically elected by the members?	Yes
How long is the Board mandate?	3 year, max 2x
Is the Board composition publicly available?	Yes
Are the By-laws publicly available?	No
Does the VSB have a written decision-making procedure in place?	Yes
Are the Board decisions and meetings recorded and documented?	Yes

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	Internal finance office, external audit
Is there any yearly official activity report?	In line with the law, we inform the responsible minister and the responsible commission for agriculture of the Assembly of Albania about the issue of the Albanian Veterinary Order regularly, and by March 31 of the following year, we present an annual report on the exercise of the activities.
What budget lines make the VSB income?	- The financial resources of the Order are: 1. Membership fees, mandatory for each member, which are determined by the decision of the Council; 2. other fees, set for acts and documents issued by the Order, are determined by the decision of the National Council; 3. various donations, domestic and foreign, as well as other legal income; 4. will be other legal income, secured during the exercise of the activity of the Veterinary Order;
What budget lines make the VSB expenditures?	The financial resources of the Veterinary Order are used for: 1. salary and honorarium for the employees of the administration, the members of The National Council and those engaged in working groups, commissions, expertise, disciplinary processes, etc. 2. rewards for work evaluation, help in case of disaster for members 3. Executive Apparatus, etc.;; 4. organization of cultural-scientific-professional and qualification activities and activities (conferences, symposiums, sessions, seminars, trainings, etc.); 5. scientific and informative publications promoting the Veterinary Order; 6. investment and purchase of tools and work equipment; 7. participation in national and international activities, reception and transportation of foreign delegations; 8. contribution to social and health insurance of employees; 9. obligations with the state and third parties, etc.;; 10. operating expenses such as office, transport, communication, energy, per diem, photographic documentation, audio tapes and video tapes and others;
Does the VSB issue certificates of good standing/current professional status?	No

Country	Austria
Name of Veterinary Statutory Body/ Competent Authority	Austrian Veterinary Chamber (ÖTK)
Website	https://www.tieraerztekammer.at/oeffentlicher-bereich/die-kammer/oesterreichische-tieraerztekammer
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	<p>Yes. The legal basis for the establishment of the Austrian Veterinary Association can be found in the Austrian Federal Constitution, the Veterinarians Act and the Veterinary Chamber Act. The representation and organisation of the profession are realised in the form of self-government transferred from the state, characterised by democratically elected bodies.</p> <p>https://www.ris.bka.gv.at/GeltendeFassung.wxe?Abfrage=Bundesnormen&Gesetzesnummer=20007942</p>
What are its main tasks?	<p>The Austrian Chamber of Veterinarians has the following tasks, among others:</p> <ul style="list-style-type: none"> • Management of the list of veterinarians and admission to practice • Represent interests • Inform, advise and support members • Promote continuing education • Keep statistics <p>The ÖTK has to ensure the interaction of the organs of the self-governing body, which is supported by the business operations (the Chamber Office). The full-time employees of the chamber office support the self-administration and contribute non-veterinary expertise. They see themselves as service providers for all members, implement the decisions of the self-governing bodies and support the elected bodies and all veterinarians.</p> <p>The ÖTK is also required by the Veterinarians Act to represent the economic and social interests of all veterinarians. The organs therefore make not only sovereign but also entrepreneurial decisions.</p> <p>In addition to fulfilling legally assigned tasks, ÖTK is also a service provider for veterinarians. In this way, we enable free legal advice for members, extensive further training events, targeted support with questions about the practice of the profession and solid public relations work to strengthen the profession.</p>
At what level is your VSB responsible for regulation?	<p>By law, draft laws by federal bodies that affect interests that the Chamber of Veterinarians is responsible for must be submitted to the Chamber of Veterinarians for assessment before they are introduced to the legislative bodies, allowing a reasonable period. Likewise, draft ordinances on matters regulated by federal law referred to in paragraph 1 are to be submitted to the Chamber of Veterinarians for assessment before their issuance, unless public interests require their accelerated adoption. The Chamber of Veterinarians is to be informed by the competent Federal Ministry of all projects relating to legislation within the framework of the European Union, insofar as this affects interests that the Chamber of Veterinarians is responsible for. In particular, it must be allowed to comment on draft directives, regulations or</p>

	recommendations of the European Union within a reasonable period between veterinarians and animal owners.
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REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	All veterinarians with professional activity reside in Austria. Official veterinarians, border veterinarians and military veterinarians (§ 3 Para. 3 TÄG) are exempt from compulsory membership.
Is the Register of Licensed Veterinarians publicly available?	Yes. The Veterinarian's Register is a public list and anyone can consult the list during office hours. Every change in the list of veterinarians is announced by the Austrian Chamber of Veterinarians in the Official Journal (as part of the Vetjournal).
Documentation	
How long does the registration of a licensed veterinarian last?	Unlimited, their registration is retracted.
What documents do National veterinarians need to submit to register?	To practise the veterinary profession, proof of the general requirements and entry in the veterinarian list are required. General requirements within the meaning of paragraph 1 are: <ol style="list-style-type: none"> 1. Full legal capacity 2. Austrian citizenship or citizenship of one of the other contracting parties to the Agreement on the European Economic Area (EEA Agreement), 3. A diploma course in veterinary medicine completed at the University of Veterinary Medicine, Vienna, or a foreign degree recognized as a diploma course in veterinary medicine at the University of Veterinary Medicine, Vienna, or qualification listed in Annex V, Item 5.4.2 of Directive 2005/36/EC of September 7, 2005, on recognition of professional qualifications (OJ No. L 255 of 30 September 2005 p. 22) listed training certificate, which may be provided with the certificates mentioned there, 4. Sufficient knowledge of the official language (German)
What documents do Non-National (EU) veterinarians need to submit to register?	See above. In addition, for nationals of contracting parties to the EEA Agreement - written confirmation from a contracting party to the EEA Agreement that the person concerned is entitled to practise the veterinary profession on a self-employed basis in that state.
What documents do Third-country veterinarians need to submit to register?	Third-country nationals who are authorised to practise the veterinary profession in their home country or country of origin may practise the veterinary profession in Austria: <ol style="list-style-type: none"> 1. in the border area under intergovernmental agreements, subject to reciprocity; 2. as contract assistants at a domestic university following the legal provisions applicable to the employment of foreign workers.
Does the registration allow you to practise with no limitations?	Yes.
Code of conduct	
Does the VSB have a Code of Conduct?	Not in a separate document, but general rules, rights and professional duties are defined in the Veterinarians Act.
Is the Code of Conduct established by a National Law?	See the above, general rules, rights and professional duties defined in the Veterinarians Act.

Is the Code of Conduct aligned with the FVE one?	No.
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	<p>Combating veterinary quackery is one of the central tasks. Suspected cases of violation of the veterinary license to work (§ 12 TÄG) are repeatedly reported to the chamber. These are pursued in the form of a close-meshed and consistently applied legal procedure. In the vast majority of cases, this can prevent the person concerned from continuing to work and thus secure the veterinary profession.</p> <p>The members of the chamber are subject to the "Disciplinary Commission". This institution works independently (like a court) but it has (by law) to be administered and financed by the chamber.</p> <p>The chairperson of the respective Senate is always a person trained in law (usually from the responsible Federal Ministry), there is a prosecutor (also a law person) but veterinarians are members, elected by the chamber's delegates assembly.</p> <p>Senate 1 Responsibilities: All reports of violations related to the examination, treatment and vaccination of farm animals (excluding equidae). Violations of veterinary, (veterinary) drug, pharmacy and narcotics laws in connection with farm animals (except Equidae). Violations of food law regulations. Reporting offences according to the TÄG, (Veterinarians Act) including offences in cross-border activities, if it is exclusively about the exercise of veterinary activities in connection with livestock (except Equidae).</p> <p>Senate 2 Responsibilities: All reports of violations related to the examination, treatment and vaccination of pets, small animals and Equidae. Violations of veterinary, (veterinary) drug, pharmacy and narcotic law provisions in connection with pets and small animals as well as Equidae. Violations of the Radiation Protection Act and the associated regulations. All reporting offences according to the TÄG, including offences in cross-border activities, if Senate 1 is not responsible for them.</p>
Who can submit a complaint?	Animal owners, caretakers and fellow veterinarians, basically everyone. The Chamber is also responsible for settling disputes between veterinarians themselves and between veterinarians and animal owners. Relevant regulations can also be found in the arbitration rules of the Austrian Chamber of Veterinarians.
List the disciplinary actions the Veterinary Statutory Body applies	<p>Disciplinary penalties are:</p> <ol style="list-style-type: none"> 1. the written reprimand 2. fines of up to thirty times the chamber contribution for freelance members, 3. the limited or - in the case of § 53 paragraph 2 - unlimited ban on practising the veterinary profession. <p>In addition to a fine, the eligibility for election to the chamber can also be withdrawn temporarily or permanently.</p>
Are disciplinary outcomes communicated publicly?	No, but in the event of behaviour that is particularly damaging to the reputation of the veterinary profession, the disciplinary decision may result in the publication of this decision in the chamber's official gazette.
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	<p>The following activities may only be carried out by veterinarians, (reserved activities):</p> <ol style="list-style-type: none"> 1. examination and treatment of animals; 2. preventive measures of a medical nature against animal diseases; 3. surgical procedures on animals; 4. vaccination, injection, transfusion, infusion, instillation and bleeding of

	<p>animals;</p> <p>5. Prescribing and prescribing medicines for animals;</p> <p>6. ante-mortem and meat inspection;</p> <p>7. issuance of veterinary certificates and reports;</p> <p>8. artificial insemination of domestic animals.</p>
Is there a list of tasks/competencies para-professionals can perform?	No, but the legislation allows the participation of animal owners (farmers) in the treatment of their animals under the framework of the Animal Health Service ("Tiergesundheitsdienst"), always under the responsibility of the contracting veterinarian.
CPD & validation	
Does your VSB have requirements around CPD?	The postgraduate training of veterinarians is the responsibility of the members of the Austrian Chamber of Veterinarians. The law requires at least 20 hours of CPD p.a.
Does the VSB provide CPD themselves?	Yes. In principle, the chamber supports all types of professional training and also offers training events for veterinarians as part of the chamber's academy. In addition, the specialist veterinary profession is promoted by regularly holding specialist veterinary examinations and specialist veterinarian-specific advanced training events are recognised. Each chamber member has the option of having the further training courses they have completed archived by the chamber in the form of a "further training account".
Does it recognize CPD from other providers?	Yes, e.g. the German ATF.
Is CPD mandatory?	Yes.
Does your VSB have a system linking the CPD or credits to the license or revalidation of the licence?	Specialist veterinarians are obliged to acquire at least 10 specialist further education hours per year in addition to the general further training obligation. Compensation over 5 years is possible. If the required extent of further training is not proven within five years, the Specialist Veterinary Examination Commission has the right to withdraw the use of the specialist veterinary title through a decision.



STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	<p>According to § 14 TÄKamG (Federal Law Gazette I No. 86/2012), the bodies are:</p> <ol style="list-style-type: none"> 1. Assembly of Delegates 2. Board (President and four Vice Presidents) 3. President 4. Control Committee 5. State ("Bundesländer") presidents 6. Departmental committees 7. Board of Trustees <p>https://www.ris.bka.gv.at/Dokumente/Bundesnormen/NOR40141831/NOR40141831.html</p> <p>In addition, the chamber office has to perform the technical and administrative tasks necessary to fulfil the tasks of the chamber of veterinarians.</p> <p>The Chamber Office has in particular</p> <ol style="list-style-type: none"> 1. impartially carry out the decisions of the organs of the Veterinary Chamber, 2. prepare the opinions requested by the organs of the Chamber of Veterinarians, 3. to submit useful proposals to the organs of the Veterinary Association and 4. to provide information and advice to the members of the Chamber.
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Is the Board democratically elected by the members?	Yes.
How long is the Board mandate?	4 years
Is the Board composition publicly available?	Yes, on the website
Are the bylaws publicly available?	Yes. https://www.tieraerztekammer.at/fileadmin/BoerseUploads/user_upload/Geschaftsordnung_OETK_idgF_07.06.2022.pdf
Does the VSB have a written decision-making procedure in place?	Yes. See by-laws. https://www.tieraerztekammer.at/fileadmin/BoerseUploads/user_upload/Geschaftsordnung_OETK_idgF_07.06.2022.pdf The board of directors is present when at least three board members are present quorate; it makes its decisions with a simple majority of votes. The Chair does not have voting rights. If a vote results in a tie, that motion shall stand adopted, which the chairman joins. Resolutions can only be made on issues that were placed on the agenda. For topics that were not brought up on time, no decision can be made.
Are the Board decisions and meetings recorded and documented?	Yes. See by-laws. https://www.tieraerztekammer.at/fileadmin/BoerseUploads/user_upload/Geschaftsordnung_OETK_idgF_07.06.2022.pdf

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	Yes. Three internal auditors and their deputies are appointed for 4 years to form the control committee. To fulfil its obligations, the control committee can contact a suitable and authorised person (auditor). He can do this from the assembly of delegates also committed. If one auditor is appointed, this appointment applies for two years and can then be reappointed for a maximum of two further years. The President is invited and can attend the meetings. The chamber office director must be present as a person providing information at the quarterly meetings. Invitations of the control committee for the provision of information must be obeyed.
Is there any yearly official activity report?	No. Regular reports about the chamber's activities are to be found in the Chamber's monthly magazine (VetJournal) and numerous newsletters to the members.
What budget lines make the VSB income?	The costs of the veterinary association are covered by: 1. chamber charges; 2. the proceeds from the assets or economic institutions of the Chamber of Veterinarians - except welfare institutions; 3. other income such as fines, disciplinary sanctions, fees, grants and donations accruing to the Chamber of Veterinarians by its legal personality.
What budget lines make the VSB expenditures?	Annual budget around 2.500.000 €.
Does the VSB issue certificates of good standing/current professional status?	Yes

Country	Belgium
Name of Veterinary Competent Authority	Belgium Order of Veterinarians
Website	Dutch region: https://www.ordederdierenartsen.be/ French region: https://www.ordre-veterinaires.be/
Logo	<p>Dutch: </p> <p>French: </p>

LEGAL FRAMEWORK

Is the Veterinary Competent Authority established by National Law?	Yes, since 1950 (A list of all laws related to the establishment and tasks given to the Belgium Order can be seen here: https://www.ordederdierenartsen.be/wetgeving)
What are its main tasks?	To guard the credibility of the veterinary profession, ensuring the quality of veterinary medicine, setting the Code of conduct, disciplinary actions Advisory role to the government concerning legislation and rules related to veterinary medicine
At what level is the Belgian Veterinary Competent Authority responsible for regulation?	Every change in Belgian legislation concerning Veterinary Medicine should pass in the High Council for advice. It is up to the legislator to use this advice or not.

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the Veterinary Competent Authority mandatorily register?	<p>Every natural person who has a veterinary diploma and wishes to perform veterinary acts in Belgium has the legal obligation to register in the Veterinary Order</p> <p>Every company registered in Belgium, within its articles of association the goal of execution of Veterinary medicine, has the legal obligation to register and present its articles to the Council.</p> <p>(All shareholders, and directors must be registered veterinarians, on debate concerning European legislation)</p>
Is the Register of licensed veterinarians publicly available?	Every veterinarian that is registered can be found on the website of the regional councils for the veterinarians registered. (Name, location, order number) https://www.ordederdierenartsen.be/ledenlijst
Documentation	
How long does the registration of a licensed veterinarian last?	The registration lasts indefinitely as long as the annual membership fee is paid and CPD points are gathered Retirement or any changes in the veterinary activity must be informed to the regional council where membership is registered.

What documents do National veterinarians need to submit to register?	Proof of the Veterinary diploma and proof of a clean criminal record
What documents do Non-National (EU) veterinarians need to submit to register?	The Belgian order is not responsible for diploma recognition. This is done by the Belgium government. Recognition of a European Veterinary diploma is done by the Belgian government which issues a certificate that can be used for the registration in the Order together with proof of a clean criminal record For non-EU nationals, the diploma needs recognition by another government institution (NARIC-centre for the Flemish community and the French community)
What documents do Third-country veterinarians need to submit to register?	See above, diploma recognition is done on the government level, not the Order. Once the diploma is recognised, registration is the same as for nationals.
Does the registration allow you to practise with no limitations?	Yes, no limited registration exists (e.g., only food-producing animals). The Diploma on the EU level is considered polyvalent.
Code of conduct	
Has the Veterinary competent authority a Code of Conduct?	Yes NL: https://www.ordederdierenartsen.be/sites/default/files/public/Code2015.pdf FR: https://www.ordreveterinaires.be/TEXTES/code_2015.pdf
Is the Code of Conduct established by a National Law?	The main task of the Order is the draft of the code of conduct for Veterinary Medicine and the advisory role to the government.
Is the Code of Conduct aligned with the FVE one?	Partly
Disciplinary procedures	
Does your Veterinary competent authority have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	A complaint that has been duly received and provided with all requested information is presented to the next scheduled bureau meeting. The bureau of the regional council (president, vice-president, secretary, and magistrate) meets monthly. The bureau decides if the complaint can be accepted and if so, will appoint an investigator who will lead the examination of the complaint. Otherwise, the complainant will be notified that his complaint has been dismissed. The investigator always assisted by the magistrate, in turn, will ask the defendant's veterinarian to communicate his version of the facts in writing or through an interview. The veterinarian's written version or the report of the investigation interview will be submitted by the investigator to the Investigation College. This college decides, always in the presence of the magistrate, whether a complaint is dismissed or whether the veterinarian should be summoned to the Regional Council for further action. If the complaint is dismissed, the complainant and veterinarian will be informed immediately. This college can also give a paternal warning to the accused veterinarian besides the decision to subpoena or dismiss the case. In case the complaint is further pursued, this will not be notified until there is a final verdict by the regional council. The veterinarian can always appeal the Council's decision at the Mixed Council of Appeal. (Dutch or French)

Who can submit a complaint?	A private person, another veterinarian or an organisation can put forward a complaint (For example, in 2020 the Flemish region of the Order received 118 complaints, of which they pursued 48)
List the disciplinary actions the Veterinary Statutory Body applies	Warning, Reprimand, Suspension of the right to perform Veterinary medicine during a period that may not exceed 2 years, permanent deletion of the register. (in NL 2022, 4 paternal reprimands, 2 warnings, 3 reprimands, 1 temporary suspension and 1 permanent deletion of the register)
Are disciplinary outcomes communicated publicly?	The final decision in case of suspension or deletion of the register is communicated to: <ul style="list-style-type: none"> • The Attorney General at the Court of Appeal of the jurisdiction in which the veterinarian concerned resides, • The Federal Public Service and Federal Agencies involved, • The Chief Commissioner, the chief of the police zone where the person concerned practices or has his domicile, • the other Regional Council of the Bar Association <p>The complainant will also be informed if the complaint was pursued or dismissed. The total number of complaints plus actions taken are published annually anonymously.</p>
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	According to the Belgian law on the exercise of Veterinary Medicine, Veterinary acts consist of: <ol style="list-style-type: none"> 1° Examining the state of health of the animal to make a diagnosis and, where appropriate, issuing a certificate in this respect. 2° detecting diseases in animals. 3° making a diagnosis, which means looking for the causes of a disturbance of the anatomical structure or the physiological functions in the animal. 4° setting up and performing a treatment. 5° prescribing medicines for animals. 6° surgical and dental intervention in animals. 7° The antemortem and post-mortem examination of animals to determine their suitability for human consumption and to obtain information on the health status of the herds of origin. 8° autopsy of animals. 9° embryo transfer in animals. 10° animal euthanasia.
Is there a list of tasks/competencies paraprofessionals can perform?	A workgroup is working on this, under discussion: see https://www.ordederdierenartsen.be/system/files/Binder1.pdf At this moment no veterinary activities are legally allowed to paraprofessionals besides the control and care of normal anatomic and physiologic changes in animals including external interventions to prevent pathologic situations.
CPD & validation	
Does your Veterinary Competent Authority have requirements around CPD?	Yes, every veterinarian should get at least 60 CPD points from recognised CPD providers every 3 years.
Does the Veterinary Competent Authority provide CPD themselves?	No, the only control on the registration of the CPD points
Does it recognize CPD from other providers?	Yes, see the list of recognised CPD providers https://www.ordederdierenartsen.be/opleidingsverstrektersinformatie

	See also course offers on the website. https://www.ordederdierenartsen.be/cursusaanbod
Is CPD mandatory?	Yes, 60 points every 3 years
Does your Veterinary Competent Authority have a system linking the CPD or credits to the licence or revalidation of licence?	Yes, it is possible to refuse re-licensing if not enough CPD points are obtained.

STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the Veterinary Competent Authority?	<p>High Council:</p> <ul style="list-style-type: none"> - 1 veterinary councillor of every province of Belgium (5 Dutch and 5 French), - 1 professor of each Veterinary University (Ghent and Liege) - The president of the high council is a magistrate. - The magistrate of every regional council is also present in the High Council. - A regional council on the Dutch side and the French side - 9 veterinary councillors - 1 magistrate - Assistance of administrative personnel: - Dutch side: senior administrative manager and 2 office assistants) <p>https://www.ordederdierenartsen.be/samenstellingraden</p> <ul style="list-style-type: none"> - Mixed Council of Appeal on the Dutch and French side: - 3 magistrates and 3 veterinary councillors - Investigation College (Dutch and French) - 3 veterinary councillors and 1 magistrate
Is the Board democratically elected by the members?	Yes
How long is the Board mandate?	<p>6 years in total</p> <p>The regional council changes every 3 years after each election (4 councillors alternatively 5 councillors)</p> <p>The regional council elects at every new installation (every 3 years) the members of the High Council and the investigation council. If no province is presented between the members of the actual council, candidates of this province are elected to the list of successors.</p>
Is the Board composition publicly available?	Yes, https://www.ordederdierenartsen.be/samenstellingraden
Are the bylaws publicly available?	Yes - https://www.ordederdierenartsen.be/wetgeving
Does the Veterinary Competent authority have a written decision-making procedure in place?	<p>Yes</p> <p>https://www.ordederdierenartsen.be/sites/default/files/public/Procedure reglementGR2016.pdf</p> <p>https://www.ordederdierenartsen.be/sites/default/files/public/procedure reglementHR2017.pdf</p>
Are the Board decisions and meetings recorded and documented?	A written report of every Council, Bureau, Daily gesture meeting, and disciplinary meeting is made and approved by all councillors after each meeting. Some decisions are made public via newsletters

FEES AND FINANCIAL RESOURCES

<p>Does the Veterinary Competent authority have any financial (internal/external) auditing system in place?</p>	<p>Yes, internal and external audit systems. Overall:</p> <ul style="list-style-type: none"> - Control of invoices by the senior administrative manager, approval within well-defined limits. - Payment of invoices by the secretary. - Double-entry bookkeeping by an independent and professional accounting firm. The resulting reporting, with reporting of the balance sheet and income statement, complies with Belgian legal (GAAP) standards. - The accounts are audited annually by 2 councillors and their report is submitted to the Council. - The accounts are also audited annually by 2 councillors of the High Council and their report is submitted to the High Council.
<p>Is there any yearly official activity report?</p>	<p>Yes, distributed in the newsletter</p>
<p>What budget lines make the Veterinary Competent Authority income?</p>	<p>The order is financed mostly by membership fees (EG yearly budget NL order is around 800.000€, membership per vet is 200€ yearly, in 2023 Dutch regional council had 3901 members)</p>
<p>What budget lines make the Veterinary Competent authority expenditures?</p>	<p>Staff & payment experts, office costs, software, etc</p>
<p>Does the Veterinary Competent authority issue certificates of good standing/current professional status?</p>	<p>Yes, on-demand the Veterinary Competent authority certifies registration within the Order. The actual status of a veterinary professional can easily be checked on the members list which consists only of active veterinary professionals without any disciplinary restriction. https://www.ordederdierenartsen.be/ledenlijst</p>

Country	Croatia
Name of Veterinary Statutory Body/ Competent Authority	Croatian Veterinary Chamber
Website	https://hvk.hr/
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	<p>Established in 1992.</p> <p>Yes, based on the Law on Veterinary Medicine: Official Gazette Nos. 82/2013,148/2013 i 115/2018, 52/2021 and 83/2022) -- Articles 127, 128 and 129</p> <p>This law gives the mandate to an independent association of veterinarians and veterinary technicians whose basic task is to regulate the veterinary profession, promote veterinary medicine, and represent interests in the field of veterinary medicine. It has the status of a legal entity - registered under the Law on Associations.</p> <p>Activities, management bodies, organization and way of working of the chamber are determined by the Statute, which is adopted by the competent body of the Chamber (Assembly) with the prior consent of the Minister responsible for veterinary medicine.</p>
What are its main tasks?	<ul style="list-style-type: none"> - Regulation of the veterinary profession, promotion and representation of interests in the field of veterinary medicine - Maintaining the register of members - Taking care of compliance with the rules of the code of veterinary ethics, and the code of good veterinary practice and taking appropriate measures in case of their violation - Providing opinions for the establishment and termination of activities of veterinary organisations and private practices - Issuance, extension and revocation of licences - Providing opinions and proposals in the process of adopting regulations that regulate issues, conditions and methods of performing veterinary activities, as well as other general acts that prescribe the obligations of veterinarians in the system of implementing veterinary activities - Adoption of the nomenclature of veterinary services and in cooperation with the chambers representing the interests of veterinary organisations and subjects in the food and animal feed business, determination of criteria for the prices of veterinary services if they are not financed from the state budget and are not implemented as part of mandatory measures prescribed by the Ministry - Organising and conducting, with the Faculty of Veterinary Medicine, the Croatian Veterinary Institute and the Administration, the mandatory professional training of veterinarians, as well as the care of the professional training and development of veterinary workers and the representation of their

	<p>interests</p> <ul style="list-style-type: none"> - Determining and monitoring the way of promotion of veterinary organizations and veterinary practice, supervision of the professional work of veterinarians and control of the quality management system - Organising scientific and professional meetings - Other jobs determined by the statute
At what level is your VSB responsible for regulation?	National, with 6 branch offices

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	Mandatory for all veterinarians and veterinary technicians who perform veterinary activities in the territory of the Republic of Croatia. These also include VMDs employed with the Veterinary Medicine Faculty of the University of Zagreb and the Croatian Veterinary Institute
Is the Register of Licensed Veterinarians publicly available?	Yes, https://hvk.hr/baza-podataka/ (1777 members latest update)
Documentation	
How long does the registration of a licensed veterinarian last?	5 years, re-issuing is based on having performed CPD (30 points in 5 years)
What documents do National veterinarians need to submit to register?	Diploma of the Faculty of Veterinary Medicine or a document of recognition of professional VMD qualification gained abroad, certificate of citizenship, certificate of lawful employment status. Electronic application form available
What documents do Non-National (EU) veterinarians need to submit to register?	The competent authority for the recognition of foreign professional qualifications for doctors of veterinary medicine in Croatia is the Ministry of Agriculture. After recognition of the degree, the veterinarian needs to register with the chamber to be able to practice veterinary medicine in Croatia.
What documents do Third-country veterinarians need to submit to register?	See above
Does the registration allow you to practise with no limitations?	Yes, no limitations
Code of conduct	
Does the VSB have a Code of Conduct?	Yes, a Code of Veterinary Ethics: https://hvk.hr/cms/wp-content/uploads/2023/03/WEB-kodeks-veterinarske-etike.pdf and Code of Good Veterinary Practice:

	https://hvk.hr/cms/wp-content/uploads/2023/03/kodeks-dobre-veterinarske-prakse.pdf
Is the Code of Conduct established by a National Law?	Yes, national law gives the chamber the mandate to develop these codes
Is the Code of Conduct aligned with the FVE one?	Yes
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	<p>The CVC has in place a system for disciplinary proceedings against its members failing to comply with good veterinary practice regulations in performing their veterinary activities and/or breaching the rules of conduct established by the Veterinary Code of Ethics and Code of Good Veterinary Practice.</p> <p>Performance of disciplinary proceedings is governed by the Regulation on the Court of Honour and Disciplinary Proceedings, adopted by the CVC General Assembly. The disciplinary proceedings shall be instituted by the President of the CVC or his/her authorised representative.</p> <p>The disciplinary proceedings shall be conducted by the CVC Court of Honour composed of 5 members appointed by the members of the CVC General Assembly the highest CVC governing body. The Court of Honour is structured as a two-instance body, the Court of Honour and the High Court of Honour - both Courts are composed of 5 members. The rules are agreed in https://hvk.hr/cms/wp-content/uploads/2023/03/pravilnik-o-casnom-sudu-i-stegovnom-postupku.pdf</p>
Who can submit a complaint?	
List the disciplinary actions the Veterinary Statutory Body applies	<p>Warning, warning with fine, reprimand, reprimand with fine, temporary suspension or permanent withdrawal of license.</p> <p>The suspension of license for a period of up to 6 months shall be pronounced in the event of repeated minor non-compliance in performing the veterinary practice. Suspension of licence for a period from six months to one year shall be pronounced in the event of serious non-compliance in performing the veterinary practice. Suspension of license for a period exceeding one year shall be pronounced if a CVC member has been prohibited from performing the veterinary practice for a period exceeding one year, by a binding decision of a court or another competent authority.</p>
Are disciplinary outcomes communicated publicly?	Yes - a summary of the decisions is published in the Croatian Veterinary Journal - the official journal of the CVC - issued 4 times a year.
List of competencies (tasks)	
Is there a list of tasks/competencies	Yes, this is defined in the Veterinary Act

veterinarians can perform?	
Is there a list of tasks/competencies para-professionals can perform?	No
CPD & validation	
Does your VSB have requirements around CPD?	Yes, vets require 30 credits every 5 years for the renewal of the license. The VSB has a specific committee for professional training https://hvk.hr/cms/wp-content/uploads/2023/03/pravilnik-o-strucnom-usavrsavanju-doktora-veterinarske-medicine.pdf
Does the VSB provide CPD themselves?	Yes, in collaboration with the Faculty of Veterinary Medicine, the Croatian Veterinary Institute and the Administration https://hvk.hr/tema/strucno-usavrsavanje/
Does it recognize CPD from other providers?	Yes
Is CPD mandatory?	Yes, 30 credits every 5 years https://hvk.hr/cms/wp-content/uploads/2023/03/pravilnik-o-strucnomusavrsavanju-prilog01.pdf
Does your VSB have a system linking the CPD or credits to the licence or revalidation of the licence?	Yes

STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	The CVC structure, bodies and their respective responsibilities are defined in the CVC Statute - adopted by the General Assembly as the highest governing body. The Statute shall be approved by the Minister in charge of veterinary practice before its adoption. Board of directors, Assembly, many committees, electives regional branches
Is the Board democratically elected by the members?	Yes
How long is the Board mandate?	4 years
Is the Board composition publicly available?	Yes, https://hvk.hr/ustroj/
Are the bylaws publicly available?	Yes, https://hvk.hr/opci-akti/

Does the VSB have a written decision-making procedure in place?	Yes
Are the Board decisions and meetings recorded and documented?	Yes

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	Yes, they also have an economic committee. Internal audit is performed by the Supervisory Board - a CVC body. The external audit shall be performed occasionally as decided by the CVC competent bodies.
Is there any yearly official activity report?	Yes, the financial report is here: https://hvk.hr/financijski-planovi-i-izvjestaji/ and workplan here: https://hvk.hr/plan-rada-i-izvjesce-o-radu/
What budget lines make the VSB income?	Membership, applications, etc See Financial Statements at https://hvk.hr/financijski-planovi-i-izvjestaji/
What budget lines make the VSB expenditures?	Staff, admin, travel, etc: see https://hvk.hr/financijski-planovi-i-izvjestaji/
Does the VSB issue certificates of good standing/current professional status?	Yes, CVC issues license cards.

Country	Cyprus
Name of Veterinary Statutory Body/ Competent Authority	Cyprus Veterinary Council
Website	https://www.moa.gov.cy/moa/vs/vs.nsf/All/9AE5B26F0C423139C2257A9C0024E431?OpenDocument
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	The Veterinary Council operates under the auspices of the Ministry of Agriculture, Rural Development and Environment.
What are its main tasks?	The Veterinary Council of Cyprus is an independent body that deals with Veterinarian registration issues, and disciplinary issues concerning professionals in the sector and ensures compliance with the provisions of the Laws related to the Veterinary Profession.
At what level is your VSB responsible for regulation?	National

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	All kinds of veterinarians
Is the Register of Licensed Veterinarians publicly available?	Yes, on the Official Journal every year
Documentation	
How long does the registration of a licensed veterinarian last?	Life long
What documents do National veterinarians need to submit to register?	Recognized degree, diploma, title or certificate in Veterinary Medicine Criminal record certificate Certificate of very good knowledge of the Greek language and in the case of nationals of other member states, the Veterinary Council asks the applicants to attend a personal interview before registration, to establish the level of knowledge of the Greek language and especially of veterinary terminology

	Certificate of permanent residence in Cyprus in the case of a national of another MS
What documents do Non-National (EU) veterinarians need to submit to register?	See above
What documents do Third-country veterinarians need to submit to register?	See above
Does the registration allow you to practise with no limitations?	Yes
Code of conduct	
Does the VSB have a Code of Conduct?	Yes.
Is the Code of Conduct established by a National Law?	Yes. http://www.cylaw.org/nomoi/enop/non-ind/1990_1_169/division-dd2d95c1c8-f0e7-40bf-a66e-012aae22c18a.html
Is the Code of Conduct aligned with the FVE one?	No
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	Yes. The Cyprus Veterinary Council is the responsible organ. http://www.cylaw.org/nomoi/enop/non-ind/1990_1_169/division-dd2d95c1c8-f0e7-40bf-a66e-012aae22c18a.html
Who can submit a complaint?	A complaint against a registered veterinarian may be filed by the Public Prosecutor of the Republic, the Minister, the Court of the Republic or even a private individual. In the case of a complaint filed by a private individual, the Veterinary Council takes charge of the complaint as long as the complaint seems at first to constitute a disciplinary offence under the provisions of law
List the disciplinary actions the Veterinary Statutory Body applies	Oral or written warning Fine Temporary suspension from practice Temporary or permanent deletion from the register Payment of the disciplinary procedure expenses
Are disciplinary outcomes communicated publicly?	Removal from the public register in case of permanent or temporary suspension
List of competencies (tasks)	
Is there a list of tasks/competencies	Yes http://www.cylaw.org/nomoi/enop/ind/1990_1_169/section-sccc047d23-bca0-4187-b4e2-d0d182b25618.html

veterinarians can perform?	
Is there a list of tasks/competencies para-professionals can perform?	No
CPD & validation	
Does your VSB have requirements around CPD?	No
Does the VSB provide CPD themselves?	No
Does it recognize CPD from other providers?	No
Is CPD mandatory?	No
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	No

STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	<p>The "Veterinary Council of Cyprus" has seven members and is made up of the President and six other members, who are appointed by the Ministerial Council. The appointment and the votes of the members of the Council are published in the Official Journal of Cyprus. More precisely, three of the members of the Council are nominated by the Ministerial Council. For these members, a private registered veterinarian is necessarily appointed. Four of the members of the Council are nominated and elected by a General Assembly of registered veterinarians, which is convened for this purpose by the Director of Veterinary Services. Two of the elected members are necessarily veterinary state officers and two private registered veterinarians. The votes of the elected members are submitted to the Ministerial Council for appointment.</p> <p>The President of the Council is elected by secret ballot, from the appointed members</p>
Is the Board democratically elected by the members?	Yes
How long is the Board mandate?	2 yrs
Is the Board composition publicly available?	Yes

Are the bylaws publicly available?	Yes
Does the VSB have a written decision-making procedure in place?	Yes http://www.cylaw.org/nomoi/enop/ind/1990_1_169/section-sce857b628-f273-4f42-b30c-750cfbef1864.html
Are the Board decisions and meetings recorded and documented?	Yes

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	It is part of the ministry. No separate budget exists
Is there any yearly official activity report?	The publication of the veterinarians' register
What budget lines make the VSB income?	There are no fees. The veterinarians pay only a small fee at the submission of the dossier requesting the registration and the licence to practise
What budget lines make the VSB expenditures?	-
Does the VSB issue certificates of good standing/current professional status?	N/A The registry of active veterinarians in public

Country	Czech Republic
Name of Veterinary Statutory Body/ Competent Authority	Komora veterinárních lékařů České Republiky/The Chamber of Veterinary Surgeons of the Czech Republic
Website	https://vetkom.cz/
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	Yes, by Act 391/91 Sb.O komoře veterinárních lékařů
At what level is your VSB responsible for regulation?	National, with county societies. General Assembly (G) rules everything once a year, The Board, responsible to GA, rules during the year, and has 12 members incl. the president and vice president

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	Every veterinarian practising veterinary treatment and prevention 2023: 4449 members, of which 3874 active and 575 inactive (e.g. maternity leave) Registration for all practising veterinarians is obligatory. University teachers have an exception, they do not need to be a member and are allowed to do clinical praxis with students. Voluntary for official veterinarians.
Is the Register of Licensed Veterinarians publicly available?	Yes, https://vetkom.cz/veterinari
Documentation	
How long does the registration of a licensed veterinarian last?	Lifelong - depending on payment annual fee, disciplinary actions, etc
What documents do National veterinarians need to submit to register?	Proof of graduation Veterinary University in the Czech Republic (or approved EU) Extract criminal record (proof never had a prison sentence for a criminal offence related to the performance of veterinary activities) Proof had a minimum of six months of practical training in the undergraduate or postgraduate period during the last 5 years in the Czech Republic or outside the Czech Republic

	Application form for issuance of a certificate and registration in the list of Chamber members
What documents do Non-National (EU) veterinarians need to submit to register?	Proof of graduation Veterinary University in another state or a school whose graduation is recognized in the Czech Republic as adequate for performing veterinary practice Rest see above
What documents do Third-country veterinarians need to submit to register?	Proof of graduation Veterinary University in another state or a school whose graduation is recognized in the Czech Republic as adequate for performing veterinary practice Rest see above
Does the registration allow you to practise with no limitations?	Yes
Code of conduct	
Does the VSB have a Code of Conduct?	Yes, https://vetkom.cz/getFile/case:show/id:507841/2023-06-08%2022:32:03.000000
Is the Code of Conduct established by a National Law?	Indirectly, national law allows the CZ Chamber to set a Code of Conduct
Is the Code of Conduct aligned with the FVE one?	Partly. Most of. Regularly updated.
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	Yes, all details can be found here: https://vetkom.cz/getFile/case:show/id:507839/2023-06-08%2022:31:15.000000 They have a Review committee, an Honorary Council and an Appeal Board. The Review Committee, Honorary Council and Appeal Board are composed of elected members of the Chamber. No lawyers or other representatives.
List the disciplinary actions the Veterinary Statutory Body applies	Warning, fine, temporary or permanent suspension
Who can submit a complaint?	Mostly animal owners, some complaints from veterinarians, NGO's, etc
List of competencies (tasks)	
Is there a list of tasks/competencies	Yes, the 'veterinary acts' are defined by law

veterinarians can perform?	
Is there a list of tasks/competencies para-professionals can perform?	No
CPD & validation	
Does the SB organise CPD?	Yes
Does it recognize CPD from other providers?	Yes
Is CPD mandatory?	Yes, members need at least 200 CPD points per year (a lesson is about 3-10 points)
Does your VSB have a system linking the CPD or credits to the licence or revalidation of the licence?	No
Delegation of tasks	
Does your VSB define what tasks registered vets can perform? Is there any list?	See the above, law regarding veterinary acts
Does your VSB define what tasks vet para-professionals can perform?	No

STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	Board of 16 members, General Assembly (around 150-200 veterinarians join), working groups as commissions (e.g. legislative, educational, etc) They also have an audit committee of 7 members, who control the Board of Directors and look at disciplinary proceedings, resolve complaints, etc.
Is the Board democratically elected by the members?	Yes
How long is the Board mandate?	2 years (re-election is possible)
Is the Board composition publicly available?	Yes

Are the bylaws publicly available?	Yes
Does the VSB have a written decision-making procedure in place?	Yes
Are the Board decisions and meetings recorded and documented?	Yes

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	Yes, the annual budget and auditing system are in place. Details are publicly available at https://vetkom.cz/getFile/case:show/id:507840/2023-06-08%2022:31:46.000000
Is there any yearly official activity report?	There are commission reports approved by GA yearly (Financial, educational, abroad affairs, medical, legislation committee, plus presidential report)
What budget lines make the VSB income?	a) registration fees and membership fees, (normal membership is around 160€ per year, plus obligatory insurance minimum of about 100 €). The total budget is about 1 million €. <ul style="list-style-type: none"> b) gifts and subsidies, c) revenues from fines that accrue to the social fund, d) compensation for the costs of disciplinary proceedings, e) other income (educational events, sale and registration of pet passes, printing pet passports).
What budget lines make the VSB expenditures?	a) expenses for the operation of the Chamber, <ul style="list-style-type: none"> b) Staff costs for 3 permanent Chamber employees, c) expenses for the activities of Chamber bodies, d) compensation for the loss of time associated with the performance of functions in the bodies of the Chamber, e) travel allowances and any other out-of-pocket expenses connected with the performance of functions in the bodies of the Chamber, f) contributions from the social fund and any other funds, g) expenses for the provision of educational events organized by the Chamber, h) expenses for the publication activity of the Chamber, i) other expenses.
Does the VSB issue certificates of good standing/current professional status?	Yes

Country	Denmark
Name of Veterinary Statutory Body/ Competent Authority	Denmark does not have an independent statutory body. Registration is done by the Danish Veterinary, Food , Agriculture and Fisheries Agency
Website	https://en.foedevarestyrelsen.dk/
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	No, Denmark does not have an independent statutory body. Part of the statutory body tasks are done by the Danish Food and Veterinary Administration https://foedevarestyrelsen.dk/
What are its main tasks?	Registration of veterinarians is done by the Danish Veterinary and Food Administration.
At what level is your VSB responsible for regulation?	N/A

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	Veterinarians, veterinary paraprofessionals (nurses, technicians)
Is the Register of Licensed Veterinarians publicly available?	Yes to all Danish and European citizens (with a digital signature) on https://vetstat.fvst.dk/vetstat/
Documentation	
How long does the registration of a licensed veterinarian last?	In principle unlimited.
What documents do National veterinarians need to submit to register?	Submit to The Danish Veterinary, Food, Agriculture and Fisheries Agency a copy of the diploma, and a statement regarding the last date for censorship from the examination administration, you must take the veterinary Oath. More details: https://en.foedevarestyrelsen.dk/animals/animal-health-/veterinary-authorisations/authorisation-to-work-as-a-veterinarian-in-denmark

What documents do Non-National (EU) veterinarians need to submit to register?	Submit to The Danish Veterinary, Food, Agriculture and Fisheries Agency a Proof of identity and nationality (copy of your valid EU identity card or passport), your diploma (copy of your diploma in the original language), letter of good standing (issued from the competent authority in the country where you have obtained your diploma and max 3 months old), the veterinary oath, your CPR Number (only if you live in Denmark. You can find the number on your Health insurance card) https://en.foedevarestyrelsen.dk/animals/animal-health-/veterinary-authorisations/authorisation-to-work-as-a-veterinarian-in-denmark
What documents do Third-country veterinarians need to submit to register?	Submit to The Danish Veterinary, Food, Agriculture and Fisheries Agency a Proof of name, date of birth and nationality (preferably a copy of passport), Contact information, Diploma/certificate, Subjects passed (Transcript, marks sheet or similar list), CV, Curriculum, syllabus/course description for all periods of your study program, admission requirements, literature and exams description, documentation for work experience as a veterinarian (dedicated form), Certificate of Good Professional Standing and Veterinary Oath signed. https://en.foedevarestyrelsen.dk/animals/animal-health-/veterinary-authorisations/authorisation-to-work-as-a-veterinarian-in-denmark
Does the registration allow you to practise with no limitations?	The law says that the ministry's authorization may set restrictions on the person concerning the practice of veterinary medicine. This is very seldom used in practice.
Code of conduct	
Does the VSB have a Code of Conduct?	No, only a Veterinary Oath: https://en.foedevarestyrelsen.dk/Media/638197537281492495/Veterinary%20oath.pdf
Is the Code of Conduct established by a National Law?	N/A
Is the Code of Conduct aligned with the FVE one?	N/A
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place?	According to national law, the authorities (the minister for the Danish Veterinary and Food Administration) or the individual veterinarian can waive the authorization for one or more of those areas defined by law. The limited authorization may be limited to the prescription of euphoric drugs or a specified group of such drugs. can fully or partly

Who sits on the Disciplinary Committee?	N/a
Who can submit a complaint?	Everyone can request an investigation of a case/person to the ministry
List the disciplinary actions the Veterinary Statutory Body applies	N/A
Are disciplinary outcomes communicated publicly?	Yes, or can always be disclosed if a citizen requests access to the public document
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	Yes, in the Veterinary Act law §2 (LBK no 1523 of 26/10/2020) https://www.retsinformation.dk/eli/lta/2020/1523
Is there a list of tasks/competencies para-professionals can perform?	The Danish Veterinary, Food, Agriculture and Fisheries Agency has an authorisation system for veterinary nurses
CPD & validation	
Does your VSB have requirements around CPD?	CPD is voluntary
Does the VSB provide CPD themselves?	No, CPD is provided by others such as the Danish Veterinary Association, the Copenhagen Faculty, etc.
Does it recognize CPD from other providers?	N/A
Is CPD mandatory?	No
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	No

STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	N/A
Is the Board democratically elected by the members?	N/A
How long is the Board mandate?	N/A

Is the Board composition publicly available?	N/A
Are the bylaws publicly available?	N/A
Does the VSB have a written decision-making procedure in place?	N/A
Are the Board decisions and meetings recorded and documented?	N/A

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	N/A
Is there any yearly official activity report?	N/A
What budget lines make the VSB income?	N/A
What budget lines make the VSB expenditures?	N/A
Does the VSB issue certificates of good standing/current professional status?	N/A – No, not as a standard, perhaps it can be requested if a certain purpose is documented. You have your approval of authorisation letter, which shows you are a vet living up to standards

Country	Estonia
Name of Veterinary Statutory Body/ Competent Authority	Republic of Estonia Agriculture and Food Board (CA)
Website	https://pta.agri.ee/
Logo	 PÕLLUMAJANDUS- JA TOIDUAMET 

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	We have no statutory body as such in Estonia. Statutory basic elements are delegated by National Law (as minor responsibilities) to the Agriculture and Food Board (Former Veterinary and Food Board)
What are its main tasks?	Register of veterinarians
At what level is your VSB responsible for regulation?	National

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	Veterinary practitioners
Is the Register of Licensed Veterinarians publicly available?	Yes. The purpose of the register of veterinarians is to ensure: 1) that the consumer is provided with information on veterinarians holding the right to provide the veterinary service;" https://www.riigiteataja.ee/en/eli/508072022001/consolide
Documentation	
How long does the registration of a licensed veterinarian last?	5 years for an authorised veterinarian https://www.riigiteataja.ee/en/eli/513012015010/consolide
What documents do National veterinarians need to submit to register?	a) an application b) a curriculum vitae and an overview of the professional work experience; c) a copy of the document certifying the qualifications in veterinary medicine; d) copies of the documents certifying professional development (CPD).

