

THE EUROPEAN COLLEGE OF PORCINE HEALTH MANAGEMENT

- ECPHM -

CONSTITUTION AND BYLAWS

EUROPEAN COLLEGE OF PORCINE HEALTH MANAGEMENT

CONSTITUTION

The College of Porcine Health Management is established as an independent organisation by the First General Meeting attendants with the following Constitution and Bylaws.

ARTICLES OF ASSOCIATION

Name and Structure

Article 1

- 1.1. The name of the organisation shall be: The European College of Porcine Health Management, hereafter referred to as 'ECPHM' or the 'College'.
- 1.2. The College shall be a part of the transnational structure for veterinary specialisation in the European Union (E.U.), as recommended by the European Co-ordinating Committee of Veterinary Training (ECCVT) of the European Community, set up by the Board Decision 78/1028/EEC of 18 December 1978 and OJ No L 302 of 22 December 1978, in its report document III/F/5285/3/91. The structure includes the European Board of Veterinary Specialisation (EBVS), the Supervisory Committees for the specialty, and the Colleges of Specialists.

Duration

Article 2

- 2.1. The College shall be established for an unlimited period.
- 2.2. The College year shall run concurrently with the calendar year, subject to the first college year ending on the last day of December of the year in which the College is established.

Objectives

Article 3

The College is a non-profit organisation and does not pursue commercial interests. The finances of the College may only be spent in accordance with the constitution. Members or officers of the College shall receive no payment from the funds of the College, except reimbursement of expenses.

The primary objective of the College shall be to advance health oriented porcine production management in the herd context in Europe and increase the competency of those who practice in this field by:

- a) Establishing guidelines and standards of training for postgraduate education and experience prerequisite to become a specialist in the speciality of porcine health management.
- b) Examining and authenticating veterinarians as specialists in porcine herd health management to serve health and welfare of the animals, the economic outcome of the herd, the production of safe quality products for consumers in a sustainable animal production by providing expert care for pigs.
- c) Encouraging research and other contributions to the science and practice of porcine herd health management including husbandry, reproductive management at herd level, epidemiology, pathogenesis, diagnosis, therapy, prevention, and control of diseases directly or indirectly affecting pigs and the maintenance of healthy and productive pig herds. Porcine health management also includes the impact on quality and safety of pork products and gives special consideration to herd health and production, production systems and targets and the management of pig populations.
- d) Promoting communication and dissemination of knowledge related to item c) above.

Membership

Article 4

Section 1:

The members of the College shall be the following:

- (a) Certified Diplomates
- (b) Non-certified Diplomates
- (c) Honorary Diplomates
- (d) Retired Diplomates

This list of members includes Founding Diplomates as outlined in section 2.

Section 2:

Founding Diplomates shall be:

- (a) Invited specialists as defined in the general scheme of veterinary specialisation.

They will be approved by the European Board of Veterinary Specialisation (EBVS) on nomination of the Initial Interim Credentials Committee appointed by the First General Meeting Attendants upon the following criteria:

- To be well-known specialists and initiators in the field of porcine health management at the time of invitation
 - Having at least 10 years of experience in porcine health management
 - Having contributed substantially to the development of the subject of porcine health management by research, publications and lectures
 - Be authors of at least 15 national and international peer reviewed publications from research or practice in the specialty
 - Having presented original work and reviews at scientific meetings at least 12 times
 - To be uncontroversial for the majority of future ECPHM members and leading members of the European Pig Veterinary Associations and Societies.
 - Working in a professional capacity within Europe
 - Spending at least 50 per cent of their time in porcine health management.
- (b) Specialists appointed *de facto* also defined in this general scheme, who have been appointed by the invited specialists.

The *de facto* appointed Diplomates should fulfil the following criteria:

- Have at least 7 years of experience in porcine health management
- Spend at least 60 percent of their time in porcine health management
- Have published at least 3 original scientific articles in peer reviewed journals as principal (1st, 2nd or last) author, and at least 3 additional articles as co-author excluding proceedings and abstracts
- Have presented original work at 3 scientific meetings
- Be actively involved in the dissemination of knowledge related to porcine health management through publication and presentation at continuing education meetings and courses for pig and general practitioners.

Selection will be made by the invited specialists based on a submitted *curriculum vitae* including evidence of satisfying the above-mentioned criteria, and indicating how the candidates have achieved their expertise. All persons known to be interested in a college of porcine health management shall be invited to apply for *de facto* registration by means of a personal letter outlining the above-mentioned requirements. The establishment of the College will also be brought to the attention of

leading European Pig Veterinary Associations and Societies and advertised in appropriate journals and newsletters of these groups.

Section 3:

To qualify for membership as a Diplomate, candidates shall meet the following criteria:

- a) Have a good moral and ethical standing in the profession;
- b) Be licensed to practice veterinary medicine in a European country, unless relieved of this obligation by the Board;
- c) Having obtained veterinary education from an EAEVE approved establishment, unless relieved of this obligation by the Board;
- d) Having undergone a defined period of supervised training or having comprehensive experience and recognition in the field of porcine health management [following the requirements outlined in Bylaws, Article 5](#);
- e) Have successfully passed the certifying Examination procedure of the European College of Porcine Health Management, if not awarded differently as stated in Section 1 and 2;

Section 4:

Individuals elected as a Diplomate of the College shall be registered as such and shall be authorised to use the designation of 'Diplomate of the European College of Porcine Health Management', abbreviated as 'Dipl. ECPHM'. Non-certified or retired Diplomates may only use the designation of Dipl. ECPHM (non-certified) or Dipl. ECPHM (retired). Certified Diplomates shall be authorized to use the designation of 'EBVS® European Veterinary Specialist in Porcine Health Management' if the ECPHM is the certified Diplomate's primary College, and in accordance with the title regulation as specified by the EBVS.

