

# FVE's Strategy 2006 - 2010

Improving the health

and welfare

of animals

and people



Federation  
of Veterinarians  
of Europe

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## Introduction



Dear Reader,

The Federation of Veterinarians of Europe (FVE) was founded in 1975. Today, we represent 41 national veterinary organizations across 36 European countries and 4 vibrant Sections, each of which represents key groups within our profession: Practitioners (UEVP), Hygienists (UEVH), Veterinary State Officers (EASVO) and Veterinarians in Education, Research and Industry (EVERI).

FVE has from the outset been a highly respected organisation with many professional bodies commenting on our ability to influence national, European and even global institutions so that they accept our ideas and proposals. Our ability to influence and partner these critical institutions has become a traditional

role for FVE that we aim to develop and deepen in the coming years.

This deeper role is reflected in the document you have in your hands now, because while times change, our essential purpose has not. Our task is still to unite and represent the whole veterinary profession, in all its wonderful diversity, across the whole of Europe. Our aim remains to create the right conditions so we can carry out the tasks society has conferred on us: to care for animal health and welfare and veterinary public health.

Easy to say, but not so easy to deliver, especially considering our profession is relatively small and the competition is powerful. According to our Members and other stakeholders, recent political and economic changes in the world are making our tasks harder. The key message of this strategy document is that we cannot stand still. We need to develop as a Federation if we are to remain as successful in the future as we have been in the past. In particular, we must all learn to speak with one voice, in relation to common goals and to prioritise those issues of greatest importance to our work. The Board believes our future collective success depends on the reputation and position of the veterinary profession, in all its disciplines, within our national and European society. We must ensure that our role and

contribution is known, understood and valued by everyone, including the general public through to European Institutions, global organisations but also from the individual animal owner to persons such as EU-Commissioner of DG Health and Consumer Protection himself. To achieve this we will complement our traditional strengths, such as the scientific and ethical basis of our work, with new competences, such as a coherent communications policy. We must not only do well, we must also be seen to be doing well.

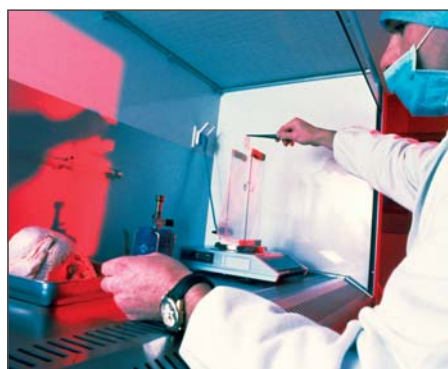
Most of all, we must all do these things together, each in our own way. This strategy is an invitation to all of us, Secretariat, Board and Members alike, to consider how we will each contribute, in the ways that work best for us. I look forward to hearing how we will all respond to the challenge.

I would like to thank everyone involved in producing this strategy paper. Your wisdom and insight will ensure that our profession remains at the centre of the European decision making on all matters relating to animal health and welfare and public health. Thank you to all!

Hominum Animaliumque Saluti

**Dr Tj. Jorna**  
President of FVE

At present the Federation of Veterinarians of Europe (FVE), founded in 1975, represents 41 national veterinary organizations across 36 European countries and 4 Sections, each of which represents key groups within the veterinary profession: Practitioners (UEVP), Hygienists (UEVH), Veterinary State Officers (EASVO) and Veterinarians in Education, Research and Industry (EVERI). Together these organisations speak for approximately 200,000 veterinarians.



In the autumn of 2004, in order to have a clear view on its main goals and priorities for the coming years, the board of directors of FVE commenced the process of developing an FVE strategy and action plan. The result of this exercise is essentially outlined in this strategy document.

FVE sees its mission as uniting the European veterinary profession for the benefit of animal health, animal welfare and public health. It wishes to promote further growth and development of veterinary medicine and to support veterinarians in fulfilling their responsibilities towards animals and people in a scientific and ethical way.

In order to fulfil its task in an appropriate way, FVE and its members want to consult and listen to society and its needs with regard to animal health, animal welfare and veterinary public health. This should be done without losing sight of our own professional responsibilities. Individual veterinarians must be well equipped to fulfil their mission and tasks society has conferred upon them. We wish to be clear about our position and accountability.

In addition to supporting veterinarians in their jobs, the Federation understands its task as stimulating the cooperation between veterinarians in all different positions, be it in practice, in food hygiene, as a state officer, in industry, research, education, etc.

In addition to specific veterinary issues, directly related to the promotion of animal health and welfare and public health, we are actively involved in more general areas that may affect the exercise of the veterinary profession, such as the recognition of qualifications and the socio-economic position of the profession. We do not only consider the way the profession

is carried out at present, but also anticipate future needs and consequently take a strong interest in the education of veterinarians for the future.

More detailed plans are described in the various coming sections that cover the main topics of the veterinary profession (chapter 6 of this document).

The proposed implementation of our goals into concrete actions is laid down in specific action plans.