What documents do Non-National (EU) veterinarians need to submit to register?	CV and an overview of the professional work experience, including contact data, a copy of the document certifying the qualifications in veterinary medicine, and a copy of the document certifying professional development (need not be submitted if applying within five years as from acquiring the qualifications of a veterinarian).
What documents do Third-country veterinarians need to submit to register?	As mentioned above the veterinary training curriculum of the educational institution that issued the document certifying the qualifications in veterinary medicine
Does the registration allow you to practise with no limitations?	Yes
Code of conduct	
Does the VSB have a Code of Conduct?	The Estonian Veterinary Association has produced a Code of contact
Is the Code of Conduct established by a National Law?	No
Is the Code of Conduct aligned with the FVE one?	Yes
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	Disciplinary procedure is in place and supervised by the Agriculture and Food Board (former Veterinary and Food Board). Focus on the quality of provided veterinary clinical services. Specific expertise is requested from the University.
Who can submit a complaint?	Animal owners, veterinarians, and everyone in general who complains because of provided veterinary services
List the disciplinary actions the Veterinary Statutory Body applies	Warning, Fine, Temp suspension, Perm suspension
Are disciplinary outcomes communicated publicly?	No
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	To a certain level - https://pta.agri.ee/en/animals/treatment-animals

Is there a list of tasks/competencies para-professionals can perform?	No They can't provide services independently and without the supervision of a veterinarian
CPD & validation	
Does your VSB have requirements around CPD?	Yes
Does the VSB provide CPD themselves?	No
Does it recognize CPD from other providers?	University and Veterinary Association
Is CPD mandatory?	Yes
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	No

STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	NA
Is the Board democratically elected by the members?	NA
How long is the Board mandate?	NA
Is the Board composition publicly available?	NA
Are the bylaws publicly available?	NA
Does the VSB have a written decision-making procedure in place?	NA
Are the Board decisions and meetings recorded and documented?	NA

FEEES AND FINANCIAL RESOURCES

Does the VSB have any financial	NA
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(internal/external) auditing system in place?	
Is there any yearly official activity report?	NA
What budget lines make the VSB income?	NA
What budget lines make the VSB expenditures?	NA
Does the VSB issue certificates of good standing/current professional status?	NA

Country	France
Name of Veterinary Statutory Body/ Competent Authority	Ordre National des Vétérinaires
Website	https://www.veterinaire.fr/
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	Yes. The Veterinary Order must group all practising veterinarians and veterinary doctors who fulfil the conditions provided for in article L. 241-1 of Code Rural et de la pêche maritime (“rural and maritime fishing Code”) https://www.legifrance.gouv.fr/codes/article_lc/LEGIARTI000045405553
What are its main tasks?	The Veterinary Order ensures the guarantee of the service provided by vets to the public and ensures respect for the principles of independence, morality and observance of ethical rules, such as professional secrecy, and maintenance of the skills essential to the exercise of the veterinary profession. https://www.legifrance.gouv.fr/codes/article_lc/LEGIARTI000045405553
At what level is your VSB responsible for regulation?	French Council does not create laws but it can propose texts to the government and is consulted on all texts concerning the vet profession

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	-veterinary surgeons practising medicine and surgery -veterinarians with pharmaceutical responsibilities in companies -veterinary practice companies https://www.legifrance.gouv.fr/codes/article_lc/LEGIARTI000045405553
Is the Register of Licensed Veterinarians publicly available?	Yes, https://extranet.veterinaire.fr/annuaires/tableau-de-lordre
Documentation	

How long does the registration of a licensed veterinarian last?	The registration of a licensed veterinarian with the French Ordre des Vétérinaires (Veterinary Council) is with no term limit until the vet asks for his radiation. And vets must pay yearly fees to the Council (389 euros for 2026 fees).
What documents do National veterinarians need to submit to register?	French vets must provide: <ul style="list-style-type: none"> • Eligible photocopy of passport or national identity card • Veterinary diploma (diploma recognized by the Rural and Maritime Fishing Code, i.e. from FR or EU or EEA or Switzerland) • Prove knowledge of French language • Extract criminal record dating from less than 3 months https://www.veterinaire.fr/je-suis-veterinaire/les-conditions-dexercice-en-france/avec-un-diplome-francais-ou-de-lunion-europeenne
What documents do Non-National (EU) veterinarians need to submit to register?	EU, EEA, and Swiss vets must provide the same documents as French vets. For EU, EEA, and Swiss vet who has a vet diploma obtained in a third country, he needs to apply to the yearly knowledge control in the Vet School of Nantes. If he succeeds, the French Ministry of Agriculture allows him to practice in France. https://www.veterinaire.fr/je-suis-veterinaire/les-conditions-dexercice-en-france/avec-un-diplome-francais-ou-de-lunion-europeenne
What documents do Third-country veterinarians need to submit to register?	Vets with a third-country nationality can't register in France. They can practise medicine and surgery only when working for the French Administration (including national vet schools) as they do not need to be registered in this situation. https://www.veterinaire.fr/je-suis-veterinaire/les-conditions-dexercice-en-france/avec-un-diplome-obtenu-hors-de-lunion-europeenne-pays-tiers
Does the registration allow you to practise with no limitations?	Yes, practice with no limitations
Code of conduct	
Does the VSB have a Code of Conduct?	Yes - https://www.veterinaire.fr/system/files/files/2021-11/1890_CODE_DEONTO-07-04-BD.pdf
Is the Code of Conduct established by a National Law?	Yes, it is a decree by the Conseil d'Etat ("State Council") https://www.legifrance.gouv.fr/codes/article_lc/LEGIARTI000044365124
Is the Code of Conduct aligned with the FVE one?	Partly
Disciplinary procedures	

Does your VSB have a disciplinary procedure in place?	Yes
Who sits on the disciplinary Committee?	Disciplinary committees are chaired by a professional judge from Appeal Court (regional level) or Cassation Court (national level) and composed of 4 assessors who are members of the relevant Veterinary Council (regional or national)
Who can submit a complaint?	Animal owners, Veterinarians, President of a Vet Council, Administration, anyone who has a direct interest to do so https://www.veterinaire.fr/je-suis-propretaire-danimaux/fiches-pratiques/jai-un-differend-avec-un-veterinaire
List the disciplinary actions the Veterinary Statutory Body applies	Warning, Reprimand, Suspension from Practice and Radiation https://www.veterinaire.fr/system/files/files/2022-07/2021-RA-CH-2021-BD.pdf
Are disciplinary outcomes communicated publicly?	Yes, the summary of the actions on regional and national levels (appeal) is yearly published, e.g. Disciplinary annual report : https://www.veterinaire.fr/communications/rapport-s-annuels/rapports-annuels-des-chambres-de-discipline
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	Yes, Article L 243-1 of the Rural and Maritime Fishing Code lists veterinarian acts that can be done only by vets : "animal medicine": any act intended to determine the physiological state of an animal or group of animals or its state of health, to diagnose a disease, including behavioural, injury, pain or malformation, to prevent or treat them, to prescribe medication or to administer it parenterally ; "animal surgery": any act affecting the physical integrity of an animal for therapeutic or zootechnical purposes. See here: https://www.veterinaire.fr/la-profession-veterinaire/la-reglementation-professionnelle/index-juridique/la-profession-veterinaire/activites-reservees
Is there a list of tasks/competencies para-professionals can perform?	Yes, Article L 243-3 of the Rural and maritime fishing Code lists categories of persons who can perform veterinary acts with limits: Farriers for equine foot trimming and diseases, and bovine trimmers as part of normal foot trimming operations; civil servants and qualified, permanent or contractual agents; directors of laboratories approved under the conditions laid down in

	<p>articles L. 202-1 to L. 202-5; Technicians working on avian and porcine species, with appropriate skills ; Technicians with appropriate skills involved in activities of a strictly zootechnical nature; Civil servants and contractual agents working for establishments or organizations responsible for zootechnical registrations of Equidae; Active army veterinarians; Dental technicians for Equidae; Persons carrying out animal osteopathy with strict conditions; Beekeeping health technicians.</p> <p>https://www.legifrance.gouv.fr/codes/article_lc/LEGIARTI000044233614/2023-08-23</p>
CPD & validation	
Does your VSB have requirements around CPD?	<p>Yes. For vets working in Practice / medico-surgical veterinary practice / veterinary clinic: a minimum of 100 hours / 5 ECTS of continuing education is recommended over 5 years, i.e. an average of 20 hours / 1 ECTS per year.</p> <p>For vets working in a specialist veterinary centre / veterinary hospital centre: a minimum of 200 hours / 10 ECTS of continuing education is recommended over 5 years, i.e. an average of 40 hours / 2 ECTS per year.</p> <p>More info here: https://www.veterinaire.fr/je-suis-veterinaire/mon-exercice-professionnel/la-formation-veterinaire-continue/obligations-du-praticien-en-matiere-de-formation-continue</p>
Does the VSB provide CPD themselves?	No, CPDs are provided by training companies/organizations agreed by the Comité de la Formation Continue Vétérinaire (Veterinary CPD Committee)
Does it recognize CPD from other providers?	Yes – see above
Is CPD mandatory?	Yes- see above
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	No

STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	<p>The National Council of the Order of Veterinarians is made up of 14 members.</p> <p>The National Council elects from among its members a President, a Vice-President, a General Secretary and a Treasurer for a 3 years mandate</p> <p>https://www.legifrance.gouv.fr/codes/section_lc/LEGITE</p>
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	<p>XT000031366350/LEGISCTA000031367418/#LEGISCTA00037312374</p> <p>The 12 Regional Councils are made up of 8 to 18 members, depending on the demography of the region. Each regional Council elects from among its members a President, a Vice-President, a General Secretary and a Treasurer for a 3 years mandate</p>
Is the Board democratically elected by the members?	<p>Yes.</p> <p>Council Regional members are elected by all vets registered in their region.</p> <p>Council National members are elected by Council Regional members.</p> <p>https://www.veterinaire.fr/lordre/qui-sommes-nous/lorganisation/cnov</p>
How long is the Board mandate?	<p>Members of the Council (national and regional) are elected for a 6-year mandate. Half of each Council is renewable every three years. Council Members are re-eligible. Each Council elects from among its members a President, a Vice-President, a Secretary General and a Treasurer for a term of three years.</p>
Is the Board composition publicly available?	<p>Yes for national and regional Councils</p> <p>https://www.veterinaire.fr/lordre/les-elus-du-conseil-national-de-lordre/trombinoscope</p> <p>https://www.veterinaire.fr/contacter-lordre-en-region</p>
Are the bylaws publicly available?	<p>There are no by-laws as the “Ordre des vétérinaires” is established by law: Rural and Maritime Fishing Code contains the rules of operation of the Council (from article L 242-1 to L 242-14)</p> <p>https://www.legifrance.gouv.fr/codes/section_lc/LEGITEXT000006071367/LEGISCTA000006152414/#LEGISCTA000006152414</p>
Does the VSB have a written decision-making procedure in place?	<p>Yes, both for administrative and disciplinary procedures</p> <p>Rural and maritime fishing code from articles R 241-9 to R 242-114</p> <p>https://www.legifrance.gouv.fr/codes/section_lc/LEGITEXT000006071367/LEGISCTA000006138397/#LEGISCTA000034410047</p>
Are the Board decisions and meetings recorded and documented?	<p>Yes, on the Open access to registered veterinarians only:</p> <p>https://www.veterinaire.fr/lordre/les-comptes-rendus-des-sessions-du-cnov</p>

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	Yes, including internal and external audit systems.
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Is there any yearly official activity report?	Yes, see report: https://www.veterinaire.fr/communications/rapports-annuels/rapports-annuels-de-lordre-des-veterinaires
What budget lines make the VSB income?	Budget = yearly compulsory membership fees (vets and vet companies) (Total budget of 9 million euros in 2025)
What budget lines make the VSB expenditures?	Administrative Activities including staff salaries Communication Judicial and Pre-judicial Activities Professional Practice Disciplinary Activities International Actions Information Technology Training of Council members Innovation and Prospective
Does the VSB issue certificates of good standing/current professional status?	Yet to registered vets

Country	Germany
Name of Veterinary Statutory Body/ Competent Authority	Bavarian Veterinary Chamber
Website	https://www.bltk.de/
Logo	 <p>Bayerische Landestierärztekammer Körperschaft des öffentlichen Rechts</p>

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	<p>Yes. The establishment of the veterinary chambers is laid down by law in each Federal State. There are 17 Statutory Bodies: Chambers of the Federal States. As an example, this report details the conditions of the Bavarian Veterinary Chamber.</p> <ul style="list-style-type: none"> - The legal basis for the veterinary professional representation in Bavaria is the Bavarian Medical Professions Chamber Act (HKaG). This is a law passed by the Bavarian state parliament, as the regulation of the practice of veterinary medicine, unlike that of veterinary training, is a matter for the individual federal states. - Based on the Federal Ordinance for Veterinarians, the competent authority of the Laender issues the individual approbation to practice veterinary medicine. The competent authorities are the respective highest veterinary authorities of the Laender. - The umbrella organisation of all federal veterinary chambers, the Federal Chamber of Veterinary Surgeons, Bundestierärztekammer eV, represents the interests of all practitioners, official veterinarians, scientists and veterinarians in other professions towards politics, administration and the public at federal and EU levels.
What are its main tasks?	<p>The tasks of the Bavarian Veterinary Chamber as veterinary professional representation are:</p> <ul style="list-style-type: none"> ● Representing the professional interests of veterinarians within the framework of the law ● Monitoring the fulfilment of veterinary professional duties ● Promoting further training in veterinary medicine ● Creation of social facilities for veterinarians and their relatives ● Participation in public health care <p>The Bavarian Veterinary Chamber is also entitled to address inquiries, representations and applications to the responsible authorities within its area of responsibility and is obliged to provide these authorities with reports upon request. The authorities should consult the Bavarian Veterinary Chamber before settling important relevant questions and provide information in response to requests unless official reasons will not allow them to.</p>
At what level is your VSB responsible for regulation?	Indirectly via statements, consulting, guidelines, and position papers.

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	All veterinarians who hold their residence in Bavaria must register immediately with the district chamber responsible and the veterinary office, German veterinarians abroad are not registered.
Is the Register of Licensed Veterinarians publicly available?	The Bavarian Veterinary Chamber lists veterinary practitioners and clinics HERE . On the Federal level, the BTK publishes yearly statistics HERE .
Documentation	
How long does the registration of a licensed veterinarian last?	Unlimited, unless their approbation is retracted.
What documents do National veterinarians need to submit to register?	<p>Based on the Federal Ordinance for Veterinary Approbation (TAppV), the following documents are necessary to ask for approbation at the Bavarian State: https://www.freistaat.bayern/dokumente/leistung/923768278204</p> <ol style="list-style-type: none"> 1. Written application (informal) 2. Proof of citizenship, e.g. B. certified photocopy of ID card/passport; if necessary, personal presentation of the identity card/passport and a copy 3. An official certificate of good conduct, which may not have been issued earlier than one month before submission. The certificate of good conduct is sent directly to the competent authority or in one single Federal State (Lower Saxony), the Veterinary Chamber. The certificate of good conduct must be issued at the local registration office of the place of residence. 4. A declaration by the applicant as to whether criminal proceedings or investigations by the public prosecutor are pending against him. 5. Medical certificate, according to which there are no indications that you are unsuitable or incapable of properly practising the veterinary profession in terms of health (please note the wording). The certificate must not be issued earlier than one month before the application is submitted and must have a practice stamp. The certificate does not have to be issued by a public health officer but by a GP. 6. Officially certified photocopy of the certificate of the veterinary exam or personal presentation of the photocopy. The license to practice veterinary medicine is sent to the veterinarian by registered mail with an invoice.
What documents do Non-National (EU) veterinarians need to submit to register?	<p>See above. In addition, all diplomas, certificates and passport/IDs must be submitted in the original or as an officially certified copy or officially certified photocopy at the Bavarian State - https://www.freistaat.bayern/dokumente/leistung/971640615561</p> <p>If the documents listed are not issued in German, translations made by a translator who is publicly appointed and sworn to follow German law must also be attached.</p>

	Translations that deviate from this, e.g. from the country of origin, cannot be recognized. Knowledge of the German language is required both for the approbation and for the permission to practice the veterinary profession temporarily. Language skills can be proven with a certificate of level B2 of the Common European Framework of Reference for Languages (CEFR). All rights reserved for a final assessment of the language skills of the applicant are required by law.
What documents do Third-country veterinarians need to submit to register?	<p>Assessment of the equivalence of professional qualifications from non-EU/EEA countries</p> <p>As part of this assessment, prerequisites for the existence of a possible equivalence are checked. In this regard, certain documents must be submitted:</p> <p>As a result of this assessment, certain exams may be required to demonstrate an equivalent level of knowledge. The following documents required for the application for determination of equivalence must be submitted:</p> <ol style="list-style-type: none"> 1. Tabular and signed curriculum vitae in German, 2. Simple copy of proof of identity (ID card/passport), 3. Diploma in the native language and a German translation as well as a certificate of authorization to practise in the country of origin in the native language and a German translation 4. Detailed overviews in a native language and a German translation showing the theoretical and practical subjects (including content) and the number of hours of the course. 5. Detailed overviews in a native language and German translation of the internships completed during studies with information on the job characteristics and the number of hours. <p>Unless otherwise stated, all documents must either be submitted in original or sent by post as an officially certified copy.</p> <p>Adequate knowledge of the German language is required, also with a view to communication throughout the process and the knowledge tests to be completed. These can be proven by a certificate of level B2 according to the Common European Framework of Reference for Languages (CEFR).</p> <p>If necessary:</p> <ul style="list-style-type: none"> • Evidence of previous work experience in native language and German translation.
Does the registration allow you to practise with no limitations?	Yes, unless one moves the residence out of Bavaria. Following this, one must register at the responsible Veterinary Chamber of the specific region.
Code of conduct	
Does the VSB have a Code of Conduct?	Yes, through the Code of Conduct of the umbrella organisation BTK.
Is the Code of Conduct established by a National Law?	No, it is a voluntary commitment of the veterinary profession.
Is the Code of Conduct aligned with the FVE one?	Not directly referenced, but the content is aligned.
Disciplinary procedures	

Does your VSB have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	Yes. In Bavaria, animal owners can contact the regionally responsible Veterinary District Association (TBV) with a complaint. The TBV mediates disputes between veterinarians and animal owners. The Bavarian Veterinary Chamber set up a body for arbitration in the event of treatment errors and other disputes arising from the treatment relationship. The members of the arbitration board work on an honorary basis unless otherwise provided for in the articles of association.
Who can submit a complaint?	Animal owners, caretakers, and fellow veterinarians.
List the disciplinary actions the Veterinary Statutory Body applies	Breaches of professional duties are subject to disciplinary sanctions. Since 1996, minor misconduct can also be settled out of court in a reprimand procedure. Eventually, the approbation to work as a veterinarian can be put on hold temporarily or be withdrawn. If the approbation to work is withdrawn, one cannot work any longer in the veterinary profession.
Are disciplinary outcomes communicated publicly?	Retraction or suspension of the license is published via the German Veterinary Journal (Deutsches Tierärzteblatt), the official organ of the chambers.
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	Not directly but there is a legal positive list of tasks reserved to be performed by veterinarians such as the prescription of medicines to animals and animal anaesthesia . In general, the veterinarian is called upon to prevent, alleviate and healing of animal suffering and diseases, to contribute to the maintenance and development of an efficient animal population, and to protect people from dangers and injuries caused by animal diseases and by food and products of animal origin and to promote the quality of foods of animal origin.
Is there a list of tasks/competencies para-professionals can perform?	No
CPD & validation	
Does your VSB have requirements around CPD?	Yes. Only further training that is recognized by the Academy of Veterinary Continuing Education (ATF) as part of the Federal Chamber of Veterinary Surgeons (BTK) or by the regional chambers can be credited. Business management training can be recognized with a maximum of 25 per cent of the total training time. More than 3,500 training courses with between 25,000 and 30,000 hours are ATF-recognized each year
Does the VSB provide CPD themselves?	Yes, the regional Chambers as well as the Academy of Veterinary Continuing Education (ATF). ATF is the training organisation of the Federal Chamber of Veterinary Surgeons – Working Group of the German Chambers of Veterinarians e. V. (BTK) and has existed since 1974.

Does it recognize CPD from other providers?	Yes, after proof of equivalence through the ATF.
Is CPD mandatory?	Yes, as laid down in the professional regulations of the Federal States. 1. Licensed Veterinarians: 20 hours/year, 2. Veterinarians with an additional qualification: 24 hours/year, of which at least 6 hours/year in the area of the additional qualification, 3. Specialist veterinarians: 30 hours/year, of which at least 15 hours/year in the respective area, 4. Veterinarians authorized for further training: 40 hours/year, of which at least 20 hours/year in the field/area of authorization.
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	Evidence of the hours of advanced training completed must be provided to the Chamber upon request. Shortfalls can be compensated within one year.

STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	<p>The Bavarian Veterinary Chamber consists of the chamber office, the chamber board, and the delegate assembly. The chamber board consists of the president, the first and second vice-presidents, who are elected by the assembly of delegates, the first chairmen of the veterinary district associations as well as a maximum of three members elected from among the delegates and one from the veterinary faculty of the Ludwig Maximilian University to be sent. The chamber board has the responsibility to discuss and decide on applications submitted by its members or by the district veterinary associations, to discuss and decide on all essential matters presented by the President and to decide on complaints.</p> <p>The assembly of delegate elects the board and committees, issues the statutes of the Bavarian State Veterinary Association, the election regulations, the by laws and the administrative fee statutes, regulates the veterinary professional duties and the recognition for the use of titles in area, sub-area and additional designations in a further training regulation, issues the registration regulations and the rules of procedure, to decide on the budget, accepts the annual accounts of the chamber budge, proposes the honorary judges of professional courts, appoints honorary members from the ranks of Bavaria's veterinarians with the provision that they are not entitled to any special rights with the exception of exemption from paying contributions, determines expense allowances, daily allowances and travel expense allowances for board members, delegates and committee members and makes a decision on mergers into working groups with non-Bavarian regional veterinary organisations and to elect the representatives of the Bavarian State Veterinary Association to the umbrella organisation BTK, in which elected representatives of each Laender delegate assembly meet. The Laender representatives are sent to the BTK delegate assembly, where they have voting rights. The BTK Assembly of Delegates elects the members of the BTK expert committees, the BTK Board (President, two Vice Presidents</p>
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	and four department heads) and the ATF Board of Directors. In addition to the BTK Board, the Extended Board of the BTK as an additional advisory body also includes the Presidents of the 17 veterinary chambers, who were elected by their delegate assemblies.
Is the Board democratically elected by the members?	Yes. Simple majority after secret ballot.
How long is the Board mandate?	4 years. The President can be re-elected twice.
Is the Board composition publicly available?	Yes - https://www.bltk.de/kammer/ueberuns/organisation
Are the bylaws publicly available?	Yes - https://www.bltk.de/kammer/rechtsgrundlagen-satzung/
Does the VSB have a written decision-making procedure in place?	Yes, the Assembly of Delegates decides the agenda with a simple majority. In addition to the delegates, the board members of the Bavarian Veterinary Chamber are entitled to vote, even if they are not elected as delegates. Resolutions of the assembly of delegates can also be made in writing or electronic form. The secure authentication of participants as well as the prevention of double voting and anonymity in the case of secret votes and elections must be technically guaranteed. If secret voting or elections are mandatory and this cannot be guaranteed electronically, the resolution or election will be made in writing following the principles of postal election. In particularly urgent cases, the President can obtain a decision on an important issue by circular resolution. If more than 15 people entitled to vote speak against a circular resolution, the president must convene the meeting of delegates.
Are the Board decisions and meetings recorded and documented?	Yes. Article 11 (4) lays down that Minutes must be taken of the meetings, which must contain the wording of the resolutions and the voting results. An attendance list is kept at the meetings. Non-attending members must be separately listed. https://www.bltk.de/kammer/rechtsgrundlagen-satzung/

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	Yes. Both internally through the financial committee and an external auditor.
Is there any yearly official activity report?	No
What budget lines make the VSB income?	Member fees - https://www.bltk.de/kammer/wir-ueberuns/kammerbeitrag/
What budget lines make the VSB expenditures?	Office running costs, meetings, travel expenses
Does the VSB issue certificates of good	No

standing/current professional status?	
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Country	Greece
Name of Veterinary Statutory Body/ Competent Authority	Geotechnical Chamber of Greece (GEOTEE)
Website	https://www.geotee.gr/
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	<p>Yes. The Geotechnical Chamber of Greece (GEOTEE) is a Public Legal Entity supervised by the Ministry of Rural Development and Food.</p> <p>It was founded in 1971 by Legislative Decree 943/1971. It is self-governed, with its financial resources and the legal framework within which it operates including a series of laws, Presidential Decrees and Ministerial Decisions, the most important being Law 1474/84 concerning the purposes, administrative structure, organization and operation of the Chamber</p>
What are its main tasks?	<p>It aims to broaden and promote scientific knowledge in the fields of agriculture, animal husbandry, forestry, fisheries and the management of mineral and water resources, to intervene and guide the development of the above-mentioned fields. The GOTTE is the statutory adviser to the State on matters of economic and social development of the countryside and tries to take into account the 'environment' factor, its respect and protection. Specifically aims to:</p> <p>a) studies, on its initiative or the initiative of the competent authorities, any matter concerning the sectors of agriculture, livestock, fisheries, forestry, mineral and water resources, the competitiveness of Greek agriculture, the quantitative and qualitative improvement of production, the control, processing, processing, handling and marketing of the products of these sectors.</p> <p>b) Advises on its initiative or the initiative of the competent authorities on any bill, presidential decree and general measure related to :</p> <ul style="list-style-type: none"> - agricultural, forestry, livestock and fisheries production, - natural resources, in particular the country's land, forestry, fisheries, mineral and water resources, - geotechnical education and research, - protection and restoration of the environment - the soil and subsoil conditions for the foundation and construction of the various technical works; <p>c) Give an opinion on its initiative or that of the competent authorities on any bill, presidential decree and general measure relating to :</p> <ul style="list-style-type: none"> - agricultural, forestry, livestock and fisheries production, - natural resources, in particular the country's land, forestry,

	<p>fisheries, mineral and water resources, - geotechnical education and research, - protection and restoration of the environment - the soil and subsoil conditions for the foundation and construction of the various technical works</p> <p>d) Assist in the proper preparation and implementation of development programmes and studies relating to agronomic, forestry, zootechnical, veterinary, fish and geological matters.</p> <p>e) Supports all efforts by the State, public sector organisations, the Agricultural Bank of Greece, agricultural, forestry, stockbreeding and fisheries cooperatives and associations and any other natural or legal person under private or public law, in so far as they are aimed at developing the living and cultural standards of the rural population and making better use of the natural resources and means available.</p> <p>f) Cooperates with other Chambers or Associations at national and international levels, and organises or participates in conferences on issues of a mainly developmental and environmental nature. It participates in agricultural, forestry, livestock, fisheries and natural resources exhibitions.</p> <p>g) Is a full member of CEDIA (European Confederation of Agricultural Engineering Associations), an organisation whose aim is to promote European integration through cooperation between its members in the fields of information, continuing education and rural development, and to promote the general and specific interests of its members in their dealings with the various institutions of the European Union or other organisations.</p> <p>h) As the scientific and professional body of scientists in the above-mentioned fields, it shall endeavour to defend and improve their economic situation, their professional status and protection and their social recognition and standing.</p> <p>i) Publish relevant printed and electronic journals and writings, organise lectures and public debates and take all measures that contribute to informing its members and to informing and educating the rural population</p> <p>j) may provide assistance and services to organizations, businesses, individuals and its members, for the resolution of issues within its scope and promotion of its purpose, through studies, opinions and advisory activities and assist educational institutions for the provision of education, training and training services, postgraduate programs and other programs. In addition, it may implement and participate in the implementation of programmes and actions financed from national resources, from the European Union or international organisations</p> <p>k) Organisation of events l) Legislative Proposal submission m) Provide advice</p>
<p>At what level is your VSB responsible for regulation?</p>	<p>National</p>

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	Responsible for all categories of geotechnical professionals employed in public or private sector, namely agronomists, foresters, veterinarians, geologists and ichthyologists
Is the Register of licensed veterinarians publicly available?	Yes
Documentation	
How long does the registration of a licensed veterinarian last?	The license to practice is valid for 3 years and is renewed upon submission of a new application by the member
What documents do National veterinarians need to submit to register?	<ol style="list-style-type: none"> 1. Copy of degree. In the case of a foreign degree, the recognition of its equivalence and equivalence by the competent authority (officially validated) is required. 2. Solemn declaration stating the words: "I am qualified and meet the requirements of Article 3, para. 3 of Law 1474/84", which lays down that to get registered on GEOTEE one must (a) have Greek nationality or the nationality of another Member State of the European Communities; (b) have not been deprived of the free management of his/her property; (c) have not been convicted by final judgment of one of the offences referred to in Article 18(1); 2. Law 1811/51 as codified by article 8 of Law 2683/1999 "Civil Service Code" (theft, embezzlement, fraud, blackmail, forgery, bribery, oppression, disloyalty to the service, breach of duty, crime against morals and defamation) and not have been deprived of his civil rights
What documents do Non-National (EU) veterinarians need to submit to register?	See above
What documents do Third-country veterinarians need to submit to register?	See above
Does the registration allow you to practise with no limitations?	Yes
Code of conduct	
Does the VSB have a Code of Conduct?	Yes, a professional code of conduct applies to all specialities of geotechnical professionals.
Is the Code of Conduct established by a National Law?	Yes. https://www.geotee.gr/lnkFiles/kwdikas_deontologias.pdf
Is the Code of Conduct aligned with the FVE one?	No
Disciplinary procedures	
Does your VSB have a disciplinary procedure in	Yes. The disciplinary procedure is described by law. The Committee is formed by 5 members of the Board - each

place? Who sits on the Disciplinary Committee?	one of a different speciality - appointed by lot.
Who can submit a complaint?	Board members, colleagues of all geotechnical specialities and third parties.
List the disciplinary actions the Veterinary Statutory Body applies	Fine or temporary suspension.
Are disciplinary outcomes communicated publicly?	No
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	Yes
Is there a list of tasks/competencies para-professionals can perform?	-
CPD & validation	
Does your VSB have requirements around CPD?	No
Does the VSB provide CPD themselves?	N/A
Does it recognize CPD from other providers?	N/A
Is CPD mandatory?	No
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	No


STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	Board, Secretariat, Committees and working groups
Is the Board democratically elected by the members?	Yes
How long is the Board mandate?	4 years

Is the Board composition publicly available?	Yes
Are the By-laws publicly available?	Yes
Does the VSB have a written decision-making procedure in place?	N/A General rules are described in the national legislation.
Are the Board decisions and meetings recorded and documented?	Yes

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	Financial reports are made publicly available every month on the national transparency register. Don't know the details of this, but I expect that they follow the requirements applying to all public legal entities
Is there any yearly official activity report?	Yes
What budget lines make the VSB income?	Membership fees and other fees linked to license grants for all geotechnical professionals Funding for studies/projects Funding for training expenses Other governmental funding
What budget lines make the VSB expenditures?	A long list of expenses of a fully functional organisation: staff, buildings, overheads, consumables and expendables, insurances, contributions to other agencies, membership fees to other national and international associations, mission expenses, etc.
Does the VSB issue certificates of good standing/current professional status?	Yes

Country	Hungary
Name of Veterinary Statutory Body/ Competent Authority	Hungarian Veterinary Chamber, Magyar Állatorvosi Kamara (MAOK)
Website	https://www.maok.hu/
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	Yes
What are its main tasks?	
At what level is your VSB responsible for regulation?	National, Regional

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	Registration for veterinary practitioners is mandatory, for state veterinary officers, vets working in veterinary public health, etc it is voluntary.
Is the Register of Licensed Veterinarians publicly available?	No
Documentation	
How long does the registration of a licensed veterinarian last?	Unlimited, depending on paying membership fee and CPD
What documents do National veterinarians need to submit to register?	Limited period depending on CPD/credits. In case of not certifying CPD, the license will be withdrawn till successful fulfilment of CPD.
What documents do Non-National (EU) veterinarians need to submit to register?	Proof of degree, proof of insurance, criminal record certificate

What documents do Third-country veterinarians need to submit to register?	Proof of degree, proof of insurance, criminal record certificate and equivalency to EU/EC citizenship
Does the registration allow you to practise with no limitations?	No, also the practice has to be licensed. The Chamber evaluates the practice, sends the evaluation to the government, and then the government delivers the license.
Code of conduct	
Does the VSB have a Code of Conduct?	Yes
Is the Code of Conduct established by a National Law?	Yes, VSB is obliged to compile and accept the Code.
Is the Code of Conduct aligned with the FVE one?	Yes, mostly
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	Yes. There are elected members. Has a first level and 2 ⁿ level (national).
Who can submit a complaint?	Anybody
List the disciplinary actions the Veterinary Statutory Body applies	Fine (1-10 times monthly wage), temporary or permanent withdrawal of license, explement from the chamber (no re-entry for 2 years)
Are disciplinary outcomes communicated publicly?	Yes, in all cases apart from those ending by warning.
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	Yes, listed in the National Vet. Law.
Is there a list of tasks/competencies para-professionals can perform?	No. They are not allowed to do veterinary tasks.
CPD & validation	

Does your VSB have requirements around CPD?	Yes
Does the VSB provide CPD themselves?	Yes
Does it recognize CPD from other providers?	Yes, but national providers' programmes have to be evaluated in advance.
Is CPD mandatory?	Yes, 300 credit points (5 points per hour) in 3 years
Does your VSB have a system linking the CPD or credits to the licence or revalidation of the licence?	Yes (it can lead to temporary withdrawal)


STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	9 members in national board, Secretariat, committees, CPD, Ethical, Finance and ad hoc committees
Is the Board democratically elected by the members?	Yes + it includes the Dean and CVO automatically
How long is the Board mandate?	4 years
Is the Board composition publicly available?	Yes
Are the bylaws publicly available?	Yes, can be changed by 2/3 majority in the GA
Does the VSB have a written decision-making procedure in place?	Yes
Are the Board decisions and meetings recorded and documented?	Yes

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	yearly budget and auditing. Internal audit by the finance committee, external one by a professional auditor
Is there any yearly official activity report?	Yes

What budget lines make the VSB income?	Membership Fees, CPD, Government support, income from own company (pet ID, book company, etc).
What budget lines make the VSB expenditures?	Staff salaries, Staff board missions (travel & accommodation)
Does the VSB issue certificates of good standing/current professional status?	Yes

Country	Ireland
Name of Veterinary Statutory Body/ Competent Authority	Veterinary council Ireland
Website	https://www.vci.ie/
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	Yes, the Veterinary Council of Ireland (VCI) was established by national law- firstly by the Veterinary Surgeons Act 1931 and more recently by the Veterinary Practice Act 2005 . The Veterinary Practice Act 2005 was passed in July 2005. The 1st of January 2006 was designated as the date for the establishment of the newly constituted Veterinary Council of Ireland.
What are its main tasks?	The principal function of the Council is to regulate and manage the practice of veterinary medicine and veterinary nursing in the State in the public interest.
At what level is your VSB responsible for regulation?	National – powers of the regulatory body based on legislation. An independent statutory body funded by registrant fees.

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	Veterinary Surgeons, Veterinary Nurses and Veterinary Premises
Is the Register of Licensed Veterinarians publicly available?	Yes, can be found on the website: https://search-vci.regulatorsmart.org/search?category=VeterinaryPractitioners NOTE: You can also search on registered veterinary premises.
Documentation	
How long does the registration of a licensed veterinarian last?	Unlimited, depending on renewing their registration annually, perform CPD, indemnity insurance, payment of a registration fee
What documents do National veterinarians	Certified Copy of Degree, Certified Copy of Results (final year)

need to submit to register?	Certified Copy of ID page of Passport or Drivers Licence: https://www.vci.ie/registration/registration-information-for-veterinary-practitioners Certificate of Current Professional Status or Letter of Good Standing if they have practised in another country/jurisdiction
What documents do Non-National (EU) veterinarians need to submit to register?	-Notarised Copy of Degree (Original and translated Copy) that is recognised for registration by the Veterinary Council (list on the website). -Notarised Copy of Results final year (Original and translated Copy) -Notarised Copy of ID page of Passport or Drivers Licence, -International English Language Testing System (IELTS) -Academic English Test, -Evidence of good professional standing, -Fees for Registration https://www.vci.ie/registration/registration-information-for-veterinary-practitioners
What documents do Third-country veterinarians need to submit to register?	See above
Does the registration allow you to practise with no limitations?	Yes, without limitation
Code of conduct	
Does the VSB have a Code of Conduct?	Yes: https://cms.vci.ie/wp-content/uploads/2024/11/VCI-Code-of-Conduct-Report-Final-Revised-April-2025.pdf https://cms.vci.ie/wp-content/uploads/2024/11/VCI Code of Professional Conduct for Veterinary Nurses 2021.pdf
Is the Code of Conduct established by a National Law?	The Veterinary Practice Act serves as the legal framework for the regulation of veterinary practice in the country, and it empowers the VCI to create and enforce the Code of Professional Conduct for veterinarians.
Is the Code of Conduct aligned with the FVE one?	Yes
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place?	Yes, the jurisdiction of the Council extends to ensuring proper professional conduct amongst the members of the profession and to applying a range of sanctions, up to and including erasure from the Register, on any registered person. When a complaint is made about a registrant, it is first reviewed by a screening committee called the Preliminary Investigation Committee which must decide whether further action or no further action is required. If the Preliminary Investigation Committee decides that

	<p>further action is required, the complaint will be referred to the Fitness to Practise Committee, for an oral inquiry hearing.</p> <p>The procedure can be found here: https://www.vci.ie/getmedia/e8fba88f-cdbb-4731-8c5a-e47da6ad9ed3/Sanction-Guidance-23.pdf</p>
Who sits on the disciplinary Committee (only veterinarians or also lawyers?)	The Fitness to Practice Panel which hears, adjudicates and determines the findings of professional misconduct is made up of 5 persons. One independent legal chair and 4 members of the Veterinary Council, two registered persons, vets etc., and two non-registered persons, non-vets.
Who can submit a complaint?	Anyone is entitled to make a complaint to the VCI about a registered person, including members of the public, employers or the VCI's Council itself. https://www.vci.ie/complaints
List the disciplinary actions the Veterinary Statutory Body applies	Advice, Warning or Censure Conditions on Registration Suspension of Registration Removal of Registration https://www.vci.ie/getmedia/e8fba88f-cdbb-4731-8c5a-e47da6ad9ed3/Sanction-Guidance-23.pdf
Are disciplinary outcomes communicated publicly?	Fitness to Practice Inquiries may be convened in public, or in private, as per the requirements of the case Partially - https://www.vci.ie/Complaints-Procedures/Recent-decision-of-the-Fitness-to-Practise-Committee Annual PIC report: https://www.vci.ie/getmedia/e8fd0385-1130-4aa7-a139-ef8daf2d1e83/VCI-PIC-report-2022.pdf?ext=.pdf Sanctions of a certain nature, including conditions, suspension or erasure are referred to the High Court for confirmation, given the impact on constitutional rights such as the right to earn a livelihood or right to a good name. The court hearings are usually in open/public court sessions allowing further transparency in our processes.
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	Yes, in legislation. Section 54 of the Veterinary Practice Act defines the practice of veterinary medicine 53.—(1) <i>In this Act, the practice of veterinary medicine means any one of the following—</i> (a) <i>concerning an animal—</i> (i) <i>diagnosing disease, injury, pain, deformity, defect or state of health,</i> (ii) <i>identifying and carrying out treatment, whether surgical or medical, of any matter referred to in subparagraph (i),</i> (iii) <i>performing a surgical procedure,</i> (iv) <i>giving advice, following an action referred to in subparagraphs (i), (ii) or (iii) as to care required,</i> <i>Furnishing a written certificate as to the doing of the action referred to above</i>

Is there a list of tasks/competencies para-professionals can perform?	No, not currently. References are made in the Animal Health and Welfare Act 2013 to procedures allowable by farm animal owners or handlers incidental to the usual or routine husbandry of the animal. This relates to the disbudding of calves, insertion of ear tags etc. The Veterinary Council is currently advancing draft regulations for the Minister of Agriculture, Food and the Marine which set out the approved bodies or organisations which enable farriery, animal physiotherapy, hoof trimming, scanning etc.
CPD & validation	
Does your VSB have requirements around CPD?	Yes - 20 CPD Credits annually, or 60 CPD Credits as a rolling total on a 3-year basis.
Does the VSB provide CPD themselves?	Not routinely
Does it recognize CPD from other providers?	Yes - Automatic if recognised by a regulator in another EU state. If Irish registrants are likely to attend the organiser may look for approval from VCI. The registrant must provide evidence that the CPD obtained is appropriate (i.e. RACE points). Submission of Certificate.
Is CPD mandatory?	Yes - 20 CPD Credits annually, or 60 CPD Credits as a rolling total on a 3-year basis.
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	Yes, The Veterinary Council of Ireland checks the fulfilment of the CPD obligation. A random selection of 5% of the register annually for CVE compliance. Compliance levels are exceedingly high for CVE. The Veterinary Council of Ireland changed its CPD model in January 2021. Generally, clinical societies around the country, run by local vets, organise 4-to 6 meetings during the winter. These can be lectures or practicals/wet labs. Suppliers also run practicals that would help practitioners use certain products e.g. in orthopaedics. Veterinary Ireland provides CPD and the Department of Agriculture Food and the Marine (DAFM) and Animal Health Ireland (AHI) run courses on e.g. IBR and BVD. All CPD events now require prior approval by a committee of the Council.

STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	The Council is made up of 19 members, 9 elected Veterinary Practitioners, 1 elected Veterinary Nurse and 9 appointed members. The appointed members are nominees of the Minister of Agriculture & Food (4), the Minister for Education and Science (1), the National University of Ireland (2), the Director of Consumer Affairs (1) and the Food Safety Authority (1). https://www.vci.ie/about-us
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	The board is supported by a CEO/Registrar and Executive team who manage the day-to-day operations of the organisation.
Is the Board democratically elected by the members?	The elected veterinary members of the VCI Council are typically chosen through a democratic election process, allowing registered veterinary practitioners to participate in selecting their representatives . The other members are appointed by the Minister for Agriculture to include public health, welfare and agricultural expertise with nominating bodies including educational universities, food safety authorities, and consumer or competition authorities.
How long is the Board mandate?	4 years is the member term, maximum of two consecutive terms.
Is the Board composition publicly available?	Yes- https://www.vci.ie/about-us/council-members
Are the bylaws publicly available?	Yes https://www.irishstatutebook.ie/eli/2022/si/282/made/en/pdf
Does the VSB have a written decision-making procedure in place?	Yes
Are the Board decisions and meetings recorded and documented?	Yes- meetings report is available: https://www.vci.ie/about-us/reports-expenses-policies

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	Yes- Audit, Risk & Finance Committee: https://www.vci.ie/about-us/committees-and-working-groups Independent financial accounting audit takes place every year. The internal audit function is provided by a firm of accountants and they conduct 3 internal audits on sections of the organisation each year.
Is there any yearly official activity report?	Yes- Finances are mentioned in annual report https://cms.vci.ie/wp-content/uploads/2025/03/2024-Annual-Report.pdf
What budget lines make the VSB income?	Mostly membership fees, PAS Scheme fees, other income, budget of approximately 2.5 million per annum. https://cms.vci.ie/wp-content/uploads/2025/03/2024-Annual-Report.pdf
What budget lines make the VSB expenditures?	Administrative expenses (Salaries, office), events, auditor, communication, special projects: https://cms.vci.ie/wp-content/uploads/2025/03/2024-Annual-Report.pdf

Does the VSB issue certificates of good standing/current professional status?	Yes, https://pay.easypaymentsplus.com/feepay1v2.aspx?id=1924
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Country	Italy
Name of Veterinary Statutory Body/ Competent Authority	FNOVI - Federazione Nazionale Ordini veterinari Italiani
Website	www.fnovi.it
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	Yes Law No. 3 of January 11, 2018 - Delegation of authority to the government on clinical trials of medicines as well as provisions for the reorganization of the health professions and the health management of the Ministry of Health. https://www.fnovi.it/sites/default/files/LEGGE-N.-3-RIORDINO-PROFESSIONI-SANITARIE.pdf
What are its main tasks?	<ul style="list-style-type: none"> - verify the possession of professional titles and maintain the professional activities and are responsible for keeping the registers - ensure an adequate system of information on the activity carried out, to ensure the accessibility and transparency of their action, following the principles of Legislative Decree No. 33; participate in the planning of needs of professionals, training activities; - collaborate with local and central authorities in the study and implementation of measures that may affect the Order, and contribute with public and private health and training institutions private institutions in the promotion, organisation and evaluation of training - training and updating processes for the continuous professional development - ensure an adequate information system on the activity carried out, to ensure the accessibility and transparency of their action, following the principles of Legislative Decree no.33; - participate in planning the needs of professionals, and training activities; - cooperate with local and central authorities in the study and implementation of measures that may affect the Order; - CPD credits acquired in Italy and abroad; - maintenance of professional requirements acquired also through training credits legal form they carry out their professional activity, including that corporate form, imposing disciplinary sanctions according to a graduation correlated to the voluntariness of the conduct, the seriousness etc.

