

## European College of Animal Welfare and Behavioural Medicine

### Requirements for a residency programme in the WSEL sub-specialty

#### Scope of the residency programme

Candidates will be required to develop specialist expertise in **animal welfare science, ethics and law**. They will be required to demonstrate suitable knowledge and understanding across a range of species, including farmed, companion and laboratory animals. Residency programmes must address the knowledge, specialist experience and research requirements defined in this document.

The candidate may develop particular expertise in specific species and in one or more aspects of welfare science, ethics and law. However, candidates must also provide evidence of how they have advanced their understanding of topics other than their selected area of specialist study. For example, while the selected topic may be mainly concerned with animal welfare science, candidates must also demonstrate how they have advanced their understanding of ethics and law and their application to animal welfare.

#### Residency approval

Students can enrol in either residency programme provided they have a relevant veterinary degree and have been qualified for at least one year. EBVS requirements insist that students have undertaken a “one-year internship period or equivalent”. For the purposes of this specialty the student must have been working for at least one year in an environment where they will have been exposed to common animal welfare issues that arise during clinical and husbandry procedures.

After completing the one year internship the residency programme can be achieved by either of the following two routes :

**Standard Residency Programme\*** : Student enrolls on an approved veterinary residency programme. The programme and centre must have been approved by the College before the student starts on a three-year full-time (or equivalent part-time) course.

**Alternative Residency Programme\*\*** : A student applies for approval of a three-year full-time (or equivalent part-time) individual training programme to the College. It is recognised that this may last more than three years but it should not last longer than seven years.

\* It is recognised that unlike other clinical specialties most residency programmes are unlikely to be via this standard route as there is limited income arising directly from clinical cases and the 3 core elements are best studied at more than one specialist institution, and sometimes outside the EU.

\*\* Whilst individual students are required to submit individual training programmes the Residency Committee will work with training providers so that informal guidance on possible training courses and specialist experience is available to students in different countries and at convenient times.

#### Supervision

All residency programmes must be supervised and overseen by an existing Diplomate of the European College of Animal Welfare and Behavioural Medicine (WSEL). Other suitably qualified professionals may be involved in specific aspects of training (e.g. research skills or welfare legislation). The Curriculum Vitae of these other professionals may be required to support applications from either the host institution for a standard programme or from the individual student in the case of the alternative residency route.

EBVS recommends that residents should have a period of at least 18 months under direct supervision, which for many disciplines requires the resident to be working alongside the supervisor in the same facilities. The ECAWBM (WSEL) residency programme must provide an equivalent level of supervision whilst ensuring that the resident develops suitably diverse expertise in animal welfare science, ethics and law in a variety of species. It is recognised that this is likely to be difficult to achieve whilst based solely at one institution.

Each residency programme (standard or alternative) must, therefore, explain how the resident receives significant supervision during the proposed experience wherever it is based. In particular, suitable case discussions are essential to demonstrate a progression in knowledge and understanding during the residency with respect to all three elements of the discipline (welfare science, ethics and law). Active evidence of involvement of the supervisor within these case discussions must be demonstrated within the records of experience (see below). In addition it is anticipated that the period of welfare science will require significant supervisor input to review the proposed hypothesis, study design, data collection, data analysis, interpretation and report writing.

### **Knowledge**

Both types of residency programme must provide the scholar with a comprehensive theoretical knowledge of animal welfare science, ethics and law. The detailed syllabus for the residency programmes are described in Appendix 1. This syllabus may be taught through formal lecture courses, tutorials, seminars, and partly through approved self-directed or directed self-study. Courses should be academically accredited at post-graduate level, or accredited by national veterinary associations or equivalent. Institutions that can offer possible formal courses for the alternative route are encouraged to provide a summary of the course (Appendix 4) so that residents can develop their own training programme. These details should be submitted to the Education and Residency Committee for inclusion on the ECAWBM website.

In order to ensure a broad and up-to-date knowledge, residency students should attend the ECAWBM conference during each year of a residency, plus *at least one* other relevant major international conference (e.g. UFAW, ISAE, UNESCO Ethics, International Conference on Bioethics) during the period of the residency.