When decisions affecting our work were made at national level, we created our national bodies. When the focus of decision-making shifted to Brussels, it seemed quite natural that we would want a European body. But why was this decided? Was it simply arrogance on our part, or the desire to protect our interests?

It was neither arrogance, nor self interest that led to the creation of FVE.

The genuine belief that we were uniquely well placed to make judgements about animal health and welfare and veterinary public health at the European level drove this decision.

Our authority, respected by stakeholders across the board, is rooted in science and evidence based veterinary medicine that is underpinned by an ethical code that puts our patients first.

Today, we are increasingly aware that our unique position within animal health, welfare and veterinary public health is not ours by right, but is conferred upon us by those we work with and serve. We earn this when our decisions on important issues are equally supported by our ethics and our science.

**So, in the same way that we all individually care for our animals we collectively need to ensure we retain our unique positions through the following actions:**

- As veterinarians we strive for this unique and responsible position "locally" in our jobs
- As National Member Organisations we aim to safeguard our responsibilities at a national level

- As Sections we can share unique views for a specific part of the profession

- And as FVE we stand together on a significant 'Pan European' scale

**The Federation of Veterinarians of Europe unites the European veterinary profession for the benefit of animal health, animal welfare and public health. One Profession, one Vision, one Voice!**

Our activities to support veterinarians in fulfilling their responsibilities (in animal health, animal welfare and public health) are wide ranging and cover essential veterinarian fields as Animal Health, Animal Welfare and Veterinary Public Health. We not only manage the way the





## Vision



profession is carried out at present, but also upon future needs of our society and we take a strong interest in the education of veterinarians.

In addition to all veterinary issues FVE is also actively involved in more general areas that could affect the exercise of the veterinary profession. In order to ensure a respected and capable position in society it is also our task to promote the adequate socio-economic position of the profession.

### 3.1 Key Activities

**We conduct our responsibilities through the following activities:**

- 1 We bring Members together to discuss the science and ethics of issues in order to agree on common positions in relation to animal health, animal welfare and veterinary public health;
- 2 We organize forums and discussions on

issues that may impact the profession so that we are fully prepared to meet the future;

3 We provide information for our Members so they can be empowered to take the action they consider appropriate;

4 We develop standards for the guidance of the profession so that we can be transparent with ourselves, our clients and the public;

5 We lobby politicians, institutions and NGOs of our opinions, so as to ensure these informed positions are at the centre of important decisions;

6 We act as 'honest broker' between the politicians, institutions, producers, NGOs, Pharmacos and other important stakeholders so their views can be reconciled to the benefit of the animals concerned;

7 We promote the role of the veterinary profession as a Health Profession so its full contribution to humanity is better understood;

8 We influence the content of pre and post graduate training, including lifelong learning, so that patients and clients can be confident in our knowledge and skills;

9 We care for the interests of our Members so they can enjoy a reasonable quality of life;

10 We consider the impact that our professional policies, decisions and actions may have on the environment and try to ensure that we do no harm to the global environment.

### 4.1 Analysis

As part of our strategic review process Membership has reflected, through questionnaires and group discussions on the implications of developments in our external operating environment and our internal strengths and weaknesses

### 4.2 The External Environment

**The key issues we have identified can be summarized as follows:**

- The decreasing economic value of individual production animals, with decreasing treatment of individual animals and the economic impact on rural veterinarians in particular
- The increasing emotional, and therefore economic, value of companion animals, leading to a growing demand for sophisticated treatments
- Ongoing globalisation, liberalization of trade and its effects on our profession
- The associated EU commitment to a 'competition agenda' as its priority
- International Standardization
- The reform of the Common Agricultural Policy, including decoupling and cross compliance rules

- Stronger integration of production chains, covering 'from feed to fork'

- Increasing public concern for animal welfare
- Producer concerns about the impact of additional procedures on their profitability

**We also take into consideration changes in the expectations of society:**

- Isolationism is increasingly frowned upon. Organisations like ours are expected to work in collaboration and partnership with others to resolve common and relevant societal problems
- Society expects that in addition to scientific and technological arguments, other societal factors be taken into account in developing a new policy. Therefore impact assessments and communication plans are becoming more and more important to argue a case
- The internet allows increasing access to information on therapies and drugs
- The consumer's and general public's expectation of higher public health / food safety
- An increasing aversion to food safety risks

Whilst the list contains little that is new, it seems clear that the veterinary profession of

tomorrow is unlikely to be the same as in the past. Our role must include preparing existing and future veterinarians so that they are able to flourish in this new environment.

### 4.3 Internal Strengths and Weaknesses

**Looking to the future we can have confidence because of some wonderful strengths:**

- Our scientific knowledge covering anatomy to zoonotics
- Our understanding of the patho-physiology of many animal species
- Excellent technical skills to examine, diagnose and treat animals
- Our ability to see the direct relationship between a single animal, the rest of its population, and the implications for public health
- Our ability to balance veterinary and non-veterinary interests in controlling large disease outbreaks

We can feel proud that society has recognized our knowledge and skills by asking us to take on significant tasks and responsibilities. But not everything is perfect.