At what level is your VSB responsible for regulation?	National, please note that in Italy there are 100 local (provincial) SBs
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REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	All veterinarians who perform veterinary acts
Is the Register of Licensed Veterinarians publicly available?	Yes
Documentation	
How long does the registration of a licensed veterinarian last?	In principle unlimited (depending on disciplinary resolutions, payment membership fee, etc)
What documents do National veterinarians need to submit to register?	Proof of degree, extract criminal record, residence or domicile or exercise the profession in the district of the Order
What documents do Non-National (EU) veterinarians need to submit to register?	Same plus language proficiency proof
What documents do Third-country veterinarians need to submit to register?	Same plus language proficiency proof
Does the registration allow you to practise with no limitations?	Yes
Code of conduct	
Does the VSB have a Code of Conduct?	Yes https://www.fnovi.it/fnovi/codice-deontologico
Is the Code of Conduct established by a National Law?	It is one of the provisions established by the constitutive law (legge n.3/2018)
Is the Code of Conduct aligned with the FVE one?	Partly
Disciplinary procedures	

Does your VSB have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	The committee is the local Board for the registered vets. Fnovi has the mandate over the members of the local boards and the Ministry of Health over those of the Fnovi Board. Please note that in the future the composition will change and there will be an external member nominated by Health Ministry -by law Legge n.3/2028
Who can submit a complaint?	All persons whose interests are differently affected by veterinary acts or lack of it
List the disciplinary actions the Veterinary Statutory Body applies	1) a warning, which consists of cautioning the offender not to relapse into the misconduct committed; 2) censure, which is a statement of reprimand for the offence committed; 3) suspension from the practice of the profession for a period of between one and six months 4) removal from the Register
Are disciplinary outcomes communicated publicly?	Yes, on the Albo Unico https://www.fnovi.it/iscritti-ordine
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	Not really but there is a Regulation on the determination of parameters for the liquidation by a judicial body of veterinary surgeons' fees where the tasks are listed https://www.fnovi.it/sites/default/files/TABELLA_PR_ESTAZIONI_MEDICI_VETERINARI_E_VALORE_MEDIO_DI_LIQUIDAZIONE_copy.pdf
Is there a list of tasks/competencies para-professionals can perform?	No, the paraprofessionals are not a regulated profession
CPD & validation	
Does your VSB have requirements around CPD?	Yes, by law and by the FNOVI Rules for the evaluation of continuing professional education in veterinary medicine
Does the VSB provide CPD themselves?	Yes, through a consortium recognised as a provider https://formazioneresidenziale.profconservizi.it/ FNOVI provides free-of-charge e-learning courses
Does it recognize CPD from other providers?	The providers are recognised by the Health Ministry. FNOVI has adopted also a system called SPC https://www.fnovi.it/sites/default/files/SPC_Delibera%20OCC_11gennaio2020.pdf
Is CPD mandatory?	Yes, by national law = ECM. Furthermore, no insurance coverage if you do not fulfil 70% of the three-year training credit

Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	No The CPD is a big issue in Italy for all the health professions. If you need more details do not hesitate to contact Fnovi
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STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	FNOVI (national) board has 15 members; the local board from 7 to 15 (on the total of registered vets)
Is the Board democratically elected by the members?	Yes
How long is the Board mandate?	4 years. The same role can only be held twice consecutively
Is the Board composition publicly available?	Yes. https://www.fnovi.it/fnovi/comitato-centrale?id_ordine_prov=0
Are the bylaws publicly available?	Yes, https://www.fnovi.it/fnovi/chi-siamo
Does the VSB have a written decision-making procedure in place?	Yes -Regolamento interno e di organizzazione della Federazione Nazionale Ordini dei Veterinari Italiani (Art. 35 DPR 5 aprile 1950 n. 221) Norme di funzionamento del Comitato Centrale della F.N.O.V.I. -Regolamento di amministrazione e di contabilità Manuale utente FNOVI SPC -Regolamento disciplinante le modalità operative per lo svolgimento in modalità telematiche delle operazioni elettorali per il rinnovo degli organi degli Ordini provinciali – E-lection day -Regolamento disciplinante le modalità operative per lo svolgimento in modalità telematica delle operazioni elettorali per il rinnovo degli organi della Federazione Nazionale degli Ordini dei medici Veterinari Italiani (FNOVI)
Are the Board decisions and meetings recorded and documented?	Yes

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	Yes
Is there any yearly official activity report?	Yes, shared with local SBs

What budget lines make the VSB income?	Fees - The local SBs pay 49,50 euros/for each registered vet
What budget lines make the VSB expenditures?	Staff & payment experts, office costs, software, board members reimbursements, etc
Does the VSB issue certificates of good standing/current professional status?	The local SBs issue certificates for extra EU citizens, the Health Ministry for the EU

Country	Luxembourg
Name of Veterinary Statutory Body/ Competent Authority	Collège Vétérinaire du Grand-Duché de Luxembourg
Website	https://www.collegeveterinaire.lu/
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	Yes
What are its main tasks?	<p>Under Article 2 of the Act of 31 May 2002 on the Veterinary College, the Veterinary College is responsible for:</p> <ul style="list-style-type: none"> • ensure the safeguarding of honour, maintain and defend the principles of dignity, probity, discretion and competence that should govern the profession of veterinary surgeon; • ensure compliance with the ethical rules applicable to veterinarians; • to study all questions relating to the profession, animal health and hygiene of products of animal origin referred to it by the Government, or which it deems expedient to take up; • issue an opinion on all draft laws and regulations concerning the profession of veterinary surgeon, animal health and welfare and the hygiene of products of animal origin.
At what level is your VSB responsible for regulation?	National

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	The VSB mandatorily registers all authorised veterinary surgeons (practising in a veterinary practice/hospital, in the Alva - Administration luxembourgeoise vétérinaire et alimentaire, in a laboratory, at school/university in Luxembourg).
Is the Register of Licensed Veterinarians publicly available?	Yes

Documentation	
How long does the registration of a licensed veterinarian last?	On the advice of the Veterinary College, the Ministry of Health issues the authorization to practise; it can take between 2 and 5 weeks to receive the authorisation. If all the conditions are fulfilled by the veterinarian, he/she shall be registered until his/her declaration of cessation of practice.
What documents do National veterinarians need to submit to register?	Proof of degree, certificate of good standing, medical certificate
What documents do Non-National (EU) veterinarians need to submit to register?	Proof of degree, certificate of good standing, medical certificate, proof of knowledge of German or French, extract from criminal record, proof of payment of a fee of 450 euros for the Ministry of Health (the application for a permit to practise is subject to prior payment of a fee of EUR 450).
What documents do Third-country veterinarians need to submit to register?	Recognition of diploma with proof of degree provided by a veterinary university in the EU, certificate of good standing, medical certificate, proof of knowledge of German or French, extract from criminal record, proof of payment of a fee of 450 euros for the Ministry of Health (the application for a permit to practise is subject to prior payment of a fee of EUR 450).
Does the registration allow you to practise with no limitations?	Once all the needed conditions are fulfilled, the registration allows to practise without limitation.
Code of conduct	
Does the VSB have a Code of Conduct?	Yes - https://www.collegeveterinaire.lu/fr/code-de-deontologie
Is the Code of Conduct established by a National Law?	Yes
Is the Code of Conduct aligned with the FVE one?	Yes, mostly
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	Yes, Disciplinary Board (Conseil de discipline): Magistrates: 3 full members and 3 alternate members Veterinary medical assessors: 2 full members and 2 alternate members
Who can submit a complaint?	Veterinary surgeons, pet owners, everyone

List the disciplinary actions the Veterinary Statutory Body applies	Fine, temp suspension, perm. suspension
Are disciplinary outcomes communicated publicly?	Not communicated as such, but in the register available to the public, <i>“Doctors, dentists and veterinary surgeons who are banned from practising in Luxembourg remain registered in the public directory for six months following the date on which this measure takes effect, with an indication of their ban on practising. Similarly, doctors, dentists and veterinary surgeons who are suspended will remain listed in the public directory for the duration of the suspension, with an indication of their suspension.”</i>
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	No
Is there a list of tasks/competencies para-professionals can perform?	No
CPD & validation	
Does your VSB have requirements around CPD?	No
Does the VSB provide CPD themselves?	No
Does it recognize CPD from other providers?	Yes
Is CPD mandatory?	No
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	No

STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	6 full members (President, Vice-president, Secretary, 3 members) and 6 alternate members.
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Is the Board democratically elected by the members?	Yes
How long is the Board mandate?	The members of the Veterinary College are elected by a relative majority of votes for a term of six years, which is renewable. To ensure a periodic partial renewal of the Veterinary College, half of the Veterinary College shall be renewed every three years.
Is the Board composition publicly available?	Yes
Are the bylaws publicly available?	No by-law exists
Does the VSB have a written decision-making procedure in place?	Yes, ROI (intern rules of procedure)
Are the Board decisions and meetings recorded and documented?	They are documented.

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	Internal financial auditing system
Is there any yearly official activity report?	Yes, found here: https://www.collegeveterinaire.lu/fr/informations
What budget lines make the VSB income?	Membership fees, state subsidies
What budget lines make the VSB expenditures?	Administrative office salaries, compensation for a part of the work on the preparation and processing of files on behalf of the Veterinary College (President), attendance fees at our meetings (for all the members, attendance fees and cost refunds for participation in international and European
Does the VSB issue certificates of good standing/current professional status?	Yes, certificate of good standing.

Country	Malta
Name of Veterinary Statutory Body/ Competent Authority	Veterinary Surgeons Council under the Ministry for Agriculture, Fisheries and Animal Rights
Website	https://www.gov.mt/en/Government/Government%20of%20Malta/Ministries%20and%20Entities/Officially%20Appointed%20Bodies/Pages/Councils/Veterinary%20Surgeons%20Council.aspx
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	Yes. Veterinary Surgeons Council
What are its main tasks?	Registration and licensing of veterinarians
At what level is your VSB responsible for regulation?	National

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	All categories
Is the Register of Licensed Veterinarians publicly available?	Yes
Documentation	
How long does the registration of a licensed veterinarian last?	Life long-lasting
What documents do National veterinarians need to submit to register?	Qualification from an EU recognised University Country
What documents do Non-National (EU) veterinarians need to submit to register?	Country registration and official certificate of good conduct and/or country's statutory body confirmation that there are no disciplinary measures in progress or any suspension

What documents do Third-country veterinarians need to submit to register?	University qualification recognised by any other EU Country
Does the registration allow you to practise with no limitations?	Registration is general
Code of conduct	
Does the VSB have a Code of Conduct?	Yes
Is the Code of Conduct established by a National Law?	Yes
Is the Code of Conduct aligned with the FVE one?	Yes
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	Yes
Who can submit a complaint?	Everyone
List the disciplinary actions the Veterinary Statutory Body applies	Removal to suspension to further CPD requirement
Are disciplinary outcomes communicated publicly?	No
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	In Line with the Veterinary Services Act
Is there a list of tasks/competencies para-professionals can perform?	No
CPD & validation	
Does your VSB have requirements around CPD?	No
Does the VSB provide CPD themselves?	No

Does it recognize CPD from other providers?	Yes
Is CPD mandatory?	Yes but to be proved when there is disciplinary action taking place
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	No

STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	Board and Secretariat
Is the Board democratically elected by the members?	1 President nominated by Government, 7 Board members 3 nominated by Government 4 by-election, 1 officer in the Secretariat
How long is the Board mandate?	3 years
Is the Board composition publicly available?	Not regularly
Are the bylaws publicly available?	Yes
Does the VSB have a written decision-making procedure in place?	Yes
Are the Board decisions and meetings recorded and documented?	Yes

FEEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	Yes
Is there any yearly official activity report?	No
What budget lines make the VSB income?	Governmental funds

What budget lines make the VSB expenditures?	Administrative
Does the VSB issue certificates of good standing/current professional status?	Yes

Country	Netherlands
Name of Veterinary Statutory Body/ Competent Authority	The Netherlands has no independent statutory body. Official tasks like the register and the disciplinary court, are performed under the Ministry of Agriculture, Fisheries, Food Security and Nature and the Ministry of Health, Welfare and Sport.
Website	https://www.government.nl/ministries/ministry-of-agriculture-fisheries-food-security-and-nature https://www.government.nl/ministries/ministry-of-health-welfare-and-sport
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	NL has no designated statutory body. The Dutch Animal Law regulates the veterinary profession and sets rules for the register and veterinary disciplinary law. https://wetten.overheid.nl/BWBR0030250/2022-12-22#Hoofdstuk4
What are its main tasks?	N/A
At what level is your VSB responsible for regulation?	N/A

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	A veterinarian with a recognised degree must register at www.diergeneeskunderegister.nl , an executive body of the Ministry of Health, Welfare and Sport. Certified veterinary nurses must also register there.
Is the Register of Licensed Veterinarians publicly available?	Yes, you can search by city or name. https://www.diergeneeskunderegister.nl/zoeken-in-het-register
Documentation	
How long does the registration of a licensed veterinarian last?	For life, no need for re-licensing, paying membership, CPD, etc
What documents do National veterinarians need to submit to register?	Diploma

What documents do Non-National (EU) veterinarians need to submit to register?	Copy valid ID document; CV (curriculum vitae) covering the full range of professional assignments; Original Certificate of Current Professional Status (CCPS), less than 3 months old, from each national authority of each country in which you have worked; Certified copy of your recognized EEA diploma. See: https://www.diergeneeskunderegister.nl/information-in-english
What documents do Third-country veterinarians need to submit to register?	If you are a veterinarian with a diploma obtained outside the EEA or Switzerland or if you have a profession other than a veterinarian, the Commission for Foreign Veterinary Graduates (CBGD) will first assess whether your knowledge and skills are sufficiently equivalent to those of veterinarians with a diploma obtained in the Netherlands. If this is the case, the CBGD will issue a Certificate of Professional Competence. This is followed by registration in www.diergeneeskunderegister.nl https://www.diergeneeskunderegister.nl/information-in-english
Does the registration allow you to practise with no limitations?	Yes, no limitations
Code of conduct	
Does the VSB have a Code of Conduct?	No, but the veterinary association KNMVD has. https://www.knmvd.nl/code-voor-dierenarts/ Not all veterinarians are part of KNMvD (voluntary membership).
Is the Code of Conduct established by a National Law?	No
Is the Code of Conduct aligned with the FVE one?	Yes, since the version of June 2022
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place?	The Veterinary Disciplinary Court (VTC) is an independent disciplinary tribunal established by law, which deals in the first instance with complaints relating to the veterinary conduct of veterinarians and some para-veterinary professions. There is one Veterinary Disciplinary Court and one Veterinary Appeals Court in the Netherlands, both based in The Hague. There are no regional colleges. https://www.veterinairtuchtcollege.nl/
Who sits on the Disciplinary Committee?	The Veterinary Disciplinary Court (VTC) consists of a chair (lawyer), a secretary (lawyer) and 4 veterinarians.

Who can submit a complaint?	All persons whose interests are directly affected by veterinary acts or lack of it, such as animal owners, companies, animal welfare organisations, the 'complaint officer' of the ministry, etc. Complaints can be submitted against a veterinarian or another registered veterinary professional e.g., veterinary nurses.
List the disciplinary actions the Veterinary Statutory Body applies	A warning, reprimand, a fine (max 9 000€), temporary or permanent suspension or removal.
Are disciplinary outcomes communicated publicly?	No, only in general aspects. EG In the period from 2018 to 2020, there were a total of 311 complaints about companion and equine veterinarians filed by individuals. In addition, there is a minority of disciplinary cases dealing with farm veterinarians, filed by the complaints officer of the Ministry of LNV (47 complaints between 2018 and 2020). This often involves larger economic interests and these cases also come more frequently to the Veterinary Appeals Court. Of the rulings of complaints from 2018, 47% were upheld, 48% were declared unfounded and 5% were inadmissible. Of the rulings that were declared founded, in most cases a warning was issued and in a few cases a reprimand, fine or suspension. Parallel to the disciplinary case, criminal or administrative proceedings may be initiated.
Additional Remarks	KNMvD also has an internal organ called the 'Ereeraad/Honorary Council', which monitors compliance with the Code. Members of the KNMvD can submit a complaint to the Honorary Council about non-compliance with the Code by another member. The Honorary Council has no say over veterinarians who are not members of the KNMvD.
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	Yes, in the Dutch Animal Law, there is a definition of a veterinary act. Veterinary medicine is a regulated profession and consists of title protection and reserved activities. Central to the performance of veterinarians' duties are the veterinary acts. Veterinarians are the only ones who may perform all veterinary acts, including, for example, physical procedures. There is also a short list of exemptions, and veterinary acts that can be performed by other registered veterinary professions (e.g. veterinary nurses) or animal owners.
Is there a list of tasks/competencies para-professionals can perform?	Yes, in addition to veterinarians, other regulated professions are allowed to perform a selection of veterinary acts: veterinary paraprofessionals. These include embryo transplanters, veterinary assistants/para-veterinarians and animal physiotherapists. They are

	allowed to perform some veterinary activities, whether or not under the direct supervision of a veterinarian.
CPD & validation	
Does your VSB have requirements around CPD?	No general requirements. However, some private quality systems include requirements for mandatory CPD hours
Does the VSB provide CPD themselves?	N/A
Does it recognize CPD from other providers?	KNMVD runs the Centraal Kwaliteitsregister Dierenartsen (CKRD), a quality register for veterinarians. In this database, you will find an overview of accredited refresher courses for veterinarians and the number of accreditation points associated with them. As a registered veterinarian, you can see which refresher courses you have taken and how many points you have earned. https://www.knmvd.nl/dossier/kwaliteit/ckrd/ This is a voluntary system.
Is CPD mandatory?	Not in general, see above
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	No

STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	N/A
Is the Board democratically elected by the members?	N/A
How long is the Board mandate?	N/A
Is the Board composition publicly available?	N/A
Are the bylaws publicly available?	N/A
Does the VSB have a written decision-making procedure in place?	N/A
Are the Board decisions and meetings recorded and documented?	N/A


FEEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	N/A
Is there any yearly official activity report?	N/A
What budget lines make the VSB income?	N/A
What budget lines make the VSB expenditures?	N/A
Does the VSB issue certificates of good standing/current professional status?	N/A

OTHER REMARKS

Recently, the NL government mandated a report on the position of the veterinarian and the quality assurance in the profession. The full report is available at: <https://open.overheid.nl/documenten/ronl-8f9c5e9541a4ad4799976e5052840bc8ad2ff795/pdf>

The report has several conclusions and recommendations. The report advises better coordination of veterinary quality assurance (establishment of a statutory body?), professional guidelines, and a more structural CPD system.

Country	North Macedonia
Name of Veterinary Statutory Body/ Competent Authority	Strucen odbor na VKM
Website	https://www.mvk.org.mk/mk/index
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	Yes
What are its main tasks?	a) Licensing and registration; b) Minimum standards of education c) Standards of professional conduct and competencies;
At what level is your VSB responsible for regulation?	Consultancy level

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	Veterinarians who are working as practitioners, industries
Is the Register of Licensed Veterinarians publicly available?	No
Documentation	
How long does the registration of a licensed veterinarian last?	5 years
What documents do National veterinarians need to submit to register?	Records of CPD
What documents do Non-National (EU) veterinarians need to submit to register?	This is regulated by national law (all licenced and registered veterinarians must be Macedonian citizens

What documents do Third-country veterinarians need to submit to register?	This is regulated by national law (all licenced and registered veterinarians must be Macedonian citizens
Does the registration allow you to practise with no limitations?	Yes
Code of conduct	
Does the VSB have a Code of Conduct?	Yes
Is the Code of Conduct established by a National Law?	No
Is the Code of Conduct aligned with the FVE one?	N/A
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	Yes, in the committee representatives from universities and veterinary practitioners are members of the Committee
Who can submit a complaint?	N/A
List the disciplinary actions the Veterinary Statutory Body applies	N/A
Are disciplinary outcomes communicated publicly?	No
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	Yes
Is there a list of tasks/competencies para-professionals can perform?	No
CPD & validation	
Does your VSB have requirements around CPD?	Yes
Does the VSB provide CPD themselves?	Yes in collaboration with academia and industry
Does it recognize CPD from other providers?	Yes
Is CPD mandatory?	Yes


Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	Yes
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STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	Yes
Is the Board democratically elected by the members?	Yes
How long is the Board mandate?	4 years
Is the Board composition publicly available?	No
Are the By-laws publicly available?	No
Does the VSB have a written decision-making procedure in place?	Yes
Are the Board decisions and meetings recorded and documented?	N/A

FEEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	No
Is there any yearly official activity report?	Yes
What budget lines make the VSB income?	N/A
What budget lines make the VSB expenditures?	N/A
Does the VSB issue certificates of good standing/current professional status?	Yes

Country	Norway
Name of Veterinary Statutory Body/ Competent Authority	Norwegian Food Safety Authority
Website	English The Norwegian Food Safety Authority (mattilsynet.no)
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	The Competent Authority holds the registrar for veterinarians Yes Cf. Lov om veterinærer og annet dyrehelsepersonell, dated 15.06.2001(Animal health staff Regulation)
What are its main tasks?	Registering and auditing veterinarians
At what level is your VSB responsible for regulation?	National