Section 5:

Each Diplomate shall be required to keep records of his/her clinical activities such as herd health consulting or other involvement in herd health management.

Section 6:

Each Diplomate is expected to actively participate in the affairs of the College. Each Diplomate is required to attend the Annual General Meeting at least twice (2) in five (5) years. Unexcused absence from Annual General Meetings exceeding the minimum attendance or failure to pay annual subscription fees within three (3) months of the due

date, and following a written reminder from the Treasurer, may render a member subject to disciplinary action by the Board of the ECPHM.

Section 7:

Any Diplomate may be expelled, asked to resign or otherwise disciplined for non-professional or unethical conduct or other action against the best interest of the College by unanimous vote of the Board following the recommendation of an ECPHM Disciplinary Committee and pending confirmation by the College at the next Annual General Meeting.

Section 8:

The College may confer Honorary Diplomate status on persons who have made exceptional contributions to porcine health management. Honorary Diplomates do not have the right to vote or hold office in the College.

Nomination for Honorary Diplomate Status shall be made through the sponsorship of two Diplomates. The sponsors shall furnish the Secretary of the College with such information concerning the nominee, as is required by the Board of the ECPHM, to include a curriculum vitae.

Election of an Honorary Diplomate shall be accomplished by a two-thirds vote of the Board and by a two-thirds vote in the Annual General Meeting of the College. They shall not be required to pay fees.

Section 9:

The registration, as certified Veterinary Specialist in Porcine Health Management, ceases by default when the specialty is practised at a level of less than 60 per cent (i.e. <24 hours a week) devoted to aspects of porcine health management and related activities such as teaching, research and the preparation of publications, or when the specialty has not been practised for two continuous years or the equivalent of two (2) years during a period of five (5) years.

Section 10:

Diplomates of the College will be required to undertake re-certification at intervals of five (5) years. During this process they will be required to show evidence of their professional activities and that they are continuing to:

- Practise scientific, evidence-based veterinary medicine which complies with animal welfare legislation
- Publish original scientific articles in peer reviewed national and international journals
- Present original work at scientific meetings
- Be actively involved in the dissemination of knowledge related to porcine health management through publication and presentation at continuing education meetings and courses for pig and general practitioners
- Undertake Continual Professional Development.

They must also satisfy the requirements laid down in section 6 and section 9 of this article. The re-evaluation shall be supported by two (2) letters of reference from other Diplomates, or exceptionally other professionals as defined by the Credentials Committee. The format of submitted evidence has to be approved by the European Board of Veterinary Specialisation and will be evaluated by the members of the Credentials Committee. If a Diplomate does not meet the required number of points, they can be given one year extra in which to achieve at least the number of missing points. If they succeed, they will then be re-certified four years from the end of the extra year. If they do not succeed, or if any Diplomate does not submit re-certification documents, they will be made non-certified Diplomates by their College. Negative evaluation may lead to cessation of registration. These Diplomates are awarded a non-certified Diplomate status, unless the cessation was for reason of temporary or permanent suspension. They are bound to use the designation of non-certified Diplomate, removed from the EBVS specialist register, and may use the title of 'Dipl. ECPHM (non-certified)', but not use the title 'EBVS® European Specialist in Porcine Health Management'. A non-certified Diplomate is not allowed to act as a Programme Director or Resident Supervisor. A non-certified Diplomate seeking to revert to full Diplomate status needs to satisfy the Credentials Committee of the ECPHM that he/she satisfies all the above criteria.

Section 11:

Cessation of registration must be approved by the Board of the College, if this cessation has not been requested by the Diplomate himself/herself.

Organisation and Officers

Article 5

- 5.1 The College shall have responsibility for organising, approving and administering all scientific and general matters.

- 5.2 The College shall be composed of all the Diplomates and Honorary Diplomates. Diplomates will normally elect the following officers by secret written or electronic ballot to serve on the Board of the College.
- President
 - Vice-President
 - Treasurer-elect
 - Secretary-elect
 - Two ordinary Board Members
- 5.3 The Past-President, being the outgoing President, shall be a member of the Board for the three years immediately following his/her Presidency.
- 5.4 The President, Vice-President, Past-President, Secretary, Treasurer, and two elected members will compose the Board of the College.
- 5.5 The Board shall represent the College.
- 5.6 A quorum of the Board shall consist of a simple majority of that Board.
- 5.7 The election and discharge of officers and their duties shall be as provided for by the Bylaws of the College.
- 5.8 The President and/or Vice-President and/or the President's nominee will act as representatives in the European Board of Veterinary Specialisation. If necessary, the Board may unanimously nominate another Diplomate to present the ECPHM in the EBVS.

General Meetings and Symposia

Article 6

A General Meeting of the Diplomates will be organised each year, preferably in conjunction with an annual Symposium to which all interested parties will be invited.

The Board reports activities and the financial situation of the ECPHM during the annual General Meeting (AGM). The General Meeting shall establish membership subscription fees for the forthcoming year.

The fees will be collected by the Treasurer.

Amendments

Article 7

Proposed amendments to this Constitution, which must be signed by at least three (3) members in good standing, shall be submitted to the President two (2) months prior to the Annual General Meeting. Any proposed amendment shall be distributed to the

membership with a recommendation by the Officers, at least thirty (30) days prior to the Annual General Meeting and shall be brought to a vote of the Diplomates at the next Annual General Meeting. An affirmative vote of at least two thirds (66.7 %) of the Diplomates voting shall be required for adoption.

Dissolution and Settlement

Article 8

The terms set forth in Article 7 shall be equally applied in the event of a decision to dissolve the College.