**We face some significant challenges in working towards our mission:**

- Over the past decades people, inside and out the profession, seem to have forgotten the importance of our role in society
- On many occasions we have moved away from our core of animal health and welfare towards its margins

to our internal functioning. In this area we will seek to be more proactive. We have many strengths to rely on but we will need to develop others. For example, we are not very good at promoting our work and/or ourselves. This seems to go against our character.

The result is that most people do not really understand what veterinarians do. Of course

public health and in doing this actively position our profession as one respected and valued by society.

**4.4 Vision 2010**

**In response to the above analysis and conclusion, our proposed vision for the Federation for 2010 includes the following:**

**To Speak with One Voice**

- To have at least one active Member organisation operating in each country in Europe
- Each National Member should set and achieve targets for increasing membership

**Conveying our messages**

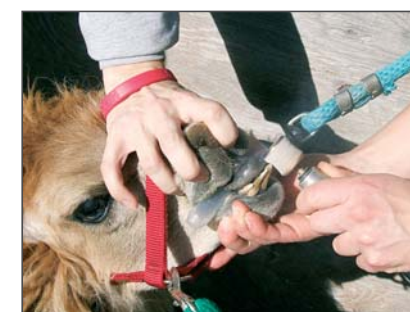
- To develop a clear and unified strategy on how veterinarians can maximize their influence on a national and European level
- Our position on issues will be based on a sound marriage of science and ethics

**Member Benefits**

- Each Member of FVE will be happy to explain to their members the benefits they receive through their investment in FVE

**Information**

- Members will be able to access and download information that is relevant to their specific needs and circumstances



- With the support of the member organisations information will be available in the Members' own languages

**Life long Learning**

- FVE and its Sections will develop a consistent system for life long learning
- FVE and its Sections will work towards a system of differentiation and species-oriented acknowledgements

**Participation**

- To increase Member participation in forums
- To ensure that all Members who wish to participate are able to on an equal basis

**Reputation**

- FVE will regularly be invited to negotiate between external groups who have different/opposing views on animal issues

- FVE will be recognized for our ethical stance as well as our science

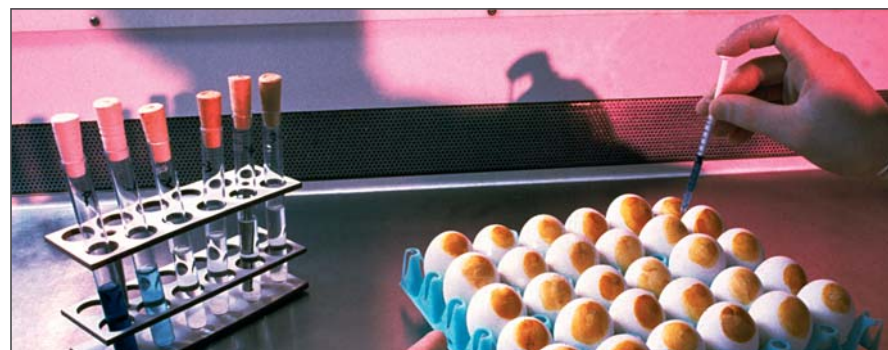
**Education of veterinarians**

- To develop a minimum standard for final attainment levels
- To examine the impact of tracking in veterinary education
- To let the present, voluntary system of visitation and evaluation of schools and faculties evolve in a stronger and well-

respected system so that schools cannot avoid significant consequences if they have serious deficiencies

**Member Interests**

- To retain an 'authorized person' status in the face of the EU 'competition agenda'
- To ensure the veterinary Profession is recognized as a Health Profession
- Preserve the interests of our Members so they can enjoy a reasonable quality of life



- On issues of public health and food safety, we have sometimes been more occupied with paperwork than with our real tasks
- Sometimes we focused too much on science or economics, overlooking the importance of ethics.

they see us treating their individual sick animal, but they really know nothing about the role we play in prevention and control of large outbreaks of notifiable diseases and public health/food safety. The public will never fully value and appreciate our contribution if they know nothing of our work.

There is much in the outside world we cannot control and in these areas we will respond as best and as early as we can. Where we have much greater control of our destiny is in relation

The time has come to reverse this trend and return to a place in the midst of society. We need to accept societal needs with regard to animal health, animal welfare and veterinary



### 5.1 Animal Health<sup>(2)</sup>

Animal health is one of the core competences of the veterinary profession. The prevention and control of animal disease is a major concern and a task for the veterinary profession. FVE will continue to focus on placing the veterinarian in the centre of this role and on creating the appropriate conditions to fulfil his or her responsibilities.

Prevention must be at the base of safeguarding animal health and disease control.

Early detection of highly contagious diseases can prevent disasters at a later stage and FVE believes that monitoring and surveillance of animal health status must be a part of standard veterinary policy.