At the end of the residency the resident will be required to sit a final theoretical examination in all relevant aspects, a practical examination in welfare assessment, and a practical discussion in welfare, ethics and legal debate. In the examination, special emphasis will be placed on the candidate's ability to relate general principles to specific circumstances and to provide a clear analysis and practical solutions to real problems.

### **Specialist experience**

All residency programmes must demonstrate suitable specialist experience equivalent to three years full time experience. The experience should be of sufficient depth to enable the resident to contribute to the discipline's knowledge base and sufficient breadth to demonstrate ability to critically review topical issues in different species (e.g. companion, farm, laboratory and wildlife animals). All residents must undertake the following specialist experience.

#### *Type of experience*

The experience needs to include the following.

A period of welfare science-related research, this could include a range of different methodologies such as experimental, epidemiological, economic and social science;

AND at least one of the following types of activities:

Work with other professional organisations on associated subject areas (e.g. ethical review, legal departments, enforcement/implementation agencies, risk and benefit assessments, national and international government and policy making bodies)

Work as or with official veterinarians inspecting farms, abattoirs or other animal care environments  
Direct experience of legal proceedings on matters of animal welfare

Work as a welfare assessor e.g. in clinics, on farms, shelters

Work as or with a Named Veterinary Surgeon responsible for animal welfare within a laboratory animal research facility

Working within a range of clinical or research environments can contribute towards the three year residency period provided the resident demonstrates (using the required case exposure and reports) that they are actively involved in assessing and analysing the animal welfare implications of their work. In collaboration with their supervisor each resident is expected to define how much additional experience is required in their case. As a guide and in addition to any periods of formal taught study, it is expected that residents working in a purely clinical (first opinion or referral) practice will require at least 200 days of additional specialist experience.

#### *Approval of experience plan*

The specialist experience must be carefully planned (see description below for each residency type) to ensure a suitable breadth and depth of experience across different species / animal use categories and across the three areas of welfare science, ethics and law.

**Standard residency :** Any institution wishing to offer an approved standard residency programme must submit a detailed description of the arrangements for providing this specialist experience. The Residency Committee requires details of quality assurance controls for this training provision and its student support procedures e.g. housing, translations, healthcare, library, IT (Appendix 2).

**Alternative residency :** The individual training programme submitted by the enrolling student must specify the details of the specialist experience which will be achieved during the residency (Appendix 3). This is likely to include visiting / working with more than one institution Institutions that can offer periods of experience for the alternative route are encouraged to describe possible experience (appendix 5) and submit these details to the Education and Residency Committee for inclusion on the ECAWBM website. The Education and Residency Committee may require modifications to the proposed programme before the student is accepted onto a residency programme.

#### *Record of experience*

All residents will also need to keep records of the specialist experience completed during their period of residency to support their application to the college for sitting the examination. Records should be verified by the supervising Diplomate.

1. The records should include at least **120 case exposures** that describe and briefly comment upon the welfare science, ethics and law considerations of welfare issues that they are perceiving as part of the professional experience. The case exposures should demonstrate the necessary breadth of experience (i.e. range of animal care, animal ‘use’, and species). Case exposures must be submitted for review by their supervisor on a regular basis, such as 10 cases every 3 months, during the residency.
2. Based upon their completed case exposures the resident must provide evidence of **12 case discussions** that demonstrate active involvement of supervisor and progression in understanding and knowledge. Each discussion should be based on a critical review of common themes that have emerged from their case exposures. Where possible, case discussions should also involve several people (in addition to the supervisor) to maximise the value of the discussion. Formal discussions should be held regularly during the residency, such as 2 discussions every 6 months, to demonstrate progression in knowledge and understanding. Records must include the material prepared for the discussion, a summary of the key points of the discussion and a description of any new understanding or knowledge gained by the resident.
3. Residents should also submit **3 case reports**. Each extended case report (approximately 3,000 words), which should be assessed by their supervisor, should include a more in-depth analysis of the welfare science, ethics and law. Residents should demonstrate sufficient competence in all three areas of animal welfare science, ethics and law; however, reports which emphasise primarily one of these three aspects are permissible. Case reports may be based upon material collated during case exposures or discussions.