In the case of dissolution of the College, all assets shall be expended for educational purpose as decided by the last Annual General Meeting.

Bylaws

Article 9

The Board can make and change one or more Bylaws, which regulate subjects not or not sufficiently prescribed in the Constitution, subject to an affirmative vote of at least two-thirds of the Diplomates voting at a General Meeting.

The Bylaws may not contain any provision that violates the law or this Constitution and the rules of the EBVS.

EUROPEAN COLLEGE OF PORCINE HEALTH MANAGEMENT

BYLAWS

Annual General Meeting

Article 1

- 1.1. It is the duty of members to be present at the Annual General Meeting on a regular basis, as defined by Article 4, Section 6 of the Constitution.
- 1.2. The General Meeting is the senior legislative body of the College and has the following duties:
 - a) Determining and updating the Constitution and Bylaws.
 - b) Election of the Officers.
 - Election of the Officers shall be by written or electronic ballot at the Annual General Meeting.
 - Written nominations duly proposed and seconded must be received by the Secretary at least two (2) months prior to the Annual General Meeting. Alternatively, if no prior nominations are received nominations may be made by a call from the floor.
 - c) Action on the professional financial auditors' report.
 - d) Formal approval of the business conducted by the Board during the preceding year.
 - e) Action on business, presented by the Board or as required by the Constitution.
 - f) Establish membership subscription fees for the forthcoming year.
 - g) Expulsion of Diplomates.
- 1.3. Each Diplomat has the right to vote. He/she has to be present at the Annual General Meeting to do so. Each Diplomat has one (1) vote. Online voting, not linked to the Annual General Meeting, may be arranged at the discretion of the Board. For voting at the AGM, the ballot is distributed and collected either in hard copy at and during the AGM or distributed and collected by electronic means. In the latter case ballots maybe distributed before the AGM and votes maybe collected until the end of the AGM. Electronic voting needs to be secure, anonymous and trustworthy, so that only members can vote and only once. The board is responsible for proper arrangements.

- 1.4. All questions before the College, except as designated elsewhere, shall be determined by a simple majority vote of voting Diplomates (abstentions not counted as vote).
- 1.5. The language of Constitution, Bylaws, correspondence, negotiations and examinations shall be English.

Officers

Article 2

- 2.1 The officers of the College shall be President, Vice-President, Past-President, Secretary and Treasurer.
- 2.2 Election of officers shall be held at the Annual General Meeting of the College.
- 2.3 The President and Vice-President, except for the provisions mentioned in paragraph 3.2, of Article 3 shall be members elected by a simple majority of members voting, using secret written or electronic ballots, and shall serve for three (3) years in each role or until their successor shall have been elected. The Secretary and the Treasurer are similarly elected from the membership and shall serve for three (3) years; however, they can accept a second term of three (3) years (with a maximum of two consecutive terms). After one year and a half (1.5 years) of the first term, they are asked if they want to continue for a second term of office which commits them for a further three years at the end of the first term. Prior to the final year of the term of office of the Secretary and the Treasurer, a Secretary-Elect and a Treasurer-Elect shall be elected with due regard for the provisions set forth below in paragraph 3.6 of Article 3. The outgoing Past-President is eligible for re-election to the Board only after a lapse of at least three (3) years following expiration of his/her term of office.
- 2.4 The two (2) Ordinary Members of the Board shall be members elected in the same manner as the other officers by a simple majority of members voting, each to serve a term of three (3) years. No Ordinary Member, having been elected for a three (3) year term shall be eligible for re-election as an Ordinary Member until after a lapse of at least one (1) year following expiration of his/her term of office.
- 2.5 Should a vacancy in any office occur, the Board may at its discretion initiate nomination and election procedures to fill the vacancy for the remaining part of the vacant term.
- 2.6 Board Members may be discharged pursuant to a decision adopted at a General Meeting of the College by a majority of the members voting.

Duties of officers

Article 3

3.1. **President**

The President shall preside at the meetings of the College, preserve order, regulate debates, appoint Committees not otherwise provided for, announce results of elections and perform all other duties legitimately pertaining to his/her office.

3.2. **Vice-President**

The Vice-President shall be the President-Elect and perform the duties of the President in his/her absence or inability to serve. He/she shall be the Programme Chairperson / Chair of the International Scientific Committee for the Annual Symposium of the College.

3.3. **Past-President**

The Past-President shall be the immediate Past-President and act as an advisor to the Board, and especially the President and Vice-President. He/She may fulfil any other specific role within the Board as designated by the President. There will be no Past-President during the term of office of the first President.

3.4. **Secretary**

The Secretary shall attend to the correspondence of the College; keep and publish annually lists of certified and non-certified Diplomates including details regarding contact & status within the ECPHM, keep minutes of meetings of the College in books or e-format and perform the furthermore usual duties of a secretary. Such books shall be the property of the College and accessible at all reasonable times and places.

3.5. **Treasurer**

The Treasurer shall advise the President on budget matters, shall arrange for safekeeping of all funds, draw voucher, pay bills and expenses, and submit a written financial statement to the Board, and those assembled at the General Meeting, annually. He/She shall keep full and accurate books of account, containing a record of all money received and expended, as well as a financial balance, which books shall be the property of the College and open to the inspection of the authorised officials, as well as the external professional financial auditor office, at all reasonable times and places.

3.6. **Secretary-Elect and Treasurer-Elect**

The Secretary-Elect shall work with the Secretary to ensure a smooth succession when the Secretary's term of office ends. The Treasurer-Elect shall work with the Treasurer to ensure a smooth succession when the Treasurer's term of office

ends. Neither the Secretary-Elect nor Treasurer-Elect will become full members of the Board until they succeed the Secretary and Treasurer, respectively.