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	Mandatory registration for all categories of vets (practitioners, state officers, academia, pet vets, industry). In addition, mandatory registration of Fish Health Biologists and Veterinary nurses
Is the Register of Licensed Veterinarians publicly available?	No
Documentation	
How long does the registration of a licensed veterinarian last?	Once on the register, up to 75 years. Animal health personnel lose their authorization at the age of 75. If you wish to continue working as animal health personnel after the age of 75, you have to apply for a licence. The licence may be limited to certain fields of work and may be granted for two or three years at a time. This is regulated through The Animal Health Staff Regulation.
What documents do National veterinarians need to submit to register?	Any person going to practice as a veterinary surgeon, as an (aqua medicine) Fish health biologist or as a veterinary nurse in Norway must be authorized by, or hold a licence issued by, the Norwegian Food Safety Authority. Who and how to register and license is regulated in the Animal Health Staff Regulation:

	https://lovdata.no/dokument/NL/lov/2001-06-15-75 In case it is more than one year since you completed your education, you must enclose the «Certificate of Current Professional Status» from the competent authority of the country you are currently. This confirmation must not be older than 3 months.
What documents do Non-National (EU) veterinarians need to submit to register?	Certificates or other documentation from your educational institution(s), which show clearly that you have completed adequate training. Letter of good standing
What documents do Third-country veterinarians need to submit to register?	If you have obtained your qualification in countries outside the EEA you must enclose the following information: A description of the different subjects in your training and the scope of these subjects, translated into Norwegian or English. Statement from NOKUT; «Recognition of higher education». Documentation showing your date of birth and national identity number, documentation of any change of name and citizenship
Does the registration allow you to practise with no limitations?	If you get full authorization you are allowed to practice with no limitations
Code of conduct	
Does the VSB have a Code of Conduct?	No other code of conduct than the general descriptions in the Animal Health Staff regulation. §23
Is the Code of Conduct established by a National Law?	See above
Is the Code of Conduct aligned with the FVE one?	The Norwegian Veterinary Association has established a Code of Conduct which applies to their members.
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place? Who sits on the disciplinary Committee?	Yes As The Food Safety Authority is an integrated part of the government, disciplinary procedures following supervision and audits have to follow general legal regulations.
Who can submit a complaint?	In general, everyone, but people directly affected by veterinary procedures will be taken most seriously.
List the disciplinary actions the Veterinary Statutory Body applies	Warning to suspension to loss of prescribing to fine and expulsion. Animal Health Staff Regulation Chapter 5.
Are disciplinary outcomes communicated publicly?	No
List of competencies (tasks)	

Is there a list of tasks/competencies veterinarians can perform?	Not other than what is described in the Animal Health Staff Regulation, §§ 17 - 19
Is there a list of tasks/competencies para-professionals can perform?	Only under the supervision of the Veterinarian, Animal Health Staff Regulation § 15
CPD & validation	
Does your VSB have requirements around CPD?	No specific requirements other than Animal Health Staff Regulation § 13 and § 23
Does the VSB provide CPD themselves?	No
Does it recognize CPD from other providers?	They have no special policy on this, as long as the Veterinarians update their general competencies, and are aware of their professional and scientific limits
Is CPD mandatory?	no
Does your VSB have a system linking the CPD or credits to the licence or revalidation of the licence?	No

STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	The Norwegian Food Safety Authority is a national governmental body directly under the Ministry of Agriculture and Food, Ministry of Fisheries and Coastal Affairs and Ministry of Health Care Services https://www.mattilsynet.no/en/about-us/management-norwegian-food-safety-authority
Is the Board democratically elected by the members?	Not Relevant
How long is the Board mandate?	Not relevant
Is the Board composition publicly available?	Not relevant
Are the bylaws publicly available?	Not relevant
Does the VSB have a written decision-making procedure in place?	Not relevant

Are the Board decisions and meetings recorded and documented?	Not relevant
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FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	The Norwegian Food Safety Authority is financed each year in the National budget
Is there any yearly official activity report?	Not concerning the role of VSB
What budget lines make the VSB income?	Overall grants each year in the national budget for The Food Safety Authority. Not specified for VSB issues.
What budget lines make the VSB expenditures?	See above
Does the VSB issue certificates of good standing/current professional status?	The Food Safety Authority issues a “Letter of good standing” if needed

Country	Poland
Name of Veterinary Statutory Body/ Competent Authority	Polish National Veterinary Chamber (PNVC)
Website	https://www.vetpol.org.pl/
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	Yes
What are its main tasks?	PNVC is responsible for the supervision of the proper pursuit of the veterinary profession. They register veterinarians, keep a list of registered veterinarians and specialised veterinarians, run the pet passport system, set the code of ethics, run disciplinary tasks, etc. The regional Chambers also have many tasks and run for example job advertisements.
At what level is your VSB responsible for regulation?	National, Regional (16 chambers)

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	All veterinarians who perform veterinary acts, including veterinarians working in academia, for the government, etc.
Is the Register of licensed veterinarians publicly available?	Yes, but you can only search on the PNVC number or name of the veterinarian, not on location. https://wetsystems.org.pl/WetSystemsInfo/lwinfo.html
Documentation	
How long does the registration of a licensed veterinarian last?	Permanent (depending on payment membership fee, CPD, etc)

What documents do National veterinarians need to submit to register?	A veterinarian applying for the right to practice as a veterinarian and at the same time being entered into the register of members of the regional chamber of veterinary medicine applies to the district veterinary council where he intends to practice his profession. Documents needed are proof of Polish citizen and a diploma of a veterinarian issued by a Polish university, has full legal capacity, is able, due to the state of health, to practice as a veterinarian, shows an impeccable ethical attitude and has no criminal records.
What documents do Non-National (EU) veterinarians need to submit to register?	Documents required include ID, application form, professional experience, criminal record, medical record, declaration of full legal capacity, statement of proof of Knowledge of Polish, etc. More information here: https://www.biznes.gov.pl/pl/opisy-procedur/-/proc/447
What documents do Third-country veterinarians need to submit to register?	See above
Does the registration allow you to practise with no limitations?	Yes, no limitations
Code of conduct	
Does the VSB have a Code of Conduct?	Yes, a code of ethics: https://vetpol.org.pl/kodeks-etyki/
Is the Code of Conduct established by a National Law?	Yes, the Chamber is mandated to set the Code of Ethics.
Is the Code of Conduct aligned with the FVE one?	Partly
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	Through the Ombudsman for Professional Responsibility and the Medical and Veterinary Court, the national and regional chambers supervise the proper and conscientious performance of the veterinary profession by its members and compliance with the principles of veterinary ethics and deontology.
Who can submit a complaint?	Everybody
List the disciplinary actions the Veterinary Statutory Body applies	Warning, fine, temp suspension (3 mo-3y), permanent suspension

Are disciplinary outcomes communicated publicly?	Partly, no details
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	The Act on the Profession of Veterinarians and Veterinary Chambers (Ustawa o zawodzie lekarza weterynarii i izbach lekarsko-weterynaryjnych) dated 21/12/91 [with changes]. Article 1 of this act lists general tasks which veterinarians can perform
Is there a list of tasks/competencies para-professionals can perform?	No
CPD & validation	
Does your VSB have requirements around CPD?	Yes, veterinarians need to gain a minimum of 200 educational points every 4 years and submit to the District branch a tabulated statement of the points for the individual training courses together with supporting documents.
Does the VSB provide CPD themselves?	Yes, also via the regional chambers
Does it recognize CPD from other providers?	Yes, e. g. from veterinary faculties (prior approved by representatives of the Chamber)
Is CPD mandatory?	Yes, a minimum of 200 educational points every 4 year
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	Yes


STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	National Medical and Veterinary Council, Ombudsman for Professional Responsibility, Regional veterinary Chambers, committees, etc.
Is the Board democratically elected by the members?	Yes
How long is the Board mandate?	4 Years
Is the Board composition publicly available?	Yes, https://vetpol.org.pl/krajowa-rada-lekarsko-weterynaryjna-viii-kadencji/
Are the bylaws publicly available?	The Chamber is government by the Act of 21/12/1990 covering the veterinary profession.

Does the VSB have a written decision-making procedure in place?	Yes
Are the Board decisions and meetings recorded and documented?	Yes

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	Each district chamber has an internal audit committee and the national chamber also has one of its own which also supervises the activities of the district audit committees
Is there any yearly official activity report?	Yes, the report of activities is yearly presented to the prime minister.
What budget lines make the VSB income?	The income of the Chamber is almost unique from membership fees.
What budget lines make the VSB expenditures?	Budget to perform activities tasked to the Chamber e.g. administrative costs, staff, travel, etc.
Does the VSB issue certificates of good standing/current professional status?	Yes, a veterinarian can receive this certificate on request from the Regional Chamber with whom he was registered.

Country	Portugal
Name of Veterinary Statutory Body/ Competent Authority	Ordem dos Médicos Veterinários
Website	www.omv.pt
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	Yes
What are its main tasks?	<p>a) The defence of the general interests of recipients of veterinary medical services, namely the defence of public health by safeguarding and promoting health, animal welfare and food safety;</p> <p>b) The representation and defence of the general interests of the profession, its social function, its dignity and its prestige;</p> <p>c) Contribution, in general, to improvement and progress in the scientific, technical and professional fields of veterinary medicine;</p> <p>d) The regulation of access to and exercise of the veterinary profession in national territory;</p> <p>e) The exclusive granting of professional titles for the profession of veterinarian;</p> <p>f) The granting of professional specialization titles within the scope of the exercise of veterinary medicine;</p> <p>g) The attribution of prizes or honorary titles;</p> <p>h) Drawing up and updating the professional register;</p> <p>i) The exercise of disciplinary power;</p> <p>j) Provision of services to its members, concerning professional practice, namely concerning information and professional training, contributing to the improvement and progress in the scientific, technical and professional fields;</p> <p>k) Collaboration with other entities of the Public Administration in the pursuit of public interest purposes related to the profession of veterinarian;</p> <p>l) Participation in the drafting of legislation that respects access to and exercise of the medical profession veterinarian;</p>

	<p>m) Participation in official accreditation processes and in the evaluation of courses that give access to the profession of veterinarian;</p> <p>n) Recognition of professional qualifications obtained in another member state of the EU, European Economic Area or, without prejudice to the provisions in an international convention of the Community of Countries of Portuguese language, for access and exercise of the activity of veterinary medicine in national territory;</p> <p>o) Any others entrusted to it by law</p> <p>https://dre.tretas.org/dre/1392632/lei-125-2015-de-3-de-setembro</p>
At what level is your VSB responsible for regulation?	National

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	Veterinary practitioners
Is the Register of Licensed Veterinarians publicly available?	Yes
Documentation	
How long does the registration of a licensed veterinarian last?	Life long
What documents do National veterinarians need to submit to register?	Proof of degree Criminal record certificate Certificate of Residency in Portugal
What documents do Non-National (EU) veterinarians need to submit to register?	Proof of degree Criminal record certificate Certificate of Residency in Portugal, Detailed CV, Letter of Good Standing from National regulator,
What documents do Third-country veterinarians need to submit to register?	Proof of degree Criminal record certificate Certificate of Residency in Portugal, Detailed CV, Letter of Good Standing from National regulator, Passport, Certificate of Residency in Portugal, Detailed CV, Letter of Good Standing from National regulator, Bachelor's or Master's degree equivalence certificate in veterinary medicine issued by a Portuguese higher education establishment; declaration of reciprocity (except Brazil), Documents in a foreign language must be

	accompanied by a duly legalized translation into Portuguese.
Does the registration allow you to practise with no limitations?	Yes
Code of conduct	
Does the VSB have a Code of Conduct?	Yes https://files.dre.pt/2s/2021/08/151000000/0020400224.pdf
Is the Code of Conduct established by a National Law?	Yes
Is the Code of Conduct aligned with the FVE one?	Yes
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	Yes
Who can submit a complaint?	Colleagues & Lay people & lawyers
List the disciplinary actions the Veterinary Statutory Body applies	Warning, fine, temporary suspension, permanent suspension
Are disciplinary outcomes communicated publicly?	Only temporary or permanent suspensions are publicly communicated
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	Yes
Is there a list of tasks/competencies para-professionals can perform?	No
CPD & validation	
Does your VSB have requirements around CPD?	No
Does the VSB provide CPD themselves?	No

Does it recognize CPD from other providers?	No
Is CPD mandatory?	No
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	No - Competition rules have prevented the introduction of mandatory CPD


STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	Board, Secretariat, Committees
Is the Board democratically elected by the members?	Yes
How long is the Board mandate?	4 years
Is the Board composition publicly available?	Yes
Are the bylaws publicly available?	Yes
Does the VSB have a written decision-making procedure in place?	Yes
Are the Board decisions and meetings recorded and documented?	Yes

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	The yearly budget and some auditing are done. The Veterinary Statutory Body is held accountable for the budget
Is there any yearly official activity report?	Yes
What budget lines make the VSB income?	Membership Fees
What budget lines make the VSB expenditures?	Staff salaries
Does the VSB issue certificates of good	Yes

standing/current professional status?	
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Country	Romania
Name of Veterinary Statutory Body/ Competent Authority	College of Romanian Veterinarians
Website	https://cmvro.ro/
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	Yes. It is established by Law nr. 160/1998 for the organization and practice of the veterinary profession https://cmvro.ro/files/download/legislatie/legislation-en/law_160.pdf
What are its main tasks?	The College of Romanian Veterinarians is the statutory body in Romania for the organization and practice of the veterinary profession and the competent authority in Romania for the following: a) registration and licensing of all veterinary practices; b) licensing of all private veterinarians; c) issuance of the European Certificate of Conformity; d) professional recognition of diplomas, attestations or other degrees of the veterinarian profession; e) temporary licensing of veterinarians in Romania; f) recognition of the title of veterinary specialist; g) management of IMI files; h) Continuous Professional Development The main purpose of the College of Veterinarians is to ensure an increase in responsibility and authority of its members in professional duties, respect for existing laws to protect animal health, public health, consumer protection and the preservation of the environment and ecological balance. The College of Romanian Veterinarians is constantly supervising the application and enforcement of the medical and veterinary Code of Deontology, to maintain prestige, honor and professional dignity.
At what level is your VSB responsible for regulation?	National

REGULATORY FUNCTIONS

Registration

What professional category of veterinarian does the VSB mandatorily register?	Veterinary practitioners, State Veterinary Officers, Professors, lecturers, researchers in the public sector, Professors, lecturers, and researchers in the private sector, veterinarians from laboratories, the pharmaceutical industry and the food industry.
Is the Register of Licensed Veterinarians publicly available?	Yes. https://cmvro.cmvro.ro/cmvro/ We also have in progress a new database with more complex information
Documentation	
How long does the registration of a licensed veterinarian last?	Life-long (depending on performing CPD and payment membership fee)
What documents do National veterinarians need to submit to register?	ID Documents, Proof of degree, Medical certificate and Extract criminal record
What documents do Non-National (EU) veterinarians need to submit to register?	ID Documents, Copies of the diplomas/attestations/other documents granting qualification in the veterinary profession, Diploma supplement, Conformity Certificate, Certificate of current professional status, Medical certificate, Extract criminal record and Language proficiency proof
What documents do Third-country veterinarians need to submit to register?	ID Documents, Proof of long-term residence permit in Romania /residence visa; Documents certifying professional experience/professional internship of at least 3 years as a veterinarian either in a member state or in a third country; Copy of the diplomas/attestations/other documents granting qualification in the veterinary profession, Diploma supplement, Diploma recognition document, issued by the Ministry of National Education - National Center for Recognition and Equivalence of Diplomas, Conformity Certificate, Certificate of current professional status, Medical certificate, Extract criminal record and Language proficiency proof. In addition to the above documents, for the recognition of the professional qualification, the applicant will take an aptitude test consisting of a grid-type theoretical test and a practical one
Does the registration allow you to practise with no limitations?	No
Code of conduct	
Does the VSB have a Code of Conduct?	Yes

Is the Code of Conduct established by a National Law?	The College of Romanian Veterinarians has the legal mandate to decide on the Code of Conduct.
Is the Code of Conduct aligned with the FVE one?	There are County Ethics and Litigation Committees at the regional level, within each branch of the College of Romanian Veterinarians. They meet according to the complaints received and analyse each case separately following the Internal Order Regulation and with The Code of Veterinary Medical Ethics. The Committee decides whether a complaint is dismissed or whether the parties should be called to one or more hearings to obtain their point of view. During each meeting, the Commission should draw up minutes and at the end of the deliberations issue a Decision that will be communicated to both parties. The parties may appeal within 30 days from the date of receipt of the decision to The Higher Committee for Ethics and Litigation.
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	There are County Ethics and Litigation Committees at the regional level, within each branch of the College of Romanian Veterinarians and The Higher Committee for Ethics and Litigation at the national level. - The Higher Committee for Ethics and Litigation has 10 members: President, Vice-President, Secretary, 4 full members and 3 substitutes. - Each County Committee for Ethics and Litigation has 8 members: President, Vice-President, Secretary, 2 full members and 3 substitutes
Who can submit a complaint?	All persons whose interests are affected by veterinary acts or lack of it.
List the disciplinary actions the Veterinary Statutory Body applies	Warning, Reprimand, Severe reprimand, Temporary suspension and Permanent Suspension
Are disciplinary outcomes communicated publicly?	Yes. The remaining definitive decisions can be published on the website of the College of Romanian Veterinarians or in the "Veterinaria" magazine, as deemed necessary.
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	In Romania, veterinary medicine is a regulated profession and consists of title protection and reserved activities. The veterinary profession shall have exclusive competence in the following areas: a) animal health; b) veterinary public health and animal products, and products of animal origin hygiene; c) border veterinary inspection; d) veterinary surveillance and laboratory diagnosis; e) forages hygiene control;

	<p>f) coordination of animal identification and registration, except equine;</p> <p>g) ongoing veterinary training and education;</p> <p>h) testing, registration and licensing of manufacturing and marketing of veterinary products and other materials that can influence animal health;</p> <p>i) prescription of veterinary medicinal products;</p> <p>j) consulting and veterinary audit.</p>
Is there a list of tasks/competencies para-professionals can perform?	Yes, they are provided in the Statute of the Veterinarian and are to be included in the national legislation through a legislative project under parliamentary debate.
CPD & validation	
Does your VSB have requirements around CPD?	Yes, every registered veterinarian must obtain at least 120 CPD points yearly.
Does the VSB provide CPD themselves?	Yes
Does it recognize CPD from other providers?	Yes. The organizer of the event must submit an accreditation form completed with the details of the course (organization data, topics, lecturers) and the program. The accreditation request is analysed by the Executive Bureau of The College of Romanian Veterinarians and an accreditation note is issued. Every event receives an accreditation code.
Is CPD mandatory?	Yes, at least 120 CPD points yearly.
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	Yes, the Certificate of Free Practice is suspended until the minimum number of CPD points is obtained.

STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	<p>1. At the National Level:</p> <ul style="list-style-type: none"> - The National Council - 51 members composed of the Board (Executive Bureau), the representatives of the 42 county branches of the College of Romanian Veterinarians and the President of the Higher Committee for Ethics and Litigation. - Board (Executive Bureau)- 9 members (President, First VicePresident, 3 VicePresidents, Secretary, President of the Legislative Committee, President of the Free Practice Committee, President of the Research, Science and Education Committee; - The Higher Committee for Ethics and Litigation - 9 members (7 full members and 2 substitutes); - The Censors Committee - 6 members (3 full members
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	<p>and 3 substitutes);</p> <ul style="list-style-type: none"> - The Legislative Committee - 10 members (7 full members and 3 substitutes); - The Free Practice Committee - 10 members (7 full members and 3 substitutes); - The Research, Science and Education Committee -7 full members. <p>2. At the County level (Regional):</p> <ul style="list-style-type: none"> - The County Council - between 7 - 15 full members and 3 substitutes; - Board (Executive Bureau) - 4 or 5 members: President, 2 or 3 Presidents, Secretary; -The County Committee for Ethics and Litigation - 8 members (5 full members and 3 substitutes); - The Censors Committee - 6 members (3 full members and 3 substitutes).
Is the Board democratically elected by the members?	Yes
How long is the Board mandate?	3 years
Is the Board composition publicly available?	Yes https://cmvro.ro/despre-cmv/structura-organizationala/birou-executiv/
Are the bylaws publicly available?	Yes
Does the VSB have a written decision-making procedure in place?	Yes
Are the Board decisions and meetings recorded and documented?	Yes

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	<p>Developed a business plan for the organisation including full financial planning, accountability and an annual audit by an external auditor.</p> <p>At the end of each fiscal year, after elaboration of the fiscal statements, the Executive Office should prepare a detailed report.</p> <p>All accounting documents are verified and approved by the Committee, by an independent accounting expert (from outside the organization's staff) and then by an independent auditor following appropriate national or international auditing standards.</p>
Is there any yearly official activity report?	Yes

What budget lines make the VSB income?	Membership Fees, CPD Fees, Advertisement in the College's magazine, fees for using the Dog with owner Registration System etc
What budget lines make the VSB expenditures?	Staff salaries, expert salaries, office costs, software, organizing scientific events for members, costs of informative materials for members etc
Does the VSB issue certificates of good standing/current professional status?	Yes

Country	Republic of Serbia
Name of Veterinary Statutory Body/ Competent Authority	Veterinary Directorate / Ministry of Agriculture, forestry and water management & Veterinary Chamber of Serbia
Website	https://www.vet.minpolj.gov.rs/en/about-the-veterinary-directorate/ www.vetks.org.rs
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	Yes
What are its main tasks?	Development of regulatory framework; inspection of (animal health & welfare, veterinary medical products (VMPS) inspection; food establishment inspection; retail food inspection); food export-import control and inspection
At what level is your VSB responsible for regulation?	Primary responsibility for regulations related to animal health & welfare and food safety & quality (food of animal origin)

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	Veterinarians – practitioners Veterinarians – VMPs wholesale and retail Veterinarians – veterinary inspectors Veterinarians – researchers Veterinarians – military service Note: According to the national Law it is mandatory that all veterinarians (DVM / BVSc) need to pass the one-year training post-graduation, pass the national exam and get the license to be included in the record. In practice, many veterinarians working in competent authority (inspection) and research organisations do not have state exams or licenses.
Is the Register of Licensed Veterinarians publicly available?	No (the register of licensed veterinarians is kept in records of the national Veterinary Chamber – Veterinary Chamber of Serbia)
Documentation	

How long does the registration of a licensed veterinarian last?	5 years
What documents do National veterinarians need to submit to register?	Diploma (Doctor of Veterinary Medicine) Proof of completed national state exam (Veterinary Directorate / Ministry of Agriculture, forestry and water management)
What documents do Non-National (EU) veterinarians need to submit to register?	Notification of Diploma (Doctor of Veterinary Medicine) Proof of completed national state exam (Veterinary Directorate / Ministry of Agriculture, forestry and water management)
What documents do Third-country veterinarians need to submit to register?	Recognition of Diploma (Doctor of Veterinary Medicine) Proof of completed national state exam (Veterinary Directorate / Ministry of Agriculture, forestry and water management)
Does the registration allow you to practise with no limitations?	Yes (all aspects of clinical practice, including meat inspection – under the contract with VSB and sales of feed and pet food)
Code of conduct	
Does the VSB have a Code of Conduct?	Yes (defined by the National Veterinary Chamber)
Is the Code of Conduct established by a National Law?	Yes (established by the National Veterinary Law and endorsed by the National Veterinary Chamber)
Is the Code of Conduct aligned with the FVE one?	Not specifically. The national code of conduct is based on the codex for veterinarians and contains many well-defined aspects of the Code of Conduct from an ethical point of view. However, there is a space to harmonize the national document with the FVE code of conduct.
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	Yes. Disciplinary procedures are defined within the National Veterinary Chamber and are evaluated on a case-by-case basis by the Ethical Committee. The members of the Ethical Committee are delegated from the regional veterinary boards in the process of election, every four years.
Who can submit a complaint?	Every licensed veterinarian and member of the veterinary chamber can submit a complaint to the Ethical Committee
List the disciplinary actions the Veterinary Statutory Body applies	Oral and written warning, suspension of license, removal of license, court process (in case of serious endangerment of animal and public health and violations of the Code of Conduct).