## **Research project**

The resident must conduct *at least one* research project during the duration of the programme. The resident should take a primary role in the experimental design, data collection, analysis and interpretation. The scope of the research project should be relevant to one or more aspects of welfare science, ethics or law. The project needs to demonstrate that the student has developed the following research skills: study design, systematic literature review, data collection, data analysis, report writing (e.g. scientific paper, law report, ethical analysis, subject reviews) and interpretation.

## **Evidence of specialism**

As with other veterinary specialisms suitable evidence must be provided of specialist status at the end of the residency that demonstrates that they have contributed to the knowledge base of the discipline. This should include publications and conference presentations, or public or committee (national/international) presentations. Material for these outputs can be based upon information included within the case exposures, discussions or reports.

The resident must:

Have *at least two* papers accepted for publication in a peer reviewed journal. The resident should appear as first author on *at least one* paper overall. These papers should be accepted for publication (i.e. In Press) prior to the scholar sitting their final examination.

Present *at least two* oral or poster presentation at a relevant national or international congress (not including local continuing education presentations). *At least one* of these presentations should be at the ECAWBM annual meeting. In addition, *at least one* of these presentations should be based on research / data from the scholar's own research.

## **Teaching**

The residency should enable the resident to develop some experience of teaching. This may be formal teaching classes, or tutorials, for example with undergraduate veterinary students. The residency programme should also include seminar sessions where the resident prepares and presents topics to colleagues. This may be one mechanism by which some required topics are covered within the programme. By the end of the residency period, the scholar should have sufficient opportunities for feedback on presentations to be able to confidently present material to their peers.

## **Related documents**

Appendix 1: Syllabus for ECAWBM (WSEL)

Appendix 2: Application for approval of a standard residency training programme with the ECAWBM (WSEL)

Appendix 3: Application for approval of an alternative residency training programme with the ECAWBM (WSEL)

Appendix4: Proforma for providing guidance on the scope and relevance of taught post-graduate courses to the ECAWBM (WSEL) requirements

Appendix 5: Pro-forma for institutions able to offer periods of specialist experience relevant for the ECAWBM (WSEL) requirements

Example 1. : Example of formal course

Example 2. : Example of specialist experience

## Appendix 1: Syllabus for ECAWBM (WSEL)

The residency programme should include training in the following areas (the topics listed are intended to give the candidate better understanding of the key aspects - the lists will be expanded with experience):

The following syllabus addresses the ‘core’ knowledge base in animal welfare science, ethics and law. Diplomates will be expected to show a deep level of understanding of the scientific and ethical principles that underpin both our current approach to animal welfare and any actions designed to improve it, or actions known to reduce welfare. Equally, it will not be sufficient for Diplomates simply to know the Law as it relates to animal welfare but they should also be equipped to undertake an analysis of the strengths and weaknesses of existing law, to be able to determine legal frameworks for determining infringement e.g. negligence, unnecessary and avoidable suffering and investigate opportunities for improvements of welfare through existing or new legislation.

### 1. Animal Welfare Science

#### 1.1. The scientific basis of good husbandry

practical recognition and assessment of animal wellbeing based on the principles of the ‘Five Freedoms’ and their incorporation into an assessment of the quality of life

contemporary approaches to the scientific assessment of animal distress and positive and negative wellbeing based on an appropriate selection of assessment methods (toolbox concept for welfare indicators, e.g. resource, animal based and management factors), relevant scientific disciplines including ethology, physiology, pharmacology, anatomy, and neurobiology

methods for assessing and enhancing animal environments and husbandry systems such as those used for the purposes of quality assurance and promoting a good quality of life for animals, including formalised systems such as Welfare Quality® protocols

methods used for risk assessment of welfare e.g. EFSA reports

methods used for labelling e.g. assurance schemes, methods of production

analysis of the economics of conventional and ‘high and low welfare’ systems of husbandry

principles for assessing stockmanship and education, training and competence of stockpersons.