Committees

Article 4

4.1. The Board of the College:

The Board of the College shall consist of the officers and the two elected ordinary members.

The Board shall consider all the business and policies pertaining to the affairs of the College. It, or its designated Committees, shall receive all applications, conduct examinations and certify recommendations for Diplomate status in the College. It shall consider, and act upon the recommendation of the Disciplinary Committee in the event of charges against Diplomates for alleged offences against the Constitution and Bylaws of the College or charges of unprofessional conduct and shall have the authority to recommend the expulsion of a Diplomate for grievous offences. It shall appoint standing Committees, select the time and place of meetings and determine the fees for application, examinations, registrations and other fees. It shall direct the management of funds held by the College.

4.2. Credentials Committee:

The College shall form a Credentials Committee composed of four to six members of the College appointed by the Board for a term of three years, which can be extended once with another term of three years. A senior member of the Committee in terms of service shall serve as Chairperson.

The duties of the Credentials Committee will be as follows:

1. To establish guidelines to assist applicants applying to sit the certifying examination.
2. To receive, review, and approve the candidacy of persons applying for an ECPHM Residency Programme as well as those applying to sit the exam. The Chair of the Credential Committee informs the Secretary and the Treasurer about pending applications, which will only enter a review process once the payment of fees has been confirmed.
3. To forward the Credentials of approved applicants for a Residency Programme to the Chair of the Education Committee and the Secretary, and those credentials of approved applicants for sitting the exam to the Chair of the Examination Committee and the Secretary.

4. To undertake the process of re-evaluation of Diplomates at intervals of five (5) years as described in Section 10 of the College's constitution.
5. To assess the suitability of Diplomates of other EBVS Colleges and/or nationally recognized specialists to advise Residents and/or deliver training within a Residency Programme.
6. To receive, review, and approve applications from persons qualifying as an 'internationally recognized specialist' in porcine health management.

4.3. Examination Committee:

The Board shall form an Examination Committee composed of four to six members of the College. The members are appointed by the Board for a term of three years which can be extended once with another term of three years. A senior member of the Committee in terms of service shall serve as Chairperson.

The Examination Committee is responsible for preparation, administration, and evaluation of the Certifying Examination. The Chairperson of the Examination Committee shall forward result of the examinations to the Board of the College with recommendations regarding the granting of diplomas.

4.4. Education Committee:

The Board shall form an Education Committee composed of four to six members of the College. The members are appointed by the Board for a term of three years which can be extended once with another term of three years. A senior member of the Committee in terms of service shall serve as Chairperson.

The Education Committee is responsible for setting criteria for the Residency Programme, for approving the programmes and their sponsors as well as the re-evaluation of programs every five (5) years, and for monitoring each Resident's progress through the receipt of regular reports. The Education Committee will maintain lists of approved Residency Programmes, approved Supervisors and current Residents. It will document detailed requirements for Residency Programmes that are necessary for European College of Porcine Health Management approval.

4.5. Nomination Committee:

The Board shall form a Nomination Committee composed of two members of the College. The members are appointed by the board for a term of three years, which can be extended once with another term of three years. The Past President and the Vice President of the Board are appointed *ex officio* as Chair of the Nomination Committee and member of the Nomination Committee, respectively. The Committee shall prepare a list of candidates for the election to the Board of the College after a written call for candidates to all the Diplomates at least five

months before the elections and will report to the Board at least three months before the elections. The Nomination Committee shall select at least one nominated candidate for each position and communicate the names to the Board. The list of nominees should be known by the Diplomates 30 days before the elections. The Committee will report their considerations to the College at the Annual General Meeting. If no nominations have been made, nominations may be made from the floor.

4.6. Extenuating Circumstances Committee:

The Board shall form an Extenuating Circumstance Committee. This Extenuating Circumstances Committee is composed by three members of the College. The members are appointed by the Board for a term of three years which can be extended once with another term of three years. The past Chairs of the Credential, Education and Examination Committees are appointed *ex officio* members of the Extenuating Circumstances Committee. A senior member of the Committee in terms of service shall serve as Chairperson..

The Extenuating Circumstances Committee has the responsibility for ensuring that Residents with serious, temporary and unexpected/unforeseen personal circumstances beyond their control (ie. serious illness, family bereavement, etc), are treated fairly and in a manner that optimises their attainment overall. These circumstances that might prevent them from attending and actively participating in timetabled activities or meeting the requirements of for their residency programme of residency or from meeting the requirements of the programme and/or undertaking assessments as expected outlined.

The Committee will report to the ECPHM Board anonymised data/trends to inform action plans.

4.7. Residents Committee:

The Board shall form a Residents Committee. The Residents Committee is composed by two members of the list of active residents of the College. Members are elected by the end of March by active Residents, communicated to the Board and appointed from the Board for a term of four years, or of the remaining duration of her/his residency.

The Residents Committee shall express opinions, making proposals and advise the Board wherever residents interests are concerned.

The Resident Committee will document activities, opinions and proposals on the annual detailed report submitted to the Board every year.

4.8. European Symposium of Porcine Health Management Organising Committee:

The annual European Symposium of Porcine Health Management (ESPHM) is organised by the ECPHM and, if needed, other parties, and is supported by a

Permanent Conference Organisation (PCO). The ESPHM handbook is maintained by the ECPHM and describes tasks and responsibilities of each organizing party. The Vice-President of ECPHM is the main responsible officer on behalf of ECPHM in the organisation of the scientific part of the ESPHM. Members for a local organizing committee (LOC) may be drawn from the Board, the rest of the College and/or representatives of other organisations involved in the symposium.

4.9. Professional financial Auditing

A professional financial auditing office is selected by the Board. The professional auditing office evaluates the report of the Treasurer, reports to the Board, who informs the Annual General Meeting.