Are disciplinary outcomes communicated publicly?	Usually not
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	Yes. Defined in a national Veterinary Law (Official Journal Republic of Serbia, no. 91/2005 with amendments) and veterinary codex, issued by the national Veterinary Chamber. Article 4, 31-33
Is there a list of tasks/competencies para-professionals can perform?	Yes
CPD & validation	
Does your VSB have requirements around CPD?	Yes. The requirements related to CPD are defined in the Guidelines issues by the national Veterinary Chamber.
Does the VSB provide CPD themselves?	Yes, through the registered and approved CPD courses by the professional committee of the national Veterinary Chamber. Yes. In addition, every regional board of the Veterinary Chamber can also organize CPD events with dedicated topics and submit the profile of course for approval by the professional committee, before the commencement of CPD.
Does it recognize CPD from other providers?	Yes. Other providers can organize CPD courses, but to be officially recognized (credits for participants for maintaining their license), the CPD material needs to be submitted for approval to the professional committee, before the commencement of CPD.
Is CPD mandatory?	Yes.
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	Yes. There is a mandatory number of points (credits) every licensed veterinarian needs to collect during the 5 years so that the license can be renewed for the next period of five years.

STRUCTURE, GOVERNANCE, DECISION MAKING


What is the basic organisational structure of the VSB?	<u>National Veterinary Chamber of Serbia</u> www.vetks.org.rs President elected (4 years mandate) Assembly Management Board Supervisory Board Professional Committee (approval of CPD)
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	<p>Ethical Committee Committee on prices policy for veterinary services Regional boards of the Veterinary Chamber <u>Veterinary Directorate / Ministry of Agriculture, Forestry and Water Management</u> https://www.vet.minpolj.gov.rs/en/about-the-veterinary-directorate/ Department for Animal Health Department for Animal welfare and veterinary practice Department for Veterinary Public Health Department for international trade and certification Department for legal and financial affairs Department for Veterinary Inspection Department for Border Veterinary Inspection</p>
Is the Board democratically elected by the members?	Yes
How long is the Board mandate?	4 years
Is the Board composition publicly available?	Yes (website of the National Veterinary Chamber)
Are the bylaws publicly available?	Yes (website of the National Veterinary Chamber)
Does the VSB have a written decision-making procedure in place?	Yes
Are the Board decisions and meetings recorded and documented?	Board decisions are documented, but not recorded.

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	External auditing, but on an infrequent basis.
Is there any yearly official activity report?	Yes
What budget lines make the VSB income?	<p>License fees (100% of all collected fees from the regional level goes to the central Veterinary Chamber) Membership fees (out of membership fees collected at each regional level, 70% goes to the central Veterinary Chamber and 30% remains to the regional board of the Veterinary Chamber) Sales of hard copies of templates/forms used in veterinary practice Books Conferences and seminars Donations</p>

<p>What budget lines make the VSB expenditures?</p>	<p>Business travel (national, international) Per diems for attendance of elected members to Assembly and Management/Supervisory Board or Professional or Ethical Committee meeting Salaries (president elected – not permanently present in the premises and the staff at the premises of the national Veterinary Chamber: general secretary, office staff – permanently present) Membership to international organizations (e.g. FVE/UEVH, WVA) CPD (fees are paid to lecturers for registered and approved courses) Annual rental fee (renting of office space at the Faculty of Veterinary Medicine, University of Belgrade)</p>
<p>Does the VSB issue certificates of good standing/current professional status?</p>	<p>No</p>

Country	Slovakia
Name of Veterinary Statutory Body/ Competent Authority	The Chamber of Veterinary Surgeons of Slovakia (practising veterinary surgeons only)
Website	https://www.kvlsr.sk/
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	Yes, by law since 1992 https://www.zakonypreludi.sk/zz/2004-442/znenie-20140401 The chamber is independent and self-governing. Official vets are a part of a State veterinary service which is an organisation directly governed by the Ministry of Agriculture and is a part of a public service.
What are its main tasks?	Guarding the credibility of the veterinary profession, ensuring the quality, Code of conduct, monitoring of CPD, disciplinary procedures, register of all practising vets
At what level is your VSB responsible for regulation?	National

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	Practitioners
Is the Register of Licensed Veterinarians publicly available?	Yes
Documentation	
How long does the registration of a licensed veterinarian last?	In principle unlimited (depending on performing CPD, payment membership fee, etc)

What documents do National veterinarians need to submit to register?	Proof of degree and extract criminal record
What documents do Non-National (EU) veterinarians need to submit to register?	Proof of EU-recognized degree, proof of current professional status, proof of Slovakian language command
What documents do Third-country veterinarians need to submit to register?	As above
Does the registration allow you to practise with no limitations?	No limitation if successfully registered
Code of conduct	
Does the VSB have a Code of Conduct?	Yes
Is the Code of Conduct established by a National Law?	The Chamber has the legal mandate to decide on the Code of Conduct.
Is the Code of Conduct aligned with the FVE one?	Partly
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	Yes. Constitutes of elected members at GA every 3 years
Who can submit a complaint?	All persons whose interests are affected by the provision of veterinary care or lack of it
List the disciplinary actions the Veterinary Statutory Body applies	Warning, fine, temporary strike off, permanent strike off
Are disciplinary outcomes communicated publicly?	No. Just the participants of the hearing.
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	No. The law defines "private veterinary care" but does not specify what it is. For the future, we need to specifically define those.

Is there a list of tasks/competencies para-professionals can perform?	No. Our legislation does not know the term veterinary paraprofessional.
CPD & validation	
Does your VSB have requirements around CPD?	Yes
Does the VSB provide CPD themselves?	Yes, but only as one of many CPD providers
Does it recognize CPD from other providers?	Yes, Any CPD can be approved and scored by VSB after assessment of the length and quality of the CPD program/lecture/workshop
Is CPD mandatory?	Yes
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	Yes, 300 credits in 3 years are mandatory (approx. 60 hrs)

STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	Board consisting of 5 members 1 president, 1 vice-president, 3 members 1 head of a controlling committee 1 head of the disciplinary committee
Is the Board democratically elected by the members?	Yes
How long is the Board mandate?	3 years
Is the Board composition publicly available?	Yes
Are the bylaws publicly available?	Yes
Does the VSB have a written decision-making procedure in place?	Yes, all written in the Code of Conduct
Are the Board decisions and meetings recorded and documented?	Yes

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	Yes, both internal and external
Is there any yearly official activity report?	Yes, at the annual general assembly
What budget lines make the VSB income?	Members fees, commercial activities, CPD
What budget lines make the VSB expenditures?	CPD, rent, staff, meetings, journal, compensation to board members
Does the VSB issue certificates of good standing/current professional status?	Yes

Country	Slovenia
Name of Veterinary Statutory Body/ Competent Authority	Veterinary Chamber of Slovenia
Website	https://www.vzb.si/
Logo	 Veterinarska zbornica Slovenije

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	Yes, the Slovenian Act of Veterinary Medicine
What are its main tasks?	Licensing veterinarians Licensing veterinary praxis, clinics, and hospitals Listing veterinary praxis, clinics, and hospitals Listing licensed veterinarians Provide advice to veterinarians e.g. on AMR Guards the quality of veterinary medicine Strives to dissolve disciplinary matters Provides and supervises CPD credits (min 200 h in 10 years)
At what level is your VSB responsible for regulation?	National

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	Mandatory for every doctor of veterinary medicine who practises veterinary medicine in Slovenia and a license for his work including academic staff. Official vets are excluded.
Is the Register of Licensed Veterinarians publicly available?	Yes, https://www.vzb.si/iskalnik-veterinarjev-z-licenco
Documentation	
How long does the registration of a licensed veterinarian last?	Lifelong, upon conditions (payment membership fee, CPD, etc), recertified every 10 years.

What documents do National veterinarians need to submit to register?	Application form Declaration of accession to membership, Certificate of diploma in veterinary medicine, Photocopy of the certificate of completed professional or state exam. More info here: https://www.vzb.si/dejavnosti/veterinarska-licenca
What documents do Non-National (EU) veterinarians need to submit to register?	The degree needs to be recognised by the Ministry of Labour, Family, Social Affairs and Equal Opportunities - see above
What documents do Third-country veterinarians need to submit to register?	The degree needs to be recognised- see above
Does the registration allow you to practise with no limitations?	Yes, no limitations
Code of conduct	
Does the VSB have a Code of Conduct?	Yes, Code of Veterinary Ethics and Code of Good Veterinary Practice https://www.vzb.si/upload/files/Akti%20o%20zbornici/Kodeks veterinarske etike in Kodeks dobre veterinarske prakse.pdf
Is the Code of Conduct established by a National Law?	National law gives the Chamber the mandate to develop these codes
Is the Code of Conduct aligned with the FVE one?	Partly
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	Yes, and an expert commission, composed of veterinarians, with the professional
Who can submit a complaint?	Anyone who is somehow involved in a case can submit a complaint (vets, clients, competent authorities, public).
List the disciplinary actions the Veterinary Statutory Body applies	Warning, fine, temporary, or permanent suspension or removal license
Are disciplinary outcomes communicated publicly?	No, kept confidential
List of competencies (tasks)	

Is there a list of tasks/competencies veterinarians can perform?	Yes, Veterinary activities are referred to in Article 51 of the Slovenian Act on Veterinary Medicine
Is there a list of tasks/competencies para-professionals can perform?	No
CPD & validation	
Does your VSB have requirements around CPD?	Yes
Does the VSB provide CPD themselves?	Yes, in collaboration with the Faculty of Veterinary Medicine
Does it recognize CPD from other providers?	Yes
Is CPD mandatory?	Yes. 20 hrs equals 4 CPD credits per year
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	Yes

STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	Assembly, Board, Sections, Commissions, etc.
Is the Board democratically elected by the members?	Yes
How long is the Board mandate?	4 years
Is the Board composition publicly available?	Yes, https://www.vzb.si/o-zbornici/organi-zbornice
Are the bylaws publicly available?	Yes, all documents are available on the website, including the statutes: https://www.vzb.si/o-zbornici/zakonodaja/akti-o-zbornici
Does the VSB have a written decision-making procedure in place?	Yes, all documents are available on the website: https://www.vzb.si/o-zbornici/zakonodaja/akti-o-zbornici
Are the Board decisions and meetings recorded and documented?	Yes, on the website under restricted access for members

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	Yes
Is there any yearly official activity report?	Yes, written by the President and Executive Director.
What budget lines make the VSB income?	Membership fees (around 360€/year), tasks delegated by the Ministry of Agriculture, Forestry and Food (120.000 €/year), fees for education programs, sponsors
What budget lines make the VSB expenditures?	a) expenses for the operation of the Chamber, b) Staff costs for Chamber employees, c) expenses for the activities of Chamber bodies, d) compensation for the loss of time associated with the performance of functions in the bodies of the Chamber, e) travel allowances and any other out-of-pocket expenses connected with the performance of functions in the bodies of the Chamber, f) other expenses.
Does the VSB issue certificates of good standing/current professional status?	Yes

Country	Spain
Name of Veterinary Statutory Body/ Competent Authority	General Council of Veterinarians of Spain
Website	https://www.colvet.es/
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	Yes. The General Council is a statutory body but some competencies belong to the public authorities/administration
What are its main tasks?	Representation of the profession, the regulation of the veterinary practice of the members (within its competences) and protection of their professional interests, safeguarding the ethical and social principles of the veterinary profession (code of conduct), the promotion of the improvement of the scientific, cultural, economic and social standards of its members and collaboration with the public authorities in the achievement of human and animal health
At what level is your VSB responsible for regulation?	National. The Spanish Veterinary Organization consists of the General Council, Autonomous/Regional Councils and Provincial Colleges

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	All veterinarians who perform veterinary acts
Is the Register of Licensed Veterinarians publicly available?	Yes, you need to search per provincial college and name (https://vucolvet.org/)
Documentation	
How long does the registration of a licensed veterinarian last?	Life-long (if the membership fee is paid, etc

What documents do National veterinarians need to submit to register?	Proof of Veterinary degree, criminal record certificate. Registration is done through the provincial colleges and they may ask for additional documents (eg. application form, identity card...). In the case of a veterinarian coming from another provincial college certificate of good standing
What documents do Non-National (EU) veterinarians need to submit to register?	Proof of diploma recognition by the Spanish Ministry of Health, criminal record certificate. The provincial colleges may ask for additional documents (application form, certificate of good standing translated into Spanish, etc.)
What documents do Third-country veterinarians need to submit to register?	Proof of diploma homologation by the Ministry of Universities, criminal record certificate. The provincial colleges may ask for additional documents (application form, etc)
Does the registration allow you to practise with no limitations?	N/A
Code of conduct	
Does the VSB have a Code of Conduct?	Yes - https://www.colvet.es/files/portalcontenidos/54/documentos/document_(4).pdf
Is the Code of Conduct established by a National Law?	No, but the General Council has the legal mandate to draw up and adopt a national Code of Conduct
Is the Code of Conduct aligned with the FVE one?	Partly
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	Yes (full procedure in article 110 of the statutes: https://www.boe.es/diario_boe/txt.php?id=BOE-A-2013-2607) Some provincial colleges have their disciplinary committee. In the General Council, the committee is composed of a chairman, a secretary, 3 veterinarians and 1 lawyer
Who can submit a complaint?	A veterinarian or a third party with a legitimate interest
List the disciplinary actions the Veterinary Statutory Body applies	Private reprimand, public reprimand, temporary suspension (maximum 6 years). Permanent suspension or other types of sanctions can also be established by the authorities (court decisions and public administration)
Are disciplinary outcomes communicated publicly?	Partially. If the veterinarian is searched in the Registry of Registered Veterinarians, his or her current situation appears (but without details, dates, etc)
List of competencies (tasks)	

Is there a list of tasks/competencies veterinarians can perform?	Yes. Veterinary medicine is a regulated profession with reservation of activity https://www.boe.es/buscar/act.php?id=BOE-A-2003-21340
Is there a list of tasks/competencies para-professionals can perform?	N/A
CPD & validation	
Does your VSB have requirements around CPD?	No
Does the VSB provide CPD themselves?	No. Provides courses and seminars but without any official scoring system and any official validation https://colvetcampus.es/
Does it recognize CPD from other providers?	No
Is CPD mandatory?	No
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	No


STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	Permanent Executive Board (President, Vice President, General Secretary, 8 representatives; all of them must be presidents of provincial colleges except the president, who can be external). There is also an interterritorial board (the president, General Secretary, a member of the Permanent Executive Board and one representative for each of the Autonomous/Regional Communities and the cities of Ceuta and Melilla). Finally, the General Assembly is composed of the Presidents of the 52 Provincial Veterinary Colleges, the President, the Vice-President and the General Secretary.
Is the Board democratically elected by the members?	The Board of the provincial colleges is elected by the members. The board of the autonomous communities is elected by the General Assembly of the region. The board of the General Council of Veterinarians is elected by the 52 presidents of the provincial colleges.
How long is the Board mandate?	The board is elected every 6 years
Is the Board composition publicly available?	Yes - https://www.colvet.es/es/13-OCV/27-Estructura

Are the bylaws publicly available?	Yes https://www.boe.es/diario_boe/txt.php?id=BOE-A-2013-2607
Does the VSB have a written decision-making procedure in place?	Yes
Are the Board decisions and meetings recorded and documented?	Yes

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	Yes. Yearly, an external audit system
Is there any yearly official activity report?	Yes - https://www.colvet.es/es/13-OCV/34-Memoria
What budget lines make the VSB income?	Mainly from membership fees
What budget lines make the VSB expenditures?	Social benefits (orphans, insurance, etc), Staff, Communication (publications, campaigns), Board, legal services, etc.
Does the VSB issue certificates of good standing/current professional status?	Only in certain cases (mainly for the movement to other countries e.g. Certificate of non-registration in recent graduates). Within the county, it is done by the provincial college in which the veterinarian is registered or has been registered

Country	Sweden
Name of Veterinary Statutory Body/ Competent Authority	The Swedish Board of Agriculture
Website	https://jordbruksverket.se/languages/english/swedish-board-of-agriculture
Logo	 Jordbruksverket

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	Yes
What are its main tasks?	
At what level is your VSB responsible for regulation?	National

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	Veterinary practitioners; state veterinary officers; vets in industry, pharma companies, food or feed businesses, and private companies; veterinary nurses
Is the Register of Licensed Veterinarians publicly available?	No
Documentation	
How long does the registration of a licensed veterinarian last?	Life-long
What documents do National veterinarians need to submit to register?	Proof of degree
What documents do Non-National (EU) veterinarians need to submit to register?	A copy of your evidence of formal qualifications of the veterinary surgeon (diploma). The evidence of formal qualifications should correspond to the list of approved evidence of formal qualifications of veterinary surgeons.

	<p>If a member state issues an additional certificate complementing the diploma according to the list, you are required to submit this as well.</p> <p>A "letter of good standing is", a certificate from a competent authority showing that you have no disciplinary sanctions in your profession as a veterinary surgeon. This should not be older than three months. If your veterinary surgeon's diploma was issued more recently than three months ago, the letter of good standing is not necessary.</p> <p>A copy of your passport in case you are not a registered citizen in Sweden.</p> <p>A proof that you have satisfying knowledge of the Swedish language. Danish and Norwegian are considered equal to the Swedish language.</p>
<p>What documents do Third-country veterinarians need to submit to register?</p>	<p>A copy of your diploma including an official document where all courses taken during the education are stated. This is usually called a "Diploma Supplement". The diploma and supplement should be in the official language of your country</p> <p>A translation, made by an authorised translator, of the diploma and the supplement to either Swedish or English.</p> <p>Certificates of previous professional experience in clinical veterinary medicine, if any.</p> <p>Certificates of experience in academic research or additional higher education in clinical veterinary medicine, if any.</p> <p>A copy of your passport in case you are not a registered citizen in Sweden.</p> <p>A proof that you have satisfying knowledge of the Swedish language. Danish and Norwegian are considered equated to the Swedish language.</p>
<p>Does the registration allow you to practise with no limitations?</p>	<p>Yes</p>
<p>Code of conduct</p>	
<p>Does the VSB have a Code of Conduct?</p>	<p>No</p>
<p>Is the Code of Conduct established by a National Law?</p>	<p>No</p>
<p>Is the Code of Conduct aligned with the FVE one?</p>	<p>No</p>
<p>Disciplinary procedures</p>	
<p>Does your VSB have a disciplinary procedure in</p>	<p>Yes, but the disciplinary board (Ansvarsnämnden) is a separate authority.</p>

place? Who sits on the Disciplinary Committee?	
Who can submit a complaint?	Colleagues, laypeople and lawyers
List the disciplinary actions the Veterinary Statutory Body applies	Warning, permanent suspension
Are disciplinary outcomes communicated publicly?	No
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	No
Is there a list of tasks/competencies para-professionals can perform?	Yes
CPD & validation	
Does your VSB have requirements around CPD?	Yes
Does the VSB provide CPD themselves?	No
Does it recognize CPD from other providers?	Yes
Is CPD mandatory?	There are requirements for the veterinarian to keep up to date.
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	No


STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	N/A
Is the Board democratically elected by the members?	N/A

How long is the Board mandate?	N/A
Is the Board composition publicly available?	N/A
Are the bylaws publicly available?	N/A
Does the VSB have a written decision-making procedure in place?	N/A
Are the Board decisions and meetings recorded and documented?	N/A

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	N/A
Is there any yearly official activity report?	N/A
What budget lines make the VSB income?	N/A
What budget lines make the VSB expenditures?	N/A
Does the VSB issue certificates of good standing/current professional status?	Yes

Country	Switzerland
Name of Veterinary Statutory Body/ Competent Authority	No autonomous statutory body but part of the tasks are done by the Swiss Veterinary Society GST/SVS and the Federal Office of Public Health MEBEKO
Website	https://www.gstsvs.ch/de/ https://www.bag.admin.ch/
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	<p>Yes. SR 811.11 (www.fedlex.admin.ch)</p> <p>Part of the statutory bodies' tasks are done by the Medical Professions Commission (MEBEKO), which exercises both decision-making and advisory functions for the academic medical professions. Its tasks and powers are set out in the federal law on academic medical professions and its regulations.</p> <p>Most of the statutory bodies' tasks (e.g. list of veterinarians, disciplinary actions, practice authorisations,) are done by the Cantonal Veterinary Office.</p> <p>GST/SVS has no statutory body function (except the list of members, CPD and deontology), but is a member of the MEBEKO</p>
What are its main tasks?	<p>The GST:</p> <ul style="list-style-type: none"> a) protects the interests of the members and the profession, it maintains a network to represent the interests of the population, authorities and institutions; b) promotes ethical conduct through a code of conduct; she obliges the members to comply with them; c) promotes collegial behaviour and solidarity among members; d) is committed to human and animal health; e) is committed to flawless food of animal origin; f) undertakes to protect animals; g) conducts marketing and public relations work for the entire profession; h) is committed to ensuring the quality of veterinary practice i) has the overall supervision of further and advanced training of veterinarians; j) supports the training, further education and advanced training of veterinary medicine practice assistants;

	<p>k) can promote the education, training and further education of related professions;</p> <p>l) provides services to its members and their sections;</p> <p>m) publishes a specialist journal Schweizer Archiv für Tierheilkunde (Art. 37);</p> <p>n) collaborates with and maintains relationships with other professional organizations related associations;</p> <p>o) maintains relationships with professional veterinary organizations in other countries and with international organizations pursuing similar goals;</p> <p>p) maintains a foundation «GST Aid Fund».</p> <p>The MEBEKO: the advisory body takes a position on technical issues and aspects related to the quality of the university and postgraduate training (except for vets, as there is no mandatory federal postgraduate diploma for vets); can make proposals to the accreditation body, the Federal Council, the DFI and the Conseil des Hautes Ecoles aimed at improving the quality of university and postgraduate training; rules on the recognition of foreign university degrees and postgraduates for which an interstate recognition agreement exists; decides on the conditions that holders of non-recognized foreign diplomas must meet to obtain a federal diploma; oversees federal examinations leading to a federal degree in human medicine, dentistry, veterinary medicine, pharmacy or chiropractic;</p>
At what level is your VSB responsible for regulation?	Part national, part via the cantons. GST/SVS is not responsible

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	All veterinarians with a Swiss diploma or a degree in medicine veterinary activity in Switzerland are accepted as active members.
Is the Register of licensed veterinarians publicly available?	The register of the GST/SVS members is available for practising veterinarians. https://www.gstsvs.ch/de/tierarzt-finder/personensuche The register of the medical professions (MedReg) https://www.healthreg-public.admin.ch/medreg/search
Documentation	
How long does the registration of a licensed veterinarian last?	In most cantons unlimited, unless their registration is retracted. In some cantons limited eg. to 10 years in Zurich.