An increasing number of livestock seem to have lower levels of general health, which makes them very susceptible to disease and other stress related conditions. This may be caused by management practices trying to get animals to produce more at lower cost (feeding, housing). General health enhancement should be aimed for by evaluating all management practices on the basis of their effects on the

vitality of the herd(s) and environmental stress factors should be eliminated as much as possible.

One point that concerns FVE to a great extent is the lack of veterinarians in farm animal practice,



particularly in rural areas. If no veterinarian is available nearby or the farmer is reluctant to call the veterinarian due to small profit margins in farming, the probability of missing an outbreak increases<sup>(3)</sup>. For example, it is likely that the original infection in the UK of FMD had

been present for some time before it was discovered during an ante-mortem inspection. Had the infection been diagnosed on the farm, earlier restrictions would have been introduced, limiting the total number of outbreaks. Adequate veterinary presence on all livestock holdings is necessary and FVE calls for the development of herd health surveillance programs involving regular visits by practicing veterinary surgeons. The system should ensure regular contact between the farmer and the veterinary practitioner whereby the practitioner could inspect and control specific health and welfare parameters and evaluate the status of the herd. Risk assessment and management at local level are essential. FVE believes that there is a need for reviewing and re-enforcing bio-security measures at farm level. It is up to the veterinary profession to offer its expertise and knowledge in a local situation, to translate theory into practical solutions and to contribute to the prevention and control of animal diseases. At the same time a greater integration of the activities of the practitioner and his or her colleagues working on following all steps throughout the food chain is crucial.

FVE will strive to further integrate the work of practitioners and the colleagues active in other positions such as veterinarians in research, education, industry, food hygiene, etc. A good cooperation in the whole of the veterinary services is in the interest of all parties involved. FVE will continue to promote adequate funding and support for Official Veterinary Services to enable them to carry out their statutory obligations in the areas of Animal Health, Animal Welfare and Public Health.

#### Veterinary medicinal products

A serious threat for the protection of animal health is the decreasing availability of veterinary medicinal products. Due to the often long-lasting, uncertain drug development pipelines, high financial investments needed and relatively small margins in animal husbandry, it is not very attractive for pharmaceutical companies to develop new veterinary products. Many products are eventually withdrawn and almost no new products appear on the market. Helpful steps to improve the situation are the introduction of the extrapolation of MRLs, the cascade system (allowing veterinarians to use - in exceptional cases - medicines that are authorised for other indications and species), the list of products essential for the treatment of horses and the assessment of a group to coordinate the mutual recognition of marketing authorisations. Nevertheless, risks still exist and FVE will continue to seek the attention of politicians and stakeholder organizations to reduce the problem.

### 5.2 Animal Welfare

As important as the health of animals is their wellbeing. At present, regardless of the purpose for which they are kept - be it for breeding,

other professions and organisations, it believes that the veterinary profession in particular possesses the full range of knowledge and skills necessary to assess animal welfare, to identify the causes of sub-optimal welfare and



production, research, recreation or companionship - the welfare of animals is rarely optimal. Health and welfare can hardly be seen as separate issues. A weakened health status will affect the animals' welfare and when welfare is put under pressure the animals will be more susceptible to infections and other diseases.

The promotion and protection of animal welfare is one of the core competences of a well-educated veterinarian. Whilst FVE recognises the dedicated and valuable work that is done in the field of animal welfare by

to make recommendations for its correction. The veterinary profession and the individual veterinarian within it, is particularly qualified to defend the interests of animals and to give practical, sound, evidence-based advice to an animal keeper. The Federation believes that, whatever differentiation or specialisation they pursue, a primary concern of all veterinarians must be to protect the welfare of the animals under their care. FVE will work to improve the teaching of animal welfare, both within the veterinary undergraduate curriculum and in

<sup>(1)</sup> Please note that any ranking done is not deliberate, there is no intention to prioritise items. Some points mentioned fall under several headings such as medicines availability has consequences for animal health and welfare. To not repeat sentences, they are only mentioned under one heading.

<sup>(2)</sup> It should be noted that FVE does not suggest that all issues relating to animal health are the sole responsibility of the veterinary profession. Where appropriate, cooperation with other relevant bodies will be stimulated and supported in order to establish a solid network.

<sup>(3)</sup> Also see EFSA AHAW 2005 45 on the core competencies required by the private veterinary practitioner, the official veterinarian and the state veterinarian.



lifelong learning programmes. FVE will also seek to raise awareness among individual veterinarians about their responsibility to protect the welfare of animals under their care. Although the future of the proposed Treaty on a European Constitution has become uncertain, FVE supports the planned paragraph concerning animal welfare and it agrees with the principle embodied in it - that in formulating the Union's policies, "the EU institutions and Member States "shall, since animals are sentient beings, pay full regard to the requirements of animal welfare". FVE moreover strongly believes that the provision added to this paragraph, which refers to "respecting... religious rites, cultural tradition and regional heritage" should not be used as an excuse for condoning cruelty to animals.