Diploma

Article 5

5.1. Qualifications to sit the certifying examination:

Four categories of candidates will be allowed to sit the Examination. Those giving evidence:

- a. Of satisfactory completion of a Standard Residency Programme
- b. Of satisfactory completion of an Alternative Residency Programme
- c. To be an internationally recognised specialist
- d. Of satisfactory completion of a Modular Route to specialisation

5.1.1 **Standard Residency & Alternative Residency:** Those giving evidence of satisfactory completion of an approved postgraduate period by the application deadline, dedicated mainly to training and special education in porcine health management at the herd level, and having gained their veterinary degree at least 48 months previously.

A Standard Residency Programme is a training programme set-up by a specific institution and approved by the Education Committee, independent of a Residency Applicant. A veterinarian whose circumstances do not permit enrolment in a Standard Residency Programme may follow an Alternative Residency Programme. The Alternative Programme is not approved for anyone other than the Resident in question. For example, an Alternative Programme may involve working in a specialised pig practice under the supervision of a Diplomate or an equivalent as defined by the Credentials Committee taking into account the qualifying criteria of the respective College.

The following sequence of training normally is to be used:

- (i) Prospective Residents will be required to have broad training and experience in clinical porcine health management and its supporting disciplines, which

must be attained by participation in an internship or its equivalent. An Internship shall be a minimum of a one (1) year term of rotating clinical training in veterinary medicine beyond the professional degree. An example of an equivalent to this would be a period of at least one and a half (1.5) years in a specialised pig practice which has not been approved as a training centre beforehand with evidence of significant postgraduate continuing education, as specified above.

- (ii) A subsequent Residency period shall comprise a training programme with a minimum duration of three (3) years in porcine health management conducted under the supervision of one (or in some circumstances more than one) certified Diplomate of the College (Resident Supervisor) or an equivalent who is the person whose excellence using documentation or proofs of clinical experience, publications, teaching, training programs, certifications is approved by the Credentials Committee. Such person has to pass the College's re-approval process every five years. In addition, such a recognized and approved expert could act only as co-supervisor, and a Diplomate should always be responsible for the programme. The period can be taken consecutively or on a part-time basis as long as the total time approximates to three (3) years and the total period does not exceed six (6) years. Each Resident Supervisor shall prepare a statement that the candidate has satisfactorily completed the approved time of training. There shall be no restriction on training institutions / approved practices as long as they meet the requirements for approved Residency Programme agreed by the Education Committee. Residents are encouraged to gain experience in more than one institution or approved practice during the period of their training in order to ensure they experience a sufficiently wide caseload to gain experience into all aspects of the specialty.

- (iii) In all cases the Education Committee will approve the training programme of each institution, and every individual alternative training programmes, in consultation where necessary with the Credentials Committee, before a Resident can enrol on it. In undertaking this process, the Education Committee will take due regard of the required level of training in areas of overlap between the disciplines covered by the ECPHM and the other European Colleges. The areas of overlap with these associated disciplines should be taught by either a Diplomate of the other appropriate Colleges or an equivalent.

It is not possible to be prescriptive regarding the exact quantity of training required in these overlapping disciplines as each training programme will be uniquely tailored to the needs of the trainee. Hereby, the need for other appropriate training e.g. in nutrition, reproductive management, and pathology will be met.

In addition, the two categories of candidates shall meet the requirements:

- (i) Two (2) porcine herd health management papers (at least two peer-reviewed publications in international refereed journals, which may be original research papers, short communications or clinical case reports) as the first author in journals included in the ISI list of Thomson Reuters or in other peer-reviewed journals not included in the ISI list but complying with 1) international review board, 2) distribution in different countries and 3) published with at least an English abstract. Peer-reviewed PHM papers fulfilling the above-mentioned criteria and published up to five (5) years prior to the start of the Residency until latest two (2) years after completion of the Residency Programme are accepted. In case that at least two manuscripts as first author complying to the aforementioned rules had been submitted, but have not been accepted yet, the candidate may sit the exam. However, acceptance for publication of the original papers needs to be concluded before one can become a Diplomate and certification as Veterinary Specialist can be achieved.
- (ii) Additionally, three (3) case reports related to porcine herd health management, personally handled, which give an impression of the analytical approach of the Candidate in at least three different scenarios. Individual and population cases are acceptable in all practice categories. Case Reports that are original research or only a literature review of a topic are unacceptable.

Applicants may submit their credentials for approval no later than 2 years after the completion of the training programme. If they do not apply for the exam within two years after completion of the programme, they no longer have any status or role and are not eligible for participation in ECPHM activities.

The responsibility for evaluating a candidate's eligibility to sit the examination and the quality of the publications rests with the Credentials Committee.

Those Residents that sat the exam but failed become so called Senior Residents. A Senior Resident can re-take the exam three (3) times, but all parts of the Examination must be passed within eight (8) years of completion of the Residency Programme.

Residents can request to take the oral part of the Exam during the third (3rd) year of their training program. To this end, Residents are eligible to submit the three (3) clinical case reports after the second year of their Residency. However, application for sitting the written parts of the Exam can only be done after completion of the Residency Programme.

5.1.3 Internationally recognised specialists: Veterinarians internationally well known in the field of Porcine Health Management may submit an application to sit the certifying ECPHM examination without having previously undertaken an approved residency.

Applicants have to provide evidence that they are equivalent to, or exceed, the standard of a candidate that has been approved to sit the College's examination after undergoing an approved Residency. In order to demonstrate this and being considered as a 'International recognized specialist' by ECPHM the following must be submitted:

- 1) Curriculum vitae - to cover entire professional career (university onwards)
- 2) Published papers: a complete list should be in the CV.

The quality of the papers shall be evaluated by members of the Credentials Committee.

