



FOR AGV MEMBERS - BACK TO OFFICE REPORT OF EASVO MEETING

1. **NATURE OF MEETING:** EASVO General Assembly

2. **PLACE AND DATE OF MEETING:** Bratislava, Slovakia
6th June 2019

4. **REPRESENTATION:**
 - (a) **Chair:** Jane Clark (EASVO President)

 - (b) **UK Representation:** Jane Clark, AGV

 - (c) **Others present:** Representatives from
NO/DE/IE/FI/CH/CZ/PL/OT/DK/IT/PT/UK

Apologies were received from absent
Members – ES (IT as proxy) and FR

5. **To:** AGV Members

Name: *Jane Clark*

Location: FSA, Clive House

Tel: + 44 (0)7899 061340

Date: 8th June 2019

6. Summary:

A busy meeting where EASVO's financial sustainability was discussed and we agreed to ask FVE to review the Sections fee structure before considering whether we needed to increase our own membership fees. We would also encourage the FVE member countries (around 20) which are not EASVO members to consider joining - this could be done through observer status in the first instance.

We received routine updates on the progress on the implementation of the Official Controls Regulation, Animal Health Regulation and the work of the FVE AWWG, and we agreed to vote in favour of the 3 AW papers presented for vote at the FVE GA (end of life horses, early neutering in cats and lameness in dairy cattle). We also agreed to vote in favour of the position paper on dry cow treatment, held a secret ballot for the new FVE board and Finance Committee member, and agreed our voting position on the other FVE financial papers. After lunch we were joined by UEVH (Hygienists) and the FVE and AVMA presidents for a joint session on the Wellbeing of Government Veterinarians – Lizzie Lockett kindly presented on the Mind Matters Initiative and how it related to AGV's wellbeing survey and recommendations and pointed to some resources that were available to all vets in Europe.

It was really interesting to hear presentations from some of our members on the veterinary services database and risk-based Official Controls in Portugal and the successful eradication of ASF in the Czech Republic. We then spent some time discussing the challenges that OV's face in assessing long distance (and particularly 3rd country) journey logs under 1/2005 and this generated several recommendations to the FVE board and AWWG. And last, but not least, we heard from FEEVA's president, Mette Uldahl, on their communications initiative for practitioners on West Nile Fever in horses.

7. Outstanding Action Points (note: no actions for AGV/AGV Council):

ITEM/AREA	DETAIL	ACTION	URGENCY
Actions from last meeting	VetCEE DoC sub-committee	Krzysztof to provide an update/O-H to add agenda item	Next GA
Finances	Income	Conny will look into calculation of increasing membership fees	Next GA
Finances	Membership	Jane will contact FVE members to encourage EASVO membership	Next GA
Finances	Auditors	O-H to reschedule nomination process to NOV GA	Next GA

OCR implementation	Art 18 DA/IAs	Conny will circulate the links to the documents	ASAP
Vet Meds	Papers	Conny will circulate the links to the papers	ASAP
Risk basis of OCs	Different national systems	EASVO members to consider whether they could do a presentation in Nov	End Sept
Wellbeing	Links of resources and summary of the presentation	Jane will ask O-H to circulate with the minutes	ASAP
EASVO board	Nominations for President/VP for Nov GA	To consider nomination/seconders if interested in standing	End of Sept
Future Agenda	Member presentations and/or joint sessions with other sections	All to consider and send suggestions to O-H	End of Sept

8. Communications

Please note that, as EASVO President, I may no longer be able to take contemporaneous notes to the same level of detail for all agenda items.

This report is a record of the discussions at the meeting for AGV members and was drafted as contemporaneous notes. Please contact jane.r.clark@food.gov.uk if you have any requests for clarification (including abbreviations/acronyms).

A high-level version is also available to non-members on the AGV website - <http://www.agv.org.uk/bva-and-fve-easvo/>.

9. Agenda and readout:

AP 1 Welcome, introduction of delegates, apologies for absence, new members.

