

HELP TO KEEP HIGH STANDARDS IN BRITISH PERFORMING ANIMALS

The Government [and devolved administrations in Scotland, Wales and Northern Ireland] are committed to maintaining the highest standards in British animal care, and raising standards wherever possible. Here is your chance to help. We are looking for enthusiastic and knowledgeable individuals to act as PAWSI Inspectors; and for those who can advise and contribute to the debate on issues through the PAWSI Forum. The system of operations is to be based very much on the highly successful Zoo Licensing Act system.

1. PAWSI INSPECTORS

PAWSI Inspectors are appointed by the PAWSI Council. They are responsible and are paid for their time for inspecting trainers and animal suppliers and making recommendations on the granting of licences. The PAWSI Codes of Practice provide for inspectors to consider and advise on the well-being of the animals, and the health and safety of the visiting public and those living nearby. Initially the list comprises 2 part: list 1, veterinary surgeons; and list 2, those who can advise on the management of animals.

Skills and qualifications required

All candidates must demonstrate a strong commitment to the highest standards and considerable and ongoing practical experience. Those applying for consideration for the List must be a member of the Royal College of Veterinary Surgeons and demonstrate appropriate experience in the field of working with performing animals and evidence of continued professional development. Although formal qualifications are not required for List 2, candidates will be expected to have considerable experience in the management of animals at a senior level.

QUESTIONNAIRE - Part 1

NAME	
ADDRESS	
TELEPHONE	
FAX	
MOBILE	
E-MAIL	
DATE OF BIRTH	
QUALIFICATIONS	
POSTS HELD	
SPECIALISMS* (SEE BELOW)	

GC - General Collections
GB - General Birds
BoP - Birds of Prey

W - Waterfowl
I - Invertebrates
PR - Primates

A - Aquaria
P - Parrots
R - Reptiles

QUESTIONNAIRE - Part 2

<p>PLEASE DESCRIBE AND PROVIDE DETAILS TO DEMONSTRATE THAT YOU REMAIN ACTIVE IN THE FIELD INCLUDING ANY CONSULTANCIES.</p>	
<p>PLEASE LIST ALL CONTINUING PROFESSIONAL DEVELOPMENT UNDERTAKEN IN ASSOCIATED AREAS EG, ANIMAL WELFARE</p>	
<p>WE NEED TO AVOID ASKING YOU TO INSPECT YOUR CLIENTS PLEASE LIST THE ANIMAL SUPPLIERS YOU HAVE PROVIDED PROFESSIONAL SERVICES TO:-</p> <p>(a) WITHIN THE LAST 3 YEARS?</p>	
<p>(B) CURRENTLY?</p>	
<p>PLEASE IDENTIFY TRAINERS/SUPPLIERS WHERE THERE MAY BE A CONFLICT OF INTEREST</p>	
<p>PLEASE SPECIFY (IF ANY) YOUR PREFERRED GEOGRAPHICAL INSPECTION AREA</p>	

SIGNED:

DATED:

Criteria for inclusion on the list of PAWSI inspectors

This paper sets out the criteria to be met by all successful applicants to the PAWSI list of inspectors.

The PAWSI Inspectorate

The first part (List 1) comprises:

Veterinary surgeons and practitioners with experience of animals of the kinds which are kept and trained, with competence to advise and inspect.

The second part (List 2) comprises:

Persons competent to inspect animals in training, to advise on their keeping, welfare, and behaviour

The standard criteria

The proposed standard criteria are set out below:

1. Applicants should be currently be engaged in the field.
 - For inclusion on List 1, this effectively means a vet familiar with current practice working with animal trainers and their animals and experience 'on set'. Additionally for inclusion on List 1, applicants must be a registered member of the Royal College of Veterinary Surgeons.
 - For inclusion on List 2, this may encompass many disciplines
2. Applicants should have significant direct experience in the field (expected to be a minimum of five years).
3. Applicants should possess the skills necessary to conduct a professional inspection, acting with courtesy and respect at all times, and complete a comprehensive report in a timely manner, without prejudice.

The core competences to fulfill point 3 are:

- Knowledge of the legislation, guidance and process.
- Competence in the subject areas covered by the PAWSI scheme (animal husbandry and veterinary care, training techniques, health and safety, the situations of work ie work on set, location etc)
- Active experience
- Professional behaviour and conduct (see Annex 1 on Defra's core values)
- Communication skills, both oral and written
- Timeliness
- Teamworking

Clearly the criteria set out must be satisfied but, in exceptional circumstances, it may be necessary for PAWSI to waive certain of these expanded criteria, for example, to allow recruitment of specialists in minority fields where satisfactory candidates meeting all the criteria are unavailable. In such circumstances, PAWSI would consult with Defra and others.

Other points

It is necessary to maintain a list with sufficient spread of expertise so recruitment may focus on particular areas of expertise, for example, in keeping of particular species groups.

It is also desirable to maintain a list with sufficient geographical spread around the country. The Inspectorate can function most effectively with the regulatory burden minimised if inspectors have a shorter distance to travel to inspections. Recruitment may therefore focus on particular regions of the country to ensure adequate geographical coverage.

Annex 1. PAWSI's core values

In addition, inspectors as representatives of PAWSI in the zoo licensing process, are expected to operate in line with PAWSI 's core values.

PAWSI values

Diversity	We treat everyone fairly and encourage, value and recognise everyone's views and contributions.
Empowerment	We give information, authority and trust to people so that they can make decisions and manage risks. We take personal responsibility for what we do and work creatively, embrace change and learn from successes and mistakes, constantly striving for improvement. We invest in our people and develop their potential.
Focus	We are focused on providing a high quality and efficient service to our customers. We plan our operations and policies carefully and base our policies on evidence.
Relationships	We work with energy, enthusiasm, courtesy and consideration, and value leadership and teamwork at all levels. We work together across the different parts of PAWSI. And we work in partnership with others, in particular with Defra, both within and outside the Government, knowing that what we do makes a difference to people's lives.
Accessibility	We work openly, honestly and with integrity, and we share information with each other, our stakeholders and customers.