- At least ten (10) papers have to relate to Porcine Health Management and have been published in English in peer-review journals within the preceding seven (7) years.
 - At least two (2) papers have to relate to Porcine Health Management and have been published in English in peer-review journals, where the applicant is either first or last author.
 - Where papers are multi-author papers and the applicant is not first or last author, the applicant's role in the study should be explained.
- 3) Three (3) Case Reports - required as an assessment of complex case management. These three reports must describe cases managed by the applicant in the last five (5) years and they must comply to the instructions that apply to Residents of the ECPHM applying for the exam.
 - 4) Case log (50 cases): Cases must be of a complexity and type similar to that which would be expected of a Resident to gain satisfactory approval by the Credentials Committee. The fifty (50) cases must be cases managed by the applicant during the last five (5) years. Their presentation needs to comply with the template 'case log' provided by the Credentials Committee.
 - 5) Evidence of any relevant postgraduate qualification in a related field should be submitted.
 - 6) A covering letter should be provided (3-5 pages) in support of their application. This should include the following
 - Career highlights,
 - Relevant experience (scholarly, clinical, legal, political),
 - Contributions to Porcine Health Management (education, research) - applicant to select 5 most significant contributions to the veterinary speciality with a brief statement of impact (< 250 words each) supporting each contribution. Contributions may be research (single paper or group of related papers, or a systematic review), teaching (at national or international level) or service (e.g.

- contribution to a national or international organization which could be governmental, or multinational).
- Applicants should explain what they will bring to the membership of the ECPHM and how they intend to contribute to the development of the speciality, for instance through resident training.
- 7) Applicants may not have taken the final examination of the ECPHM before
 - 8) Applicants must demonstrate that they have spent a minimum of 60 % of their time working based on 40 h/week in the speciality during the last ten (10) years
 - 9) The applicant should be working in a setting that provides access to facilities of a sufficient standard to allow the practice of the speciality at an appropriate level.
 - 10) Three reference letters from different referees, where at least two of these referees should be existing ECPHM Diplomates, need to be sent to the Credentials Committee directly by the referees. The referees are requested to comment specifically on the applicant's
 - Professional, ethical and legal conduct,
 - Clinical abilities, and
 - Contribution to porcine health management.
 - 11) Letter(s) of good standing from all licensing bodies with which applicant is licensed to practice.

5.1.4 **Modular route to specialisation:** Veterinarians neither having followed a ECPHM residency programme during the last 8 years nor fulfilling the criteria of Section 5.1.3 may submit an application to sit the certifying ECPHM examination, if they have completed the credit-based route for training in Porcine Health Management.

Applicants must fulfil the following criteria:

- 1) Individuals must gain 180 credits based on the ECTS system of 60 credits/ECTS equating to one academic year (see <https://data.europa.eu/doi/10.2766/87592>)
- 2) The credits are either assigned to theoretical credits or practical credits. A minimum level of one third of the credits (60 ECTS) must be acquired in each category.
- 3) Theoretical credits may include (but are not limited to): attendance at rounds and journal clubs (in person or remotely), when supervised by a Dipl. ECPHM; completion of programmes to gain knowledge and skills in related speciality areas (e.g. Epidemiology, Pathology, etc.); completion of prior post-graduate education of a known and accepted/accredited standard. In any case, theoretical activities must be organized or (directly or indirectly) supervised by a Dipl. ECPHM, Diplomate of another European college or equivalent. This also applies for activities accredited by VetCEE.

The number of ECTS for any theoretical activity is determined and confirmed by the supervising Dipl. ECPHM, who is approved for this by the Credentials Committee of the ECPHM.

- 4) Practical credits are awarded for time working in Porcine Health Management. At least 10 % of these credits must be allocated to time working in Porcine Health Management under the direct supervision of a Dipl. ECPHM. The remaining credits may be obtained under indirect supervision of a Dipl. ECPHM. This requires filling a detailed case-log (minimum ten (10) cases per year) as defined by the Credentials Committee and its revision at least once every calendar year by a Dipl. ECPHM.

The number of ECTS for any practical activity is determined and confirmed by the direct or indirect supervising Dipl. ECPHM, who is approved for this by the Credentials Committee of the ECPHM.

- 5) Credits must be gained within an eight (8) year period of active credit collection. In addition, the period of active credit collection may be paused in blocks no shorter than six (6) months for up to four (4) years in total. These pauses may be for any reason. Individuals may register with a College at any point within the period of credit collection but once the start date is defined, even retrospectively, it cannot be changed.
- 6) An individual cannot start to collect credits until one and a half (1.5) year post graduation from an EAEVE approved school or equivalent that is approved by the Board of the ECPHM.
- 7) Credits may be given for completion of prior post-graduate education of a known and accepted/accredited standard. The ECPHM Education Committee will decide upon request, which postgraduate programmes qualify for credits and how many credits they qualify for.
- 8) The research publication requirement and any other requirements such as teaching experience are the same as for individuals credentialing, through the ECPHM's standard or alternate residency route (see 'Training Brochure' of the ECPHM).
- 9) Individuals gaining credentials via this route have to undertake the same final assessment process as candidates gaining credentials through the standard or alternate residency route.

Further details of the requirements for the training programme, admission, application procedure will be given in the separate Training Brochure of the ECPHM.

5.2. Examination:

The Annual Certifying Examination is composed of four separate parts:

- Clinical case presentation and defence (oral)
- Multiple choice questions

- Essay questions
- Conclusive case management examination, including all aspects of porcine health management

The essay and case management elements of the examination will involve problem identification, analysis and problem-solving applying specialist knowledge and skills.

Up to the candidates request he/she is eligible to submit the clinical case after the second year of their residency and thus to sit the oral part of the exam in the third year. However, application for sitting the written parts of the exam can only be done after completion of the Residency Programme.