FVE will continue to organise working groups, hold debates and facilitate discussions on policies as well as publishing papers to influence government and public opinion on animal welfare issues. A basic guideline accompanying this process will be the concept of The Five Freedoms. FVE will also continue its representation in the animal welfare working groups of the Council of Europe and as official member actively participate in the Commission's Food Chain and Animal Health and Welfare Group.

### 5.3 Public Health

The WHO defines veterinary public health as: "The sum of all contributions to the complete physical, mental and social wellbeing of humans through an understanding and application of

veterinary medical science." Through this definition every veterinary surgeon contributes to public health, whether through provision of healthcare for pets, protection of animal welfare, biomedical research, or ensuring adequate animal production and food safety. Veterinary public health impacts human health by reducing exposure to hazards arising from animals, animal products and their environment. Examples of these hazards include zoonoses, vector borne infections and other communicable diseases, and chemicals and drugs used in animals.

Regarding the role of the veterinary profession in public health, the Federation will concentrate on continuing to position the veterinary profession as a Health Profession. People outside the profession are often not aware of the crucial

contribution veterinarians provide to public health. Control of zoonotic diseases, responsible use of medicines and ensuring the safety and quality of food from animal origin by monitoring the food chain are but a few examples of the way in which veterinarians in different positions contribute to human health. If this system would fail, large groups of people could be at risk. It is important that politicians are aware of this and also have veterinarians top of mind when they speak on health issues.

In the coming years FVE will focus on the implementation of the food hygiene package, including: the Regulation on the hygiene of foodstuffs (H1), the Regulation on specific hygiene rules for food of animal origin (H2), the Regulation on detailed rules for the official control of food of animal origin (H3), and the Regulation that gives general rules for the organization of official controls not only on products of animal origin, but also for animal Health, Animal Welfare and Animal feed (H4). In all parts of the chain, from 'feed to fork', veterinary input should always contribute to assure veterinary issues such as the health and welfare of the animals and the safety of consumers.

#### Food chain information

An important part of the new legislation is the principle of exchange of information between people involved in different parts of the food chain to ensure the quality of products.



With regard to this it is important to emphasise that veterinarians should only certify issues, which they have verified as being correct and for which veterinary expertise is essential. Otherwise, the inappropriate addition of a veterinarian's signature could easily lead to misinterpretation or even mislead the public. Veterinarians should avoid being placed in a position where their signature could be (mis)used for shifting responsibilities.

Whereas the responsibility of the veterinarian with regard to reporting (notifiable) diseases is quite clear, this is not always the case with regard to public health and animal welfare. In situations where the responsibility to report on these issues is officially left to other parties, a veterinarian could come into conflict as he interfering in another person's business or being irresponsible or unethical for acting beyond his or her direct responsibility.

Technical skills and knowledge are not the only prerequisite to fulfil the job in a proper way. What also counts is a good knowledge of the implications of what happens in one part of the food chain for the following parts and for the consumer in the end. The activities of veterinarians in veterinary public health require a significant amount of additional knowledge about food hazards, risk assessment procedures, food control procedures, auditing of control systems, laboratory testing methods, corresponding legislation, the rights of power against food operators, etc. Therefore, regular and effective training will continue to be an essential part of this.

### 5.4 Veterinary Act

Finding an appropriate and clear definition of the Veterinary Act is another issue that the Federation, together with its Sections, wishes





to investigate in the near future. The examination of animals and the interpretation of the results leading to a judgment about how to treat the animal(s) and/or their products should always be clearly linked. Preventive or therapeutic treatment of animals should only occur after a proper examination of the animal and the circumstances it lives in. A comparable link will be made between the inspection of products of animal origin and the decision about their safety.

### 5.5 Ethics

For thousands of years people and animals have lived together and have always been closely interrelated. These relations provide us with many different goods, such as, food, clothing, protection, companionship and research models. On the other hand, these relations are not without risk. Animals can be mistreated and misused, they can get sick and cause socio-economic losses, they can be carriers of zoonotic pathogens and the food they provide can be contaminated. The veterinary profession bears a responsibility towards the animals and towards society in preventing these risks and keeping the right balance between the diverse interests, especially at present, in our era of globalization and liberalization of trade.

FVE has always strived to ensure that its policies and opinions are firmly rooted in science. But increasingly, scientific progress present

veterinarians with ethical questions: not just "can we?", but "should we?" Science will remain an important pillar supporting the Federation's opinions but we must not use science as a refuge from consideration of contentious issues in a broader ethical context. FVE intends to strengthen its relationships with individuals and organisations to ensure that its opinions are well balanced, both ethically and scientifically.

FVE does not only speak for organisations representing the direct interests of veterinarians, but also on behalf of those whose role it is to ensure that veterinarians conduct themselves appropriately in their dealings with their clients, their colleagues, the competent authorities,



the public and last but not least the animals themselves.