#### 1.2. The scientific basis of animal suffering and wellbeing

genetic, environmental and evolutionary determinants of behaviour in animals including vertebrates and invertebrates

the nature of motivation and cognition in animals

humane approaches to the manipulation of animal behaviour

the nature of pain, distress, fear and others adverse states e.g. frustration, boredom

the assessment of positive wellbeing e.g. contentedness, pleasurable states

the assessment of the quality of a life

the nature of consciousness and self-awareness, instinct, retrodiction, and altruism

#### 1.3 The impact of scientific procedures on animal welfare

experimental procedures likely to cause ‘pain, suffering, distress and lasting harm’, and their prospective and retrospective assessments

commercial application of scientific procedures: e.g. embryo transfer, genetic modification, cloning.

#### 1.4 Research methods, validation, experimental design, qualitative and quantitative analysis and critical evaluation of data.

### 2. Ethics

#### 2.1. The nature of scientific truth and moral value

rational assessment of objectivity and subjectivity in science and ethics

morality and social biology as a basis for human behaviour.

- 2.2. The philosophical issues and concepts involved in animal use
- utilitarian and deontological approaches
  - virtue ethics
  - balancing and assessing harms and benefits (e.g. in animals used for research)
  - emerging ethical issues: e.g. patenting of animals, cloning, xenotransplantation, human-animal hybrids, stem cell research, minimum standards of welfare.
- 2.3 Ethics and human behaviour with respect to animals and animal use
- the construction and use of ethical frameworks to evaluate animal welfare and benefit;
  - the historical and cultural foundations of human perception and treatment of other (non-human) animals, concepts of dignity, autonomy and integrity as applied to humans and animals
  - morality and sentiment (empathy, sympathy) as bases for concern regarding animal welfare
  - the ethical basis of professional conduct - the concepts of 'virtue' and etiquette
  - conflicts between human and animal needs (e.g. animals in sport, research, guide dogs)
  - potential conflicts between individual animal welfare and issues such as environmental concerns, pest control, wild life, and public health, the conflict between interests of the 'group' vs the individual.

### **3. Law**

The object of the law element of the Diploma is to enable candidates to demonstrate an advanced understanding of the way in which legislation is drawn up and applied and monitored in practice, and case law. The object is to equip the candidate to:

- play an informed role in public policy-making
- play an informed role in the policy-making of the veterinary profession
- participate in statutory inspections and other administrative enforcement mechanisms
- advise commercial and other non-statutory bodies.
- understand the role of an expert witness and be able to provide an expert opinion

In pursuing this syllabus, candidates would be expected to demonstrate familiarity with, and an ability to use effectively, relevant primary materials such as the Official Journal of the European Communities; Council of Europe Conventions, EU legislation; OIE, EFSA Journal, and other official publications.

Candidates will be required to demonstrate an understanding of:

- The origin of legislation and the relationship between different types of rules:  
WTO; Council of Europe Conventions; European Union Law, the role of the courts in developing case law.
- The factors which influence the development of public policy and legislation:  
Public opinion; pressure groups; scientific evidence; recommendations of advisory bodies such as EFSA and the role of Risk Assessment and Risk Management in Risk Analysis; the impact of international legislation and guidance arising from the WTO (GATT), OIE, the European Union, FAO, USDA, EFSA, MAF NZ, and Australia

The policy-making process:

The way in which EU institutions, national government departments, the devolved executives, local authorities, and other relevant public bodies make policy and administrative decisions.

The legislative process:

EU legislation; national primary and secondary legislation; legislation passed by the devolved bodies; the impact of the WTO, OIE, FAO and EU law.

Enforcement through the courts

WTO dispute resolution; European Court of Justice; judicial review; prosecutions.

Regulation of the veterinary profession

Relevant European and domestic Law, Code of Professional Conduct; the maintenance of professional standards, the roles and responsibilities of the national veterinary regulatory bodies, and supra-national bodies e.g. FVE, OIE, WVA, EAEVE, EVBS

**Appendix 2 : APPLICATION FOR APPROVAL OF A STANDARD RESIDENCY TRAINING PROGRAMME WITH THE ECAWBM (WSEL)**

NB – For those individual residents applying to College, please use the alternative residency application form

**Institution / Practice:**

**Key personnel involved in supervising residency** (Describe their level of involvement in the residency programme)

**Overview of programme including a description of the sustainability of program**

**Background information about the institution**

**Knowledge :** How will the RTP deliver the syllabus defined in appendix 1 ?

**Research :** How will the RTP deliver a period of welfare science-related research?

**Other experience :** How will the RTP ensure that the resident has sufficient experience ?

**Teaching and presentation**

**Other activities available for residents within the RTP**

**Requirements for entry of residents into the programme**

**If the program is part of a degree programme please provide details ?**

**Access to resource materials / services**

Library access : How is suitable library access provided ?