The Certifying Examination will be developed, administered and graded by the Examination Committee.

Examination shall be taken in English only; the use of dictionaries is permitted.

The candidate shall submit the examination fee, which shall be determined annually, at the time of application.

A candidate must pass all parts of the examination within eight (8) years of completion of the Residency Programme. The number of re-applications to sit the examination is limited to three (3) (four attempts in total, where a fail in the oral part during the third year of a Residency Programme is not counted as an attempt). If a Resident sits the oral part already during the third year and does not succeed (i.e. <60 % of the maximum points), then he/she will have to sit all parts of the exam including the oral part after termination of the Residency Programme. The result of the exam of a particular year is announced to all candidates on the same date. Examinations are organized annually.

A candidate must pass the overall threshold score of 60 % as preset by the Examination Committee, based on the Angoff procedure. In addition, to pass the exam, a candidate needs to achieve at least 50 % of the points in all parts of the exam, as specified in the Bylaws. So, if a candidate has less than 50 % of the points in a specific part of the exam, he or she fails even if exceeding the required 60 % overall exam threshold score. If a candidate achieves more than 60 % in one, two or three parts of the exam, but has less than 60 % on average (whole exam) or less than 50 % in one or more parts, the candidate fails the exam and needs to re-take all parts with less than 60 % of points.

The Chairperson of the Examination Committee will forward details of candidates' results to the President. The Chairperson will also give individual feedback to the candidates, including those that failed the examination.

Further details of the requirements for the certifying examination including feedback will be given in the separate Training Brochure of the ECPHM.

Finances

Article 6

The College is a non-profit organisation. The expenses of the College shall be met through various sources of income.

- a) Annual subscription fee (€) is payable by March 1. The annual fees of each member for the subsequent year shall be determined by the general assembly at the Annual General Meeting. Members shall be adjudged in breach of the rules of the College if they failure to pay annual fees within three (3) months of the due date, and following a written reminder from the Treasurer, this may render a member subject to disciplinary action by the Board of the ECPHM.

A Non-certified or Retired Diplomate of the College shall also be required to pay fees, Honorary Diplomates will not.

- b) Donations from companies and international organisations.
- c) Income from educational meetings organised by the College.
- d) Other fees.

Any money accumulated shall be invested in an account or fund with a guaranteed return and serve as a reserve for possible use at a later time.

In general, annual subscriptions and other fees, such as examination fees, should cover the core costs of running the College. Members of the Board or of Committees will receive no remuneration other than reasonable reimbursement, within the financial possibilities of the College, of expenses incurred. The personal liability of College Diplomates is excluded from any official obligation of the College. The College funds are the only liability.

Meetings

Article 7

- 7.1 The Annual General Meeting of the College will be held during the annual symposium, the latter will preferably be organised together with an appropriate international congress or meeting, agreed upon by the Board.
- 7.2 A quorum of the College shall consist of twenty five percent (25 %) of the members of the College eligible to vote. The quorum shall apply to all meetings of the College.
- 7.3 A quorum of the Board shall consist of a simple majority of that Board.
- 7.4 An Extraordinary Meeting of the College may be called at any time by the Board or may be requested of the Board by a written request (containing the explanation for such a meeting) from not less than 10 % of the Diplomates. In the latter case,

the Extraordinary Meeting has to take place within a period of two (2) months of the postmarked date of their request. If not, these members are empowered to summon an Extraordinary Meeting themselves.

- 7.5 The Board and the Chairpersons of the Credentials, Education and Examination Committees shall meet at least once annually between the dates of the Annual General Meeting, when judged necessary by the President.

Amendments

Article 8

These Bylaws may be amended at any Annual General Meeting by two-thirds of the votes cast. Proposed amendments must be submitted in writing to the Secretary two (2) months prior to the Annual General Meeting, to allow appropriate review by the Board. Proposed amendments shall be distributed to the membership at least thirty (30) days before the Annual General Meeting. The EBVS shall be informed of all changes in the Constitution, Bylaws and Policies at the time of the next annual report.

Appeal of Adverse Decisions

Article 9

9.1 Adverse decisions by the College may include, but are not limited to:

- Denial of re-certification of an individual.
- Temporary or permanent suspension of certification.
- Failure of an examination or a part of an examination.
- Denial of adequacy of credentials.
- Denial of approval of a residency programme.

The Appeals Procedures must be a part of the Bylaws of the College.

The ECPHM is responsible for the full implementation of its appeals procedures to ensure due process. These procedures and decisions should be fair and reasonable for all parties, in keeping with the objectives of the College and the goals of EBVS.

Changes in Appeals Procedures should be reported to the EBVS as part of the Annual Report.

I. Appeals Committee

The College's Procedures will provide for the appointment of an Appeals Committee.

The Appeals Committee shall be made up of a minimum of three Diplomates of the College who shall not be serving as members of the Board of the College or members of the relevant Committee whose decision is being questioned, who shall have had no prior involvement with the case, and who have no potential conflict of interest with the Appellant or the Committee whose decision is being questioned. The College may assign a diplomate from another EBVS-recognized college to the Appeals Committee.

II. Communication of the right of Appeal

In the event of an adverse decision, the College shall notify the affected party (or parties) of the procedure for appealing against the adverse decision. This notification must be included with the communication that gives notice of the adverse decision itself. The Appeals Procedures must specify that Appeals should be sent to the Secretary of the College (secretary@ecphm.org).

III. Grounds of Appeal

1. That the College failed correctly to apply its own or EBVS's published rules, procedures or criteria relevant to the decision in question.
 2. That the College's published rules, procedures or criteria were not compliant with the Policies and Procedures of the EBVS.
- or
3. That the College imposed a sanction that was disproportionate to the gravity of the adverse decision against the Appellant.