Closely related to the two previous points is the role of Veterinary Statutory Bodies. It is important for the profession that, if clients, colleagues or the competent authority feel that veterinarians have provided sub-standard services, there is an opportunity to complain to an independent body. People also have a right to expect that the complaint will be followed up in a fair and transparent way, so that either the complaint is upheld and appropriate measures are taken against a veterinarian or the alleged misconduct is disproven and reasons are given for the decision.



### 5.6 Quality of veterinary undergraduate education and lifelong learning

The competences of veterinarians (i.e. their knowledge and skills and the way they apply them) are, rightly, the most important - and the most visible - aspect of their work. But competence is not static; it is not fixed for life when veterinary graduates are licensed to practice their profession. So, as science and ethics advance and evolve, veterinarians must follow life long learning to maintain and enhance their knowledge and skills.

Recognition of the veterinary degree is based on minimum training requirements. In order to

ensure a proper functioning of this professional recognition in Europe, guaranteeing a good level of coordination of education and training throughout Europe, we need to develop an up-to-date list of knowledge and skills and study programmes for the veterinary profession. To empower animal health, animal welfare and public health, it is important for FVE to have a formal representation within the Commission's Single committee on the recognition of professional qualifications.

The Federation will continue to work with the European Association of Establishments of Veterinary Education (EAEVE) in the evaluation of European Veterinary Faculties and pledges closer cooperation with the European Board of Veterinary Specialisation (EBVS) in the training and recognition of European Veterinary

Specialists over a wide range of disciplines. FVE will actively continue to tackle issues surrounding the concepts of graduate Omni competence, -accreditation and will consult with others in making recommendations for the future development of veterinary curricula, so that they continue to satisfy the changing needs of society.

When the Joint Evaluation Committee (of EAEVE, EBVS and FVE) indicates that the standards of veterinary education in an individual faculty are unacceptably low, FVE will attempt to persuade that faculty to improve the quality of its teaching and will bring its shortcomings to the attention of the relevant national and European authorities.





## Communication



### 5.7 European diversity

In the course of the development of this strategy plan, it became very clear that all European regions have different natural, cultural and political backgrounds. These have led to different developments for the veterinary profession. And even if the profession in different countries is working on the same issues, this does not necessarily mean that the same solution will be suitable for every country. Especially the differences between Member State of the European Union and those that are not (yet), demand a different approach and specific attention. Animal farming and health status, veterinary infrastructure, national legislation, traditions, structure, tasks, activities of professional

organizations, communication routines are often not the same; also the needs of these members are different.

For new EU Member States it is important to continue to familiarize them with the EU free market concept, its implications for the veterinary profession as well as specific aspects of EU legislation, its interpretation and followed practices.

For the applicant countries already actively preparing accession to the European Union, extra support for the implementation of the *acquis communautaire* should be provided.

For the other countries, not yet in the process of becoming an EU member, extra attention should be given to evaluating and building up a solid veterinary infrastructure with good

relations between private practitioners and the government, as well as the recommendations for the optimal organisation of the profession on a national level.

FVE will develop further methods to provide this support - providing information, assisting in finding the relevant experts, discussing the problems and looking for possible solutions- in a form of FVE recommendations. FVE will organise regional meetings to discuss specific needs with its members, if possible, in cooperation with the Technical Assistance and Information Exchange (TAIEX) office of the directorate 'Enlargement' of the EU Commission.

As in other areas, good communication is essential and FVE must contribute to building up a sufficient level of exchange of information within and outside these countries.

We feel pleased with the feedback we have received from our stakeholders on a questionnaire we did. They were highly complimentary of our commitment to open communication, as well as the quality of our work on specific subjects. Less satisfying was the feedback that they actually knew very little about FVE as an organisation, the overall scope of its work or any of its people outside the Secretariat.

The same observation can be made of our internal operation. Few people outside the immediate circle of the Secretariat and Board really know what is being done internally. This makes it very hard for our National Members to promote FVE to their members. Consequently we often face questions about the purpose of paying good money for FVE membership. No wonder also that we find it difficult to deliver our messages consistently at local, national and European levels.

We cannot expect others to think highly of us unless we let them know what we stand for and do in the first place. We must therefore be prepared to invest thought, money and effort to improve our work in this critical area.

#### For the coming years FVE will strive to reach the following objectives:

- Internally, Members should feel confident about the benefits of membership and be able to communicate them to others
- Board Members and Secretariat staff will

invest time and effort in understanding the needs and issues of different countries so they can be better represented in strategic decisions. For example, delivering regional meetings for countries of the Balkans

- Externally, key stakeholders will be subjected to a stream of consistent communication that put our opinions at the forefront of their thinking.