See paper

AP 2 Adoption of Agenda

Adopted – no changes and asked for members to consider format for the member presentations

AP 3 Adoption of minutes of the last EASVO GA (Rome, November 2018)

Adopted – no changes

AP 4 Actions from the last meeting

ITEM/AREA	DETAIL	ACTION	URGENCY	OK?
AP4	Unpaid BU membership fees	Send letter/speak to BU contacts and put on agenda for June GA – decision to suspend/re-join	Conny/EASVO board	Completed – no response (close)
AP4	Statute 8.6 – member countries to appoint Auditors (at least 2)	O-H will circulate email to request nominees for the June GA	O-H/EASVO members	OK – no response (open)
AP5	AWWG Action Plan	To circulate the current AP to members	Fabien/O-H	OK (close)
AP6	Food Safety and Quality WG and OCR DA/IAs – vet medicines	To discuss withdrawal period in lairage in the WG – update by email	Elke/Conny	Completed – taken into account (close)
AP7	AHR WG papers	Circulate the papers sent to COM by the WG to members	Conny/Romano will send to O-H to circulate	OK (close)
AP8	AGV wellbeing survey report	Proposal – joint session with UEVH at June GA – also potentially carry out a parallel survey (Survey Monkey) within EASVO/UEVH?	Jane to discuss with Slaven	OK – at this GA (close)
AP8	AGV wellbeing	Circulate link to	Jane to send to	OK

	survey report	report when published to members	O-H for circulation	(close)
AP9	CWD presentation	To add presentations from Members on Agenda in future	All to suggest topics O-H to add standing Agenda item	OK (close)
AP10	FVE website/minisite	Check appropriate metatags for search engines	Jane	Open – will discuss with developer
AP13 and Margins	VetCEE DoC for VPH	To circulate the request for nominations when received	Jane/O-H for all to consider	OK – established and <i>ACTION - Krzysztof (PL) rep from EASVO – will give an update at the next GA</i> (close)
Next Meetings	Election of board in Nov 2019	To consider nominees for June GA – Fabien and Pavel will be stepping down.	O-H to add to agendas - June/Nov	OK – will cover at AP14 (close)

AP 5 Finances – Situation 2019, Status membership

Presentation of the economic status of EASVO, **Conny**

Conny provided an update on membership (17 plus 1 (2) observer) and balance €14817.81 (to 28/5) noting FVE fees of €8242.50 not yet paid (further presentation). 5 countries still outstanding (€1725) and we voted to move BU membership to “observer status” (no record of any payments!) – VOTE in favour.

We discussed the sustainability of our finances and especially in relation to our FVE fees (income – only our membership and expenditure – limited flexibility with main spend = FVE membership) and considered 2 main options:

- 1) Reduced FVE fees either in relation to member numbers or simply ask for fewer votes (we only have 17 members)
- 2) Increase our membership fees/numbers but how sustainable is that for our members? Last increase was 4-5 years ago and **Conny will look into the maths for the Nov GA** for €1000 or €2000 annual increase.

We can also look to encourage increased membership through members' own networks – **Jane will contact FVE members – perhaps use website as link and/or discuss with other section presidents (their experiences).**

Consensus we will focus on expenditure (esp. FVE fees) but still work on membership as above.

Recommendations to FVE:

- 1) Review FVE Section fees (and possible pro-rata voting in line with membership) – sections pay 5% of overall fees (see 2020 vote)
- 2) Maintain Nov GA in Brussels (or provide a framework for equivalent costs)
- 3) Support efficiencies through early planning of GAs and FVE board meetings

Nomination of EASVO Auditors – **Ole-Herman**

“8.6 Member countries shall appoint a minimum of two Auditors to oversee the work of the Treasurer” - We noted that Fabien and Pavel may be willing to become Auditors in Nov when they step down from the board – **reschedule nomination process to NOV GA**

Report from meeting in the financial committee FVE, **Conny**

Conny will cover this briefly in AP 13

AP 6 Animal welfare WG

Fabien will give a final report on work done since last GA and forward plans as he is no longer a member of this WG

See presentation - 3 papers to vote on at this GA and all will be presented in detail at the FVE GA and during the voting discussion AP13

Pig welfare – focus on tail biting (Grange sub-group) and slaughterhouse monitoring.; retailers buy in; engage farmers; support from vets etc.; endemic/production diseases e.g. PPRS; vet role in farm health planning.

FEEVA WG on horse welfare – paper on owner education and PMSG

AWWG factsheet – discuss which topics. For the future AWWG workplan – including vet role in AW; extreme breeding; obesity; transport etc.