<p>What documents do National veterinarians need to submit to register?</p>	<p>Every person who wants to practise the veterinary profession in Switzerland must have a federal diploma in veterinary medicine or an equivalent foreign diploma recognized in Switzerland; register as a veterinarian in the Medical Professions Register (MedReg); have the language skills necessary for the exercise of their profession. Veterinarians also need a professional license (BAB) from the canton where they practise (each one if in more than one canton). There are different cantonal regulations concerning the permit requirement, type of permit and the permit procedure. The application for the granting of a license or the notification of the service must in any case be made before the activity in question is started.</p>
<p>What documents do Non-National (EU) veterinarians need to submit to register?</p>	<p>Persons who have obtained their degree in veterinary medicine outside of Switzerland must have their diploma recognised. Only then are they authorized to work as a veterinarian in Switzerland. The MEBEKO Medical Professions Commission is responsible for recognizing diplomas from EU/EFTA countries. Direct recognition takes place in the so-called “sectoral recognition system” (automatic recognition). Prerequisites for recognition are: The applicant is a national of one of the contracting states of Switzerland (EU or EFTA) or the spouse is a national of one of these states The diploma presented corresponds to the designation contained in the EU Directive 2005/36/EG or in the EFTA Convention The diploma was issued by the authority named in the EU Directive or the EFTA Convention https://www.bag.admin.ch/de/gesuche-einreichen-fuer-auslaendische-abschluesse-der-medizinal-und-psychologieberufe</p>
<p>What documents do Non-National (EU) veterinarians from third countries need to submit to register?</p>	<p>Anyone who holds a diploma in veterinary medicine from outside the EU/EFTA (third country) cannot have it recognized in Switzerland. The requirements for practising a profession in Switzerland are much stricter. There are the following options: Veterinarians from a third country (outside the EU/EFTA) who have a non-recognizable diploma can work under supervision in Switzerland but must register in the MedReg register of medical professions. Indirect recognition: If an EU/EFTA member state recognizes a third-country diploma (obtained outside the EU/EFTA), this is referred to as indirect recognition. A diploma from a third country is only recognized under strict conditions. MEBEKO is responsible. Anyone who cannot have their diploma recognized in Switzerland has the option, under certain conditions, to acquire a federal diploma in veterinary medicine at a Swiss university.</p>

	https://www.bag.admin.ch/bag/de/home/berufe-im-gesundheitswesen/auslaendische-abschluesse-gesundheitsberufe/diplome-der-medizinalberufe-ausserhalb-eu-efta.html
Does the registration allow you to practise with no limitations?	<p>All veterinarians who practice their profession on their professional responsibility require a BAB professional license (from each canton where they practice). The only decisive factor is whether they work independently from a professional point of view, i.e. work without supervision and take responsibility for their professional actions. This can apply to employed as well as self-employed veterinarians. Veterinarians with a BAB require professional liability insurance. They also have special professional obligations (Article 40 of the Medical Professions Act, MedBG).</p> <p>Veterinarians who run a practice, often in the form of a legal entity (e.g. a stock corporation or limited liability company), require an operating license in addition to their BAB. The operating license is usually not granted ad personam, but based on practice.</p> <p>In some cantons, veterinarians who do not work under their professional responsibility but work under supervision require an assistance permit. They do not require professional indemnity insurance under federal law and the specific professional duties do not apply to them.</p> <p>https://www.gstsvs.ch/fileadmin/user_upload/GST-SVS/Beruf_Bildung/Berufsalltag/BAB_Uebersicht_Kanton_e.pdf</p> <p>Additional permits or specific further training are required for individual tasks performed by veterinarians. The most important activity is the retail trade license for private veterinary pharmacies. The ordering and use of narcotics. The supply of veterinary medicinal products on farms and working with ionising radiation.</p>
Code of conduct	
Does the VSB have a Code of Conduct?	Yes. https://www.gstsvs.ch/fileadmin/user_upload/GST-SVS/GST/Reglemente/Standesordnung_GST_de.pdf
Is the Code of Conduct established by a National Law?	No, it is based on the by-laws.
Is the Code of Conduct aligned with the FVE one?	Not directly referenced, but the content is aligned.
Disciplinary procedures	
Does your VSB have a disciplinary procedure in	Yes. Clients who do not agree with the treatment of a veterinarian can submit a complaint to the GST (the first step is the regional section). The primary goal is to

place? Who sits on the Disciplinary Committee?	resolve conflicts between veterinarians and customers amicably. The GST ombudsman consists of two members (1 x French-speaking and 1 x German-speaking). The GST board appoints the members of the GST ombudsman by mandate agreement. He participates in the selection of Members respecting the different language regions of Switzerland and gender-equitable occupation. Regional sections appoint an ombudsman or committee
Who can submit a complaint?	Clients (to the ombudsman) or vets (to the committee for the Code of conduct).
List the disciplinary actions the Veterinary Statutory Body applies	According to the Code of Conduct, members of the GST are obliged to undergo the customer complaints procedure, to provide the requested information and to make available the required documents. If the competent ombudsman concludes that the veterinarian violated the code of ethics or other regulations of the GST, it forwards the files to the competent regional council or the GST council for the opening of professional proceedings. The legal service GST is to be informed. Appears as part of a customer complaints procedure a serious violation of professional duties or other obligations under public law, the GST legal service must be informed within a reasonable period. Each Canton has also a council for the medical professions, which is to be informed in case of severe violation of the professional rules. https://www.gstsvs.ch/fileadmin/user_upload/GST-SVS/GST/Reglemente/Kundenbeschwerdereglement.pdf
Are disciplinary outcomes communicated publicly?	No, only some of them will be included in the individual file in the MedReg, but only in case of severe penal violation and after definitive judgement. Disciplinary outcomes are not communicated, except in some cases to the cantonal council for the medical professions.
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	No, Switzerland has no such list. The federal diploma allows you to use any kind of task/competency which were taught, trained and examined during the undergraduate training, or CPD. It's the vet's responsibility to recognize his limits of competencies.
Is there a list of tasks/competencies para-professionals can perform?	Veterinary practice assistants can handle according to the list of tasks and competencies in the list of objectives of the vocational training, and tasks delegated by the practice owner, after practical training on-site or during CPD (anaesthesia, intensive or dental care, ...): https://www.tpa-amv.ch/de/beruf-bildung/berufsbild
CPD & validation	

Does your VSB have requirements around CPD?	According to the Medical Professions Act, veterinarians with their professional responsibility are obliged to undergo continuous further training. Most cantons refer to the requirements of the GST/SVS
Does the VSB provide CPD themselves?	Medicinal Profession Act delegates the CPD to the professional bodies (GST/SVS). Some CPD is provided by cantonal or federal offices, mostly for official tasks. For members of the GST, the number of necessary education hours (Bildungsstunden since 01.01.2024, previously Bildungspunkten BP) per year is based on the education regulations of the GST, the associated regulations, and the corresponding regulations of the specialist sections.
Does it recognize CPD from other providers?	For participation in an event to be counted towards this further training obligation, the event must be recognized by a specialist section or the GST. Global recognition is in place for Germany (ATF Stunden) or Austria and is on the way for France and Belgium. They are also agreements with specialists boards (EBVS), or third partner CPD (industry, pharma, universities)
Is CPD mandatory?	Yes. 20 hours/year for GP, mostly around 30 – 40 hours/year for specialists recognized by the sections.
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	Yes. GST members can access their educational scores online at any time. The education points extract is used for self-monitoring and can serve as proof that the statutory further education obligation has been fulfilled. This is mostly controlled by the cantonal authorities during the practice visits (vet pharmacy).


STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	The organs of the GST are: a) All-members vote (Urabstimmung = written); b) Assembly of Delegates; c) Audit Committee; d) Conference of Presidents; e) board of directors; f) professional council; g) financial auditors h) special committees (e.g. vet medicines, animal welfare, economy and salaries, education/titles) https://www.gstsvs.ch/fr/la-svs/organisation/organes-commissions
Is the Board democratically elected by the members?	Yes. By the Assembly of delegates (from each regional and each specialist section)
How long is the Board mandate?	4 Years. Maximum term 12 years.

Is the Board composition publicly available?	Yes. https://www.gstsvs.ch/fr/la-svs/organisation/comite-de-la-svs
Are the bylaws publicly available?	Yes. https://www.gstsvs.ch/fileadmin/user_upload/GST-SVS/GST/Reglemente/Statuten_GST_de.pdf
Does the VSB have a written decision-making procedure in place?	Yes. See by-laws - https://www.gstsvs.ch/fileadmin/user_upload/GST-SVS/GST/Reglemente/Statuten_GST_de.pdf
Are the Board decisions and meetings recorded and documented?	Yes. See by-laws. - https://www.gstsvs.ch/fileadmin/user_upload/GST-SVS/GST/Reglemente/Statuten_GST_de.pdf

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	Yes. The Audit Committee consists of three members. These are not allowed to adhere to any other body of the GST, the sections or the veterinary clearing house GST AG (TVS). The term of office is four years. After their expiration, all members can be re-elected for a maximum term of office of 12 years. The Audit Committee is self-constituting.
Is there any yearly official activity report?	Yes. Jahresbericht der GST https://www.gstsvs.ch/fileadmin/user_upload/GST-SVS/Publikationen/Jahresbericht_GST/GST_Jahresbericht_2022_d.pdf
What budget lines make the VSB income?	The costs of the veterinary association are covered by member fees, activities of the VSB (Inserate, Stellenbörse, CPD activities)
What budget lines make the VSB expenditures?	- expenses for the operation of the GST/SVS, - Staff costs for GST/SVS employees, - expenses for the activities of GST/SVS bodies, - travel allowances and any other out-of-pocket expenses connected with the performance of functions - other expenses.
Does the VSB issue certificates of good standing/current professional status?	No, only the Cantonal authority in coordination with the Med professional register

Country	United Kingdom
Name of Veterinary Statutory Body/ Competent Authority	Royal College of Veterinary Surgeons
Website	www.rcvs.org.uk
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	Yes, established by a Royal Charter granted by Queen Victoria in 1844 Further underpinned by the Veterinary Surgeons Act 1966.
What are its main tasks?	Set the standards for and monitor the quality of veterinary education, and hold Registers of those vets and veterinary nurses who are qualified to practise. Set professional standards for vets and veterinary nurses, and help practices raise their standards through our Practice Standards Scheme
At what level is your VSB responsible for regulation?	National

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	Veterinary Surgeons, Veterinary Nurses and veterinary practice premises. Other categories: https://www.rcvs.org.uk/registration/check-the-register/registration-categories
Is the Register of Licensed Veterinarians publicly available?	Yes, can be found on the website: https://www.rcvs.org.uk/registration/check-the-register/
Documentation	
How long does the registration of a licensed veterinarian last?	Renewal yearly, performing CPD, payment membership fee: https://www.rcvs.org.uk/registration/maintaining-your-registration/completing-your-annual-renewal/
What documents do National veterinarians need to submit to register?	Proof of Graduation, Proof of Identity, Payment of Fees

What documents do Non-National (EU) veterinarians need to submit to register?	Otherwise, if the country or region where the veterinary degree is issued is not from Australia, Canada, Grenada, Japan, New Zealand, South Africa, the United Kingdom, USA, then needs to pass the Statutory Membership Examination to be accepted onto the Register: Statutory Membership Exam, Good professional standing, First Declaration of Intention to Sit, International Language Testing System (IELTS) or the veterinary version of the Occupational English Test (OET). membership of the RCVS is not a substitute for a work permit or for meeting UK immigration regulations. https://www.rcvs.org.uk/registration/applications-veterinary-surgeons/statutory-membership-exam/
What documents do Third-country veterinarians need to submit to register?	Vets from EAEVE-accredited schools may register with proof of their qualification and Level 7 International Language Testing System (IELTS) or the veterinary version of the Occupational English Test (OET) If the country or region where the veterinary degree is issued is not from Australia, Canada, Europe, Grenada, Japan, New Zealand, South Africa, United Kingdom, USA, then needs to pass the Statutory Membership Examination to be accepted onto the Register: Statutory Membership Exam, Good professional standing, First Declaration of Intention to Sit, International Language Testing System (IELTS) or the veterinary version of the Occupational English Test (OET). membership of the RCVS is not a substitute for a work permit or for meeting UK immigration regulations. https://www.rcvs.org.uk/registration/applications-veterinary-surgeons/statutory-membership-exam/
Does the registration allow you to practise with no limitations?	Allow to practise veterinary medicine in the UK
Code of conduct	
Does the VSB have a Code of Conduct?	Yes- The RCVS Code of Professional Conduct for Veterinary Surgeons: https://www.rcvs.org.uk/setting-standards/advice-and-guidance/code-of-professional-conduct-for-veterinary-surgeons/
Is the Code of Conduct established by a National Law?	No, it is established by the RCVS itself as a set of ethical and professional guidelines that govern the behaviour and standards of conduct for veterinary surgeons registered with the RCVS.
Is the Code of Conduct aligned with the FVE one?	Yes
Disciplinary procedures	
Does your VSB have a disciplinary procedure in	Yes, Investigation Committee and disciplinary committee: A Disciplinary Committee hearing is a tribunal where charges are heard against a veterinary

place? Who sits on the Disciplinary Committee?	<p>surgeon alleging that he or she is guilty of serious professional misconduct or that he or she is unfit to practise because of a criminal conviction.</p> <p>There are 22 members on the Disciplinary Committee, but there will usually only be 5 members hearing a case.</p> <p>https://www.rcvs.org.uk/who-we-are/committees/disciplinary-committee/</p>
Who can submit a complaint?	Clients and Pet Owners, Employers, Colleagues and Veterinary Professionals
List the disciplinary actions the Veterinary Statutory Body applies	<p>Temp suspension and permanent suspension, Guidance on the Disciplinary Committee's functions, decision-making, and approach to sanctions can be found in the "Disciplinary Committee Sanctions Guidance for Veterinary Surgeons cases" which was re-issued in August 2020 and is used as an aid to decision making at Disciplinary Hearings/</p> <p>https://www.rcvs.org.uk/document-library/disciplinary-committee-procedure-guidance/</p>
Are disciplinary outcomes communicated publicly?	<p>Yes, can be found on the RCVS website:</p> <p>https://www.rcvs.org.uk/concerns/disciplinary-hearings/</p>
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	<p>RCVS defines the list of tasks and competencies that veterinarians can perform through:</p> <ul style="list-style-type: none"> • "Day One Competences" document: https://www.rcvs.org.uk/news-and-views/publications/rcvs-day-one-competences-feb-2022/ • The RCVS VetGDP guide: https://www.rcvs.org.uk/lifelong-learning/veterinary-graduate-development-programme-vetgdp/vetgdp-guidance/
Is there a list of tasks/competencies para-professionals can perform?	<p>RCVS Day One Competences for Veterinary Nurses: https://www.rcvs.org.uk/setting-standards/accrediting-primary-qualifications/accrediting-veterinary-nursing-qualifications/rcvs-day-one-competences-skills-and-professional-behaviours-for/part-a-rcvs-day-one-competences-for-veterinary-nurses/</p>
CPD & validation	
Does your VSB have requirements around CPD?	YES: 35 hours for vets, 15 hours for vet nurses
Does the VSB provide CPD themselves?	No

Does it recognize CPD from other providers?	YES: Members can count any professionally relevant learning and development as CPD, including CPD produced by organisations in other countries. They do not accredit CPD courses.
Is CPD mandatory?	YES: 35 hours for vets, 15 hours for vet nurses
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	Yes, The Royal College of Veterinary Surgeons checks the fulfilment of the CPD obligation. There are many routes for members to gain recognised qualifications which technically are not part of the CPD framework, but will still count as CPD.

STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	RCVS has an organizational structure that includes various bodies, committees, and departments: RCVS Council Officer Team Committees, subcommittees and groups Senior team https://www.rcvs.org.uk/who-we-are/
Is the Board democratically elected by the members?	The Royal College of Veterinary Surgeons (RCVS) Council is composed of both elected and appointed members. Elected members are typically veterinary surgeons who are elected by the registered veterinary profession, while appointed members include both veterinary surgeons and lay members who are selected to provide a diverse perspective and ensure public representation
How long is the Board mandate?	Every year, 3 or 4 (dependent on election cycle) elected Members of Council terms of office end/begin at the Annual General Meeting.
Is the Board composition publicly available?	YES: https://www.rcvs.org.uk/who-we-are/rcvs-council/council-members/
Are the bylaws publicly available?	YES: https://www.rcvs.org.uk/document-library/best-regulatory-practice-report/
Does the VSB have a written decision-making procedure in place?	Yes, Policies and procedures are available on the RCVS website: https://www.rcvs.org.uk/publication-scheme/our-policies-and-procedures/
Are the Board decisions and meetings recorded and documented?	Yes, Agendas and unclassified papers from the council meetings are available to download: https://www.rcvs.org.uk/who-we-are/rcvs-council/council-meetings/

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	Annual report financial statement and audit report are publicly published on the RCVS website: https://www.rcvs.org.uk/news-and-views/publications/annual-report-and-financial-statements-2024/
Is there any yearly official activity report?	Yes, the Annual report financial statement and audit report are publicly published on the RCVS website: https://www.rcvs.org.uk/news-and-views/publications/rcvs-annual-report-and-financial-statements-2022/rcvs-annual-report-2022-final.pdf
What budget lines make the VSB income?	Membership fees of veterinary surgeons and veterinary nurses, RCVS examinations, Register of Veterinary Practice, Premises, investment, publications and other
What budget lines make the VSB expenditures?	Regulatory functions, veterinary nursing, governance costs, RCVS examinations costs, Practice Standards Scheme, investment management costs, support for RCVS Knowledge and other trusts
Does the VSB issue certificates of good standing/current professional status?	Yes: https://www.rcvs.org.uk/registration/working-abroad/letters-of-good-standing/

Country	New Zealand
Name of Veterinary Statutory Body/ Competent Authority	Veterinary Council of New Zealand
Website	www.vetcouncil.org.nz
Logo	

LEGAL FRAMEWORK

Is the Veterinary Statutory Body (VSB) established by National Law?	Yes
What are its main tasks?	<p>From our legislation:</p> <ul style="list-style-type: none"> -to advise and make recommendations to the Minister on any matter relating to veterinarians and the practice of veterinary science: -to advise the governing body of any New Zealand university in any matter relating to the education of veterinarians: -to promote and encourage high standards of professional education and conduct among veterinarians: to consider reciprocal arrangements with registration bodies in other countries: -to register persons, issue practising certificates, assess whether persons meet the requirements for continued registration or eligibility for a practising certificate, and perform the other functions relating to registration and practising requirements following Part 2, including— <ul style="list-style-type: none"> to determine the institutions and the degrees and diplomas offered by those institutions that are recognised for the purposes of section 6(1)(a); and -to approve assessment programmes, post-graduate study, and post-graduate training for the purposes of section 6(1)(b)(ii) and (iii); and -to designate branches of veterinary science as branches in which veterinarians may practise as specialists for the purposes of section 7(1); and -to determine the form and content of applications for the purposes of sections 10(a) and (b) and 24(2)(a) and (b):

	<p>to keep and maintain the register and carry out the other functions relating to the register in accordance with Part 2:</p> <ul style="list-style-type: none"> -to receive, investigate, and hear complaints about, inquire into the conduct of, make assessments of, and discipline specified persons under Part 3: -to investigate offences and bring prosecutions under the Act: -to prescribe minimum standards for practising as a veterinarian, including standards relating to either or both of the following: <ul style="list-style-type: none"> -a person's fitness to practise as a veterinarian: the maintenance, examination, or improvement of the - overall competence of a veterinarian to practise: to prescribe— -examinations for the purposes of section 6(1)(b)(i): the form of the register and the information to be contained in the register under section 22: to prescribe fees payable for the matters referred to in section 97 in accordance with sections 98 to 100.
At what level is your VSB responsible for regulation?	National

REGULATORY FUNCTIONS

Registration	
What professional category of veterinarian does the VSB mandatorily register?	All veterinarians, including specialists. No regulation of para-professionals.
Is the Register of Licensed Veterinarians publicly available?	Yes
Documentation	
How long does the registration of a licensed veterinarian last?	Registration is permanent and practising certificates last for up to one year
What documents do National veterinarians need to submit to register?	Identification (generally passport photo page), qualification (if not provided by University, most are), evidence of English proficiency (if applicable), letters of good standing from all other jurisdictions where registered as a veterinarian
What documents do Non-National (EU) veterinarians need to submit to register?	As above

What documents do Third-country veterinarians need to submit to register?	As above
Does the registration allow you to practise with no limitations?	Generally, yes
Code of conduct	
Does the VSB have a Code of Conduct?	Yes
Is the Code of Conduct established by a National Law?	No, established by the Veterinary Council using powers given under national law
Is the Code of Conduct aligned with the FVE one?	Not intentionally
Disciplinary procedures	
Does your VSB have a disciplinary procedure in place? Who sits on the Disciplinary Committee?	Yes. One lawyer (normally acts as Chair), one Council member and up to three co-opted veterinarians with relevant expertise.
Who can submit a complaint?	Anyone
List the disciplinary actions the Veterinary Statutory Body applies	<ul style="list-style-type: none"> -Cancel registration (and optionally set a period within which the person may not re-apply) -Remove specialist registration -Suspend registration and/or practice certificate -Censure -Impose conditions on practice -A fine of up to \$30,000 (NZD)
Are disciplinary outcomes communicated publicly?	Yes
List of competencies (tasks)	
Is there a list of tasks/competencies veterinarians can perform?	Not a detailed list but there are general competency standards
Is there a list of tasks/competencies para-professionals can perform?	No – not regulated
CPD & validation	

Does your VSB have requirements around CPD?	Yes
Does the VSB provide CPD themselves?	Not routinely
Does it recognize CPD from other providers?	Yes
Is CPD mandatory?	Yes
Does your VSB have a system linking the CPD or credits to the licence or revalidation of licence?	No – we moved from credits/points to a more process and outcomes-oriented system

STRUCTURE, GOVERNANCE, DECISION MAKING

What is the basic organisational structure of the VSB?	The council/Board serves as a governance body and employs a CEO who employs staff. The council is supported by committees (Finance and Risk, Professional Standards, Complaints, and Disciplinary).
Is the Board democratically elected by the members?	Three of the seven members are elected by the veterinary profession.
How long is the Board mandate?	Each member serves a three-year term, and non-elected members can only serve up to three terms (maximum). Member terms are staggered so that the Board is never completely new.
Is the Board composition publicly available?	Yes
Are the bylaws publicly available?	Yes
Does the VSB have a written decision-making procedure in place?	No
Are the Board decisions and meetings recorded and documented?	Yes

FEES AND FINANCIAL RESOURCES

Does the VSB have any financial (internal/external) auditing system in place?	Yes, external audit
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Is there any yearly official activity report?	Yes
What budget lines make the VSB income?	Practising certificate and registration fees, other application fees, and interest.
What budget lines make the VSB expenditures?	Employment, Operating, Annual Practising Certificate, Australasian Veterinary Boards Council, Communications, Complaints and notifications, Council, Health, Liaison, Professional standards, Registration.
Does the VSB issue certificates of good standing/current professional status?	Yes