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Fax: +387 51 466 321  
Email: vetkomrs@teol.net

**Bulgaria**

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"Osvobodjenie" Boulevard - 6300 Haskovo  
Bulgaria  
Tel: +359 (0)38 624 841  
Fax: +359 (0)38624 841  
Email: mustafov@escom.bg

**Union of the Veterinarians in Bulgaria (UVSB)**

1 "Adam Mitskevich" Street - 1360 Sofia  
Bulgaria  
Tel: +359 (0)2 925 03 19  
Fax: +359 (0)2 925 07 62  
Email: k\_kamenov@abv.bg

**Croatia**

Croatian Veterinary Chamber/Hrvatska Veterinarska Komora - Planinska 2b  
10000 Zagreb - Croatia  
Tel: +385 1 2441 021  
Fax: +385 1 2441 009  
Email: hvk@hvk.hr  
http://www.hvk.hr/index\_eng.htm

**Societas Veterinaria Croatica**

Hrgovici 63 - 10 Zagreb - Croatia  
Tel: +358 1 619 08 38  
Fax: +358 1 619 08 41  
Email: kontakt@hvd.hr  
http://www.hvd.hr/

**Cyprus**

Pancyprian Veterinary Association  
PO Box 25284 - 1308 Nicosia - Cyprus  
Tel: +357 2 49 66 25  
Fax: +357 2 49 66 25  
Email: andreas\_koliandris@hotmail.com

**Czech Republic**

Komora veterinárních lékařů České Republiky  
Palackého 1-3 - 61242 Brno - Czech Republic  
Tel: +420 541 562 198  
Tel/Fax: + 420 549 256 407  
Email: vetkom@vetkom.cz  
http://www.vetkom.cz/

**Denmark**

Den Danske Dyrlægeforening (DDD) / Danish Veterinary Association  
Emdrupvej 28A - DK-2100 København Ø  
Denmark  
Tel: +45 38 71 08 88  
Fax: +45 38 71 03 22  
Email: ddd@ddd.dk  
http://www.ddd.dk/

**Estonia**

Eesti Loomaarstide Ühing (ELÜ) / Estonian Veterinary Association  
Kreutzwaldi 62, 51014 Tartu  
Tel/Fax: +37 27 422 582  
Email: ely@eau.ee  
http://www.vet.ee

**Finland**

Suomen Eläinlääkäriiliitto / Finnish Veterinary Association  
Mäkelänkatu 2 C - 00500 Helsinki - Finland  
Tel: +358 (0)9 77 45 4815  
Fax: +358 (0)9 7745 4818  
Email: minnami.mikkola@sell.fi  
http://www.sell.fi/Pages/english.htm

**France**

Ordre des Vétérinaires  
Conseil Supérieur  
34 rue Bréguet - 75011 Paris - France  
Tel: +33 (0)1 53 36 16 00  
Fax: +33 (0)1 53 36 16 01  
Email: cso.paris@veterinaire.fr  
http://www.veterinaire.fr/

**Syndicat National des Vétérinaires**

d'Exercice Libéral (SNVEL)  
10 place Léon Blum - 75011 Paris - France  
Tel: +33 (0)1 44 93 30 00  
Fax: +33 (0)1 44 93 30 23  
Email: contact@snvel.fr  
http://www.snvel.fr/

**FYROM**

Makedonska Veterinarska Komora  
Ul. Lazar Pop Trajkov 5-7 - 1000 Skopje  
FYROM  
Tel: +389 2 115 125

Fax: +389 2 114 619

Email: vlatko@zsv.ukim.edu.mk

**Germany**

Bundestierärztekammer  
Oxfordstraße 10 - 53111 Bonn  
Tel: +49 (0)228 72 54 60  
Fax: +49 (0)2 28) 72 54 666  
Email: geschaeftsstelle@btk-bonn.de  
http://www.bundestieraerztekammer.de

**Greece**

Hellenic Veterinary Association  
Chalkokondyli 15 - 10432 Athens - Greece  
Tel: +30 (0)10 52 26 769  
Fax: +30 (0)10 52 26 769  
Email: info@hva.gr  
http://www.hva.gr/

**Hungary**

Magyar Állatorvosi Kamara (MAOK)  
Istvan ut 2 - 1078, Budapest  
Tel/Fax: +36 (0)1 478 42 72  
Email: maok@t-online.hu  
http://www.maok.hu/

**Iceland**

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Fax: +354 (0) 5409901  
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http://www.dyr.is/

**Ireland**

Veterinary Council of Ireland  
53 Lansdowne Road - Ballsbridge - Dublin 4  
Ireland  
Tel: +353 (0)1 668 4402  
Fax: +353 (0)1 660 43 73  
Email: info@vci.ie  
http://www.vci.ie/

**Veterinary Ireland**

13 The Courtyard - Kilcarbery Park  
Nangor road - Dublin 22 - Ireland  
Tel: +353 1 457 7976  
Fax: +353 1 457 7998  
Email: vetireland@eircom.net  
http://www.veterinaryireland.ie/

**Italy**

Federazione Nazionale degli Ordini Dei Veterinari Italiani (FNOVI)  
Via del Tritone 125 - 00187 Rome - Italy  
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Email: info@fnovi.it  
http://www.fnovi.it/