EASVO recommendation on Aquatic AW and invertebrates was raised

EASVO thanked Fabien for all of his excellent work on the AWWG and Jane noted that has approached Sean Wensley for an update for the future EASVO GAs

AP 7 Animal Health Law (EU Reg 429/2016) and its delegated acts **Romano**

A full report from the AHL task force will be in FVE GA – limited activity since Nov. Draft DA on establishments and traceability published but FVE recommendations not really incorporated and FVE will re-iterate our views:

- Definitions of veterinarian – e.g. a new establishment veterinarian?
- Horse traceability – AW and database
- Pet traceability – recommend improved traceability and approval of shelters etc.
- Travelling circuses – transparency of inspections etc. especially across MSs

Some good points:

- Registration of establishments, transport and disease surveillance

Last COM advisory group meeting was 20/5/19 and FVE is a member so we expect to hear an update at the FVE GA. DISCONTTOOLS presentation in Nov – evidence base for dz listing and categorisation.

Development in OC Regulations tertiary legislation, **Conny**

See presentation and full report will be in FVE – some important EASVO points are: DAs/IAs re: Art 18 have been published and **Conny will circulate the links** – applicable from 14/12/19:

- OC meat hygiene – AM/PM/cutting plants etc.
- BIPs (BCPs)
- Note that this was a long story and the role of the OV has potentially decreased if all derogations are taken on board – however OV still holds the responsibilities. Recommend EASVO should keep implementation under review and highlight any issues arising

Next DAs/IAs are for IMSOC and inspections and measures for imports

Actions from the WG –

- 1) survey of salaries of vets in SLHs (fees/differences in MSs – low fee = low salary) and consider risks of conflicts of interest. NOTE: this survey will be circulated at the end of June.
- 2) General position paper to show the value and benefit of vets to society and the consumer – whole profession role in public health – zoonoses and protecting the food chain. OVs have a crucial role and EASVO can contribute
- 3) REFRESH technical guidelines - AH aspect – food surplus could be treated and fed to livestock (starting with pigs not ruminants) – “circular economy” – e.g. heat treatment, acidification, other biosecurity procedures for pathogen inactivation – role of the OV and OCs is crucial and importance vet integration in global food security initiative.

Brexit considerations from the WG on food safety, **Conny**

The Food safety WG is also considering the potential impacts of Brexit – more EHC (Vet certification), more BIPs, more OVs and new challenges

AP 8 Vet Medicines Regulation, **Conny**

We will receive a detailed update in the FVE GA – we have a very active influence in this area and we have the opportunity to influence as the DAs/IAs are being developed along with the publication of position papers. Of key interest to EASVO is the discussion on AMR, including CIAs and their use by veterinarians, and the pharmacovigilance database. **Conny will circulate the links to the papers.**

Recommend that EASVO members look for areas of interest

AP 9 Presentations from Members (max. 15 minutes and presentations should be forwarded to ohtro@mattilsynet.no before the GA)

Vet services database and the schedule of official controls, **António**

Antonio provided an overview of the system in Portugal and, in particular, the coordinated database of vet official controls/services (“SIPACE”) including:

- Daily reports from SLHs
- Trichinella sampling (by farm – pigs and horses) and have also added tail docking and tail biting fields!
- Reports can be generated to answer many questions – e.g. by AW, Notifiable diseases etc. or by area, OV, other geographic location

This enables risk-based OCs – 2 main criteria = size (no. of employees and industrial classification) and activity (scoring e.g. SLH ungulate = “7” poultry = “4”; or ABP processing = “8”). Previously a 3rd indicator (previous compliance) has been removed because this cannot be predicted and it links to the fees charged. However compliance is an important indicator of “risk to the food chain” as part of the inspection and follow up activity (noting also that a fee reduction is applied for compliant premises and extra payments and inspections (on a sliding scale including fines for the highest risk score) for non-compliant premises.

Access to the database is for officials (password protected) only and is available for the whole of Portugal. It asked if there are other examples with a different structures/tech from members – **members to consider whether they could do a presentation in Nov**

Animal transports into third countries, **Conny**

Conny provide a presentation from Dr Gabriella Fuchs who is a passionate advocate for vet involvement on long-distance transport and has refused to sign certificates which do not have realistic journey plans (e.g. in relation to control posts/ BIP opening hours etc.). The EU courts have confirmed (2015) that this planning must extend to the final destination even when that is in a 3rd country.

Plausibility checks:

- Commission and National websites and National Contact points
- Route planning – driving/rest times/number of drivers/weather focus – is there a concern with the information provided – e.g. faked certificates (examples signatures copied and pasted into fake certificates)/emails even stating that “this is a fake CP for the benefit of the OV”/provisions for OVs and CPs in port facilities etc.
- New technologies – google maps – satellite views/GPS tracking data and all of the long distance temperature data requirements etc.
- Post journey – OV reality check when journey log is returned after the journey
- Risk – legal liability of the OV signing the certificate.