IT equipment : How is suitable IT facilities provided ?

Evaluation of residents : How is the progress of residents monitored ?

**Name and Signature of Supervising Diplomates**

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Name and Signature of Department Head or equivalent, acknowledging the requirements of the Diplomate and sponsoring institution.

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Date: \_\_\_\_\_

### **Appendix 3 : APPLICATION FOR APPROVAL OF AN ALTERNATIVE RESIDENCY TRAINING PROGRAMME WITH THE ECAWBM (WSEL)**

NB – For those organisations applying to College for approval of a programme, please use the standard residency application form

**Name of Applicant:**

**Previous qualifications and relevant experience (including equivalent one-year internship)**

**Name of personnel involved in supervising resident** (Describe their level of involvement in the residency programme)

**Summarise the knowledge and experience gaps that the programme aims to address**

**Knowledge :** How will the applicant gain the knowledge in the syllabus?

**Taught courses :** Provide further details of planned courses

**Research :** How will the applicant organise a period of welfare science-related research?

**Other experience :** What additional experience does the applicant plan to organise?

**Teaching and presentation** What involvement in teaching & presentation is planned ?

**Access to resource materials / services**

Library access : How will suitable library access be available?

IT equipment : How will suitable IT facilities be available?

Evaluation of residents : How will your supervisor monitor progress ?

**Name and Signature of Supervising Diplomates**

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Name and Signature of Applicant.

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Date: \_\_\_\_\_

#### **Appendix 4 : Proforma for providing guidance on the scope and relevance of taught post-graduate courses to the ECAWBM (WSEL) requirements**

Proforma to be completed by institution offering course and submitted to ECAWBM (WSEL) Education and Residency committee for review.

Please describe the details as they relate to the formal course as approved by the institution  
Additional support provided to residents outside the course should be described on the residency application form (either standard or alternative)

Once approved the guidance will be available on the ECAWBM (WSEL) website.

Applicants for the alternative route are expected to use this information to develop their own specific training programmes with support of supervisor.

Name and contact details of institution	Title and accreditation details of course
Aim of course / unit	
Teaching and assessment methods	Start date, duration and approximate fees
Entry requirements	Other information

ECAWBM (WSEL) requirements	Course details
Knowledge (see appendix 1) Science Ethics Law	
Research project	
Other experience	
Teaching	
Support for publications	

## **Appendix 5 : Pro-forma for institutions able to offer periods of specialist experience relevant for the ECAWBM (WSEL) requirements**

Proforma to be completed by institution offering periods of specialise experience and submitted to ECAWBM (WSEL) Education and Residency committee for review.

Once approved the guidance will be available on the ECAWBM (WSEL) website.

Applicants for the alternative route may utilise the offer of specialist experience from one or more institution to develop their own specific training programmes after discussion with their Residency Supervisor.

<b>Name and contact details of institution</b>	
<b>ECAWBM (WSEL) requirements</b>	<b>Course details</b>
<b>Research experience</b> “A period of welfare science-related research, this could include a range of different methodologies such as experimental, epidemiological, economic and social science”	
<b>Other experience, such as :</b> Work as or with a Named Veterinary Surgeon responsible for animal welfare within a laboratory animal research facility; Direct experience of legal proceedings on matters of animal welfare Work as or with official veterinarian inspecting farms, abattoirs or other animal care environments Work with other professional organisations on associated subject areas (e.g. ethical review, legal departments, enforcement/implementation agencies, risk and benefit assessments, national and international government and policy making bodies) Work as a welfare assessor e.g. in clinics, on farms, shelters	
<b>Logistic issues</b> e.g. possible duration of experience, funding, accommodation	