**Latvia**

Latvijas Veterinararstu Biedriba  
Skolas iela 3 - 1010 R\_ga - Latvija  
Tel/fax: +371 7 288747

Email: lvb@lvb.lv

http://www.lvb.lv

**Lithuania**

Lietuvos Veterinarijos Gydytoju Asociacija (LVGA) Lithuanian Veterinary Association  
Til. s g. 18 - 47181 Kaunas - Lithuania  
Tel: +370 37 26 79 71  
Fax: +370 37 26 79 71  
Email: lvga@lva.lt  
http://www.lva.lt/lvga

**Luxembourg**

Association des Médecins Vétérinaires du Grand-Duché de Luxembourg  
2E op dem Biereg - LU - 9972 Lieler  
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Email: veiffener@internet.lu  
http://www.amv.lu/

**Malta**

Malta Veterinary Association  
PO Box 66 MT - BKR 01 B' Kara  
Tel: +356 225 363  
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Email: carmel.lino.vella@magnet.mt

**Nederland**

Koninklijke Nederlandse Maatschappij voor Diergeneeskunde (KNMvD) / The Royal Veterinary Association of the Netherlands  
Postbus 421 - NL - 3990 GE Houten  
Tel: +31 (0)30 63 48 900  
Fax: +31 (0)30 634 89 09  
Email: info@knmvd.nl  
http://www.knmvd.nl/

**Norway**

Den Norske Veterinaerforening (DNV)  
Postboks 6781 St. Olavs pl. - 0130 Oslo  
Norway  
Tel: +47 (0)22 99 46 00  
Fax: +47 (0) 22 99 46 01  
Email: dnv@vetnet.no  
http://www.vetnet.no/

**Poland**

Krajowa Izba Lekarsko-Weterynaryjna  
Al. Przyjaciół 1 - 00-565 Warszawa - Poland  
Tel: +48 (0)22 622 09 55 (22) 628 93 35  
Tel/Fax: +48 (0)22 628 93 35  
Email: vetpol@vetpol.org.pl  
http://www.vetpol.org.pl

**Portugal**

Ordem dos Medicos Veterinarios  
Rua Gomes Freire Edif Escola Sup Medicina Veterinária Lisboa - 1169-014 Lisboa  
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**Sindicato Nacional dos Médicos Veterinários**

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**Romania**

Asociatia Generala a Medicilor Veterinari din Romania (AGMVR)  
The General Association of Romanian Veterinarians  
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**College Of Romanian Veterinarians**

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**Slovak Republic**

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Komora veterinárných lekárov SR  
Botanická 17 - 841 04 Bratislava  
Tel: +421 (0)2 65443212  
Fax: +421 (0)2 65443213  
Email: kvlsr@vetchamber.sk  
http://www.veterina.sk/

**Slovenia**

Veterinarska Zbornica  
Cesta 24. junija 25 - 1231 Ljubljana, Slovenija  
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Fax: +386 (0) 1 56 32 669  
Email: uprava@vzb.si  
http://www.vzb.si/

**Serbia & Montenegro**

Veterinary Chamber of Serbia & Montenegro  
Bulevar Oslobođenja 18 - 11129 Beograd  
Tel/Fax: + 381 11 2684597  
Email: vetks@EUnet.yu

**Spain**

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C/ Villanueva nº 11 - 28001Madrid  
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Fax: +34 (0)9 157 834 68  
Email: consejo@colvet.es  
http://www.colvet.es/

**Sweden**

Sveriges Veterinärörförbund (SVF)  
Kungsholm Hamnplan 7 - Box 12709  
SE - 11294 Stockholm  
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Fax: +46 (0)8 545 558 39

Email: office@svf.se

http://www.svf.se/

**Switzerland**

Gesellschaft Schweizer Tierärztinnen und Tierärzte  
Société des Vétérinaires Suisses  
Brunnmattstrasse 13 - Case postale 45  
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Fax: +41 (0)31 307 35 39  
Email: info@gstsvs.ch  
http://www.gstsvs.ch

**Turkey**

Türk Veteriner Hekimleri Birliği  
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http://www.tvhb.org.tr/

**UK**

British Veterinary Association (BVA)  
7 Mansfield Street - W1G 9NQ London - UK  
Tel: +44 (0)20 7636 6541  
Fax: +44 (0)20 7436 2970  
Email: bvahq@bva.co.uk  
http://www.bva.co.uk/

**Royal College of Veterinary Surgeons (RCVS)**

Belgravvia House - 62-64 Horseferry Road  
London SW1P 2AF  
Tel: +44 (0)20 7222 2001  
Fax: +44 (0)20 7222 2004  
Email: admin@rcvs.org.uk  
http://www.rcvs.org.uk

**Ukraine**

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Vasykivska str., 16 - 03040 Kyiv, Ukraine  
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Email: asvmu@yahoo.com

■ Nr of active Vets  
■ Population (millions)





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