Recommendation to the FVE:

- The framework of 1/2005 is robust but needs to be effectively enforced (including for 3rd countries)
- New FVE board to engage with the new EP on WIT (note European Parliament resolution of 14 February 2019 on the implementation of Council Regulation (EC) No 1/2005 on the protection of animals during transport within and outside the EU (2018/2110(INI) - P8_TA-PROV(2019)0132 - Protection of animals during transport within and outside the EU)
- AWWG to consider the use of technologies (e.g. google satellite images) in relation to the current position papers – consideration for their future work plan
- FVE to continue to engage with the COM on the provision of a central database of Control Points etc., particularly including engagement with 3rd countries to enable more effective coordination.

AP 10 13.30 – 14.00 Joint session with UEVH on “Reflections on Veterinary Wellbeing – Government Vets and the findings of the AGV survey in the UK”

Guest Speaker - **Lizzie Lockett** (UK) – CEO of the RCVS and Director of the Mind Matters <https://www.rcvs.org.uk/who-we-are/the-senior-team/lizzie-lockett/>

We were joined by UEVH, the FVE president and AVMA president, for this session and Lizzie provided an update on the AGV wellbeing survey and the links to the MMI. Lizzie highlighted Rebeca’ leadership on driving this survey and developing the recommendations:

- 1) Vital that this happened and noted the key role of Rebeca Garcia (AGV president) and the support of the CVO and other senior leadership “not all

superheroes wear capes” – and government vets often do the jobs that others don’t want to!

- 2) Mental Health – WHO = positive “a state of wellbeing” and we need to avoid the tendency to focus on the negative – the stigma still exists.
- 3) What does good look like? How do we support people in fulfilling their personal responsibility for maintaining their mental wellbeing

Reflections:

- Links to the physical environment
- Role of the manager (managers are key but often don’t have the training/experience!)
- Role of peers/teams
- AW 5 freedoms are applicable to vets too! And we can only protect AH&W and PH if we look after ourselves.
- Good news! Clear work objectives, some control over work/time but still challenges bad news, work loads, lack of clarity on career progression.
- Some resources – MMI benchmarking, awards etc. Mental Health awareness training
- What do we mean by resilience? Important but it is not appropriate to only build individual resilience so must be in tandem with dealing with the structural challenge. “resilience isn’t what’s within you, but what’s between you and other people”
- Teams – what is normal for the individuals in the team? “Put on your own oxygen mask before helping others”
- Schwartz Rounds pilots – group reflective practice fora and just getting people together – encourage/build common understanding and “One Team” – think “who do you value and when did you last tell you?”
- Context – “the same water that hardens the egg softens the potato”
- “Presenteeism” – “Day off” or “Off day”?
- Reframing – “life is pain” vs. “life is pain au chocolat”! Mindfulness (Mind Full or mindful?).
- Sense of purpose! What is the best outcome?
- #AndMe – role models – not being defined by a diagnosis! The power of lived experience

- RCVS auditing the impact of our professional complaints system and for government vets this could also extend to the impact of our enforcement activity.
- Individuals matter - “what will you do differently tomorrow?”

Rafael - spoke in support of wellbeing being a priority (and will be signing a joint statement!) and there are some wellbeing questions in the FVE survey of the profession (and vetfutures priority!)

Sean – spoke on the challenges of “perfectionism” and sense of perspective (and humour!) – note: graduate outcomes work on “soft skills”

John – also spoke of the work AVMA are doing and the importance of the topic. Noted the worrying level of suicides. He shared a story of a future leader vet sharing their story of contemplating suicide. Note the social media aspects and “normalisation of suicide”. Wellness summit in Nov!

Conny – What can I do for myself? What can others do for me? Value of Soft Skills esp. UG education!

Jane - Will circulate links of resources and summary of the presentation

AP 11 West Nile Fever facts, the zoonosis aspect, a FEEVA campaign and control

- The Danish president of FEEVA, **Mette Uldahl**

Mette, an equine vet in DK, and FEEVA have identified WNF as an emerging threat – they have launched a campaign to engage equine PVS at “eye level” – see presentation. The development built on methods for engagement on the FEEVA antimicrobial use campaign. Asking the questions a PVS would ask? Do I consider WNV if a horse is lame? How do I diagnose WNV? etc. Infographic film developed by a professional cartoonist and videos from practitioners to show symptoms. Map to show how it is spreading across Europe. There is a “3 minute WNV vet champion test” which also allows a potential measure of the success of the campaign. Limited focus on the zoonosis aspects except that it is not spread by direct contact.