**Example 1. : Formal course**

Name and contact details of institution	Title and accreditation details of course
<b>University of Bristol</b> <b>School of Veterinary Science</b> <a href="http://www.bris.ac.uk/vetscience/cpd/rvcs-cert-avp/">http://www.bris.ac.uk/vetscience/cpd/rvcs-cert-avp/</a> Contact : awsel-admin@bristol.ac.uk Tel (+44) 0117 928 9645	<b>C-AWSEL-.1 ANIMAL WELFARE SCIENCE, ETHICS AND LAW: INTRODUCTION AND THEORY</b> Level M, 10 Credit Unit : University of Bristol 1. _____ Level C unit for RCVS Certificate in Advanced Veterinary Practice (pending)
<b>2. _____ Aim of course / unit</b>	
3. The unit is intended to be a introduction to key basic knowledge concepts of animal welfare science, ethics and law for practicing veterinarians with a particular interest in animal welfare. 4. NB. Course is designed to complement C-AWSEL-2 : <b>APPLYING THE THEORY</b>	
<b>5. _____ Teaching and assessment methods</b>	<b>6. _____ Start date, duration and approximate fees</b>
7. _____ Teaching : distance learning followed by a dedicated 2-day course. 8. _____ Assessment : short answer questions exam & 12 short professional case exposures	9. _____ On-line registration at any time, plan for annual course (November), normally maximum one year enrolment to completion and approximately 1000€ fee
<b>10. _____ Entry requirements</b>	<b>11. _____ Other information</b>
12. _____ Candidates must hold a veterinary qualification which would entitle them to register as a member of the RCVS; have at least one year's experience working as a practising veterinary surgeon before enrolling for any module.	13. _____ The module also counts towards the RCVS Certificate in Advanced Veterinary Practice : see RCVS web site <a href="http://www.rcvs.org.uk/education/postgraduate-education-for-veterinary-surgeons/modular-certificates/">http://www.rcvs.org.uk/education/postgraduate-education-for-veterinary-surgeons/modular-certificates/</a>

ECAWBM (WSEL) requirements	Course details
<b>Knowledge (see appendix 1)</b> <b>Science</b> <b>Ethics</b> <b>Law</b>	This unit is suitable as a stand-alone professional development course or as an introduction to the science, ethics and law theory required of the ECAWBM syllabus. Further self study or attendance of courses will be required to cover the full syllabus.
<b>Research project</b>	n/a
<b>Other experience</b>	Case exposure can be used as evidence of other experience. For example short descriptions of the time spent observing welfare assessment during OV visits.

<b>Teaching</b>	n/a
<b>Support for publications</b>	n/a

### **Example 2. : Specialist experience**

<b>Name and contact details of institution</b>	
Dr David Main BVetMed PhD CertVR DWEL DipECAWBM(WSEL) MRCVS Department of Clinical Veterinary Science, University of Bristol, Langford House, Langford, Bristol BS40 5DU Tel 0117 928 9340 Mobile 07885 813103 D.C.J.Main@bristol.ac.uk	

<b>ECAWBM (WSEL) requirements</b>	<b>Experience details</b>
<b>Research experience</b>  “A period of welfare science-related research, this could include a range of different methodologies such as experimental, epidemiological, economic and social science”	Direct involvement in a short project with a number of potential supervisors could be arranged depending upon current research projects but normally covering a range of species (farm, companion and equine) and variety of disciplines including experimental and on-farm observation studies. Minimum period for a project is likely to be 1 month.
<b>Other experience, such as :</b>  Work as or with a Named Veterinary Surgeon responsible for animal welfare within a laboratory animal research facility; Direct experience of legal proceedings on matters of animal welfare Work as or with official veterinarian inspecting farms, abattoirs or other animal care environments Work with other professional organisations on associated subject areas (e.g. ethical review, legal departments, enforcement/implementation agencies, risk and benefit assessments, national and international government and policy making bodies) Work as a welfare assessor e.g. in clinics, on farms, shelters	Depending upon current research project possible to arrange observation of farm visits or experimental studies

<b>Logistic issues</b> e.g. possible duration of experience, funding, accommodation	Flexible duration of experience suggest from 1 week up to 2 months No funding available from University, Private or student accommodation normally available <a href="http://www.bristol.ac.uk/accommodation/pg/guide/residences/langford/">http://www.bristol.ac.uk/accommodation/pg/guide/residences/langford/</a> ,
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