AP 12 Presentations from Members (max. 15 minutes and presentations should be forwarded to ohtro@mattilsynet.no before the GA)

Overview of eradication of ASF in the Czech Republic, Pavel

Pavel presented on the eradication campaign in CZ – first case was a translocation (>450km from the existing EU control zones) in June 2017. The presentation covered the details of the zoning (control measures applied) and sampling – CZ also initiated an intensive hunting area for WB. The last case was a year ago and CZ has been officially free from ASF since April 2019 but maintaining their vigilance. Snipers could use night vision scopes and noted tiered compensation for WB and now with

standard level for finding carcasses. We had lots of discussion on this point not all recorded! Even used drones to establish WB populations.

AP 13 FVE matters to be discussed / voted (Documents sent out by FVE)

- Agenda point 4 – adoption of Minutes from the GA in Rome - **VOTE in favour**
- Agenda point 6a – Membership Application Albania - **VOTE in favour**
- Agenda point 6b – Observer Application Armenia - **VOTE in favour**
- Agenda point 7b and 7c – Board elections – **VOTE – secret ballot**
 - Election of FVE President 2019 – 2021
 - Election of 4 FVE Vice-Presidents
- Agenda point 8a/v –Vote for approval of the financial report 2018 and to give discharge to the Board and Auditor– **VOTE in favour**

Conny also provided a brief update on the financial committee report – overall finances are much improved and noted that need care of unintended consequences when calculating fees especially for the smaller member countries. Not there should be a cut off for re-imburement of expenses (3mths) and invite early planning to support efficiencies. Also recommend consideration of future initiatives in financial planning.

- Agenda point 8c – Finances - 2020 Budget – Vote for adoption – **VOTE against until EASVO fees/voting numbers are resolved. In favour when resolved with lower proportion (as outlined in the 2020 proposal 0.063% fees; 3.125% votes) but against if at UEVH equivalent proportions**

Conny and Jane will discuss with FVE board/Jan to resolve for 2020 but also have raised for the 2019 fees. FVE will move to the same as UEVH

- Agenda point 8d – Finances – Election of new member for Financial Committee – **VOTE – secret ballot**
- Agenda point 8e – Finances – Proposal for re-appointment of External Auditor for a three years term (to audit the financial administration for the years 2019, 2020 and 2021). – **VOTE in favour**

We noted the increased structure to the consultation process and excellent summary tables produced as to how comments have been taken on board:

- Agenda point 10a/i– Draft position paper dry cow treatment cattle – **VOTE in favour** – noting the comments on use of CIAs at line 117 – Nordic countries
- Agenda point 11a/i - Draft position paper end-of-life horses – **VOTE in favour** – noting good paper

- Agenda point 11a/ii - Draft position paper early neutering of cats – **VOTE in favour**
- Agenda point 11a/iii - Draft position paper cattle lameness – **VOTE in favour** – good information but the paper is quite long!
- Agenda point 12a – Draft Code of Conduct – **VOTE in favour** - noted it is a shame that we didn't include soft skills/wellbeing in the MRPQ training and very aspirational

AP 14 Nominations for President/VP for Nov GA

Ole-Herman updated the meeting on the requirements – nomination by country and second by another country. A request for nominations by the end of Sept – **if wish to stand - to arrange nomination/second**

Also opportunity for feedback on the members presentations – we agreed to keep it open and suggestions should come with an idea of time plus 5 mins for Q. **Also a joint session with another section (esp UEVH) would be valued – possible suggestion at this stage is “risk based approach to OCs”.**

AP 15 FVE Website renewal and EASVO Section mini site

- https://invis.io/HARW2EMTG97#/361969917_Home_Easvo

Update on progress and asked if someone would be willing to support developing and maintaining the website – perhaps as part of a VP nomination?

GDPR – will review the FVE's privacy statement

Photos – hope to add a photo of the GA and board to the website

AP 16 Summary and agreement of recommendations to the FVE GA **Jane**

See presentation (attached separately)

AP 17 AOB

None raised

Next GA meetings

- 7. November 2019: in Brussels
- June 2020: in London
- November 2020: in Brussels