IV. Commencing an Appeal Process

1. Appeal submission: The College must require an Appeal to be made in writing, including a statement of the grounds of Appeal, together with any supporting reasons and documents.
2. Timelines: The College must allow Appeals to be made within 90 days after the postmarked date of the letter communicating the relevant adverse decision (or if sent by email the date on which the email was sent). In particular, an appeal against a decision of denying acceptance of the credentials may be submitted after a minimum of one week and a maximum of three weeks following the official announcement of the decision of denying acceptance of the Credentials of a resident to sit the examination.
3. Fees: Submission of an appeal to the College must be accompanied by a deposit of 1500 eu to ensure that the expenses of the Appeal will be covered. If the Appellant does not pay his/her deposit within four weeks of receiving an invoice, then this will be deemed an admission of liability. The deposit is re-paid in full, in case the appeal is upheld. In case of

the appeal's rejection, all the costs relating to the appeal shall be made by the appellant with a minimum fee of 500 eu. Any remaining deposit will be re-paid to the appellant together with an itemization of the costs retained.

4. Receipt, confirmation of grounds for appeal and Appeals committee establishment: The College must acknowledge receipt of an Appeal within 10 working days.

(i) Within 20 working days of its receipt by the College the Appeal must be considered by a nominated Executive Officer of the College, who shall have had no prior involvement with the case, and who has no potential conflict of interest with the Appellant or the Committee whose decision is being questioned. This Officer will decide whether a proper Ground for Appeal has been identified.

(ii) If a proper Ground for Appeal has been identified, the College will convene an Appeals Committee to consider the Appeal.

Where the College decides that no proper Ground of Appeal has been identified by the Notice of Appeal, the College may inform the Appellant that either:

(i) It will take no further action (and explain the justification for this), or

(ii) It will consider the Notice instead as a request for an informal review of an adverse decision by the College Board on non-appealable grounds (e.g., extenuating circumstances of personal difficulty etc.).

5. Feedback to appellant: Within 15 working days of step 3 of step 4, the College must inform the Appellant whether or not the Notice of Appeal has been accepted as raising an arguable Ground of Appeal, and, if so, of the proposed membership of the Appeals Committee that will consider the Appeal.

6. Objections to the composition of the Committee: The College must:

(i) provide a reasonable opportunity and procedure for the Appellant to raise concerns with or object to the membership of the Appeals Committee, and

(ii) provide a reasonable procedure by which any such concerns or objections are considered and responded to.

7. Appointment of the Committee: Within 5 working days of the appointment of the Appeals Committee, all the papers relating to the dispute shall be forwarded by the Secretary of the College to the members of the Appeals Committee.

8. Convening the committee: The procedure for convening an Appeals Committee to consider the Appeal must be completed no later than 30 days after the date the College has informed the Appellant of the proposed membership of the Appeals Committee, under paragraph 5 above.

In any case where an Appeal is to be conducted, the procedure for convening an Appeals Committee to consider the Appeal must be completed no later than 30 days after the date

the College has informed the Appellant of the proposed membership of the Appeals Committee, under paragraph 4 above.

7. Within 5 working days of the appointment of the Appeals Committee, all the papers relating to the dispute shall be forwarded by the Secretary of the College to whom the Appeal was sent to the members of the Appeals Committee.

8. Where a College makes a decision that no proper Ground of Appeal has been identified by the Notice of Appeal, the College may inform the Appellant that either:

- (i) It will take no further action (and explain the justification for this), or
- (ii) It will consider the Notice instead as a request for an informal review of an adverse decision by the College Executive Committee on non-appealable grounds (e.g. extenuating circumstances of personal difficulty etc.).

V. Procedure for an Appeal Process

The College requires all Appeals to be conducted in all due confidence.

1. Information: The Appeals Committee must be able to request and be given access to information relevant to its consideration of the Appeal from any relevant party.

2. Hearing: The Appeals Committee must carefully evaluate the need for a hearing. When an Appeals Committee decides not to hold a hearing in an Appeal regarding an allegation of impropriety against a candidate (or in other matters of similar gravity), reasons for that decision must be given. When a hearing is held, attendees must be given sufficient choice of dates/times to allow them to attend. A hearing must be attended by at least three members of the Appeals Committee. Neither party may be represented by legal counsel, although the provisions of the law in the country where the College is registered must be taken into consideration. Hearings will be conducted in English. The Appellant may be accompanied by an individual (“representative”), who may assist them to present the appeal. The “representative” will not be allowed to participate in answering specific questions but, at the discretion of the Chairperson, may be allowed to provide necessary language translations and may, at the end, be allowed to make a statement on behalf of the Appellant.

3. Minutes and recordings: A transcript or detailed minutes of the meeting will be kept. An electronic recording may be made with the prior consent of all parties. The minutes and, if applicable, the electronic recording, shall be made available to the meeting’s participants on request.

4. Decisions: The Appeals Committee must have the discretion to reject or uphold the appeal according to its independent view of the merits of the Appeal. Where the appeal is upheld, in whole or in part, the Appeals Committee may modify or reverse the previous decision or adjust the sanction. The decision of the Appeals Committee will be reached by

a majority vote of the members of the Committee, the Chairperson to have the casting vote if necessary. In communicating the decision of the Appeals Committee, the Chair will give reasons for the decision.

5. Timelines: The Appeals Committee must deliver its decision on the Appeal to a nominated Executive Officer of the College within 90 days of the date of receiving all the papers relating to the dispute under 'IV.7' above. The Board of the College will check that the Appeals Committee has followed the procedures and, if these have been followed correctly, accept their recommendation. The Board of the College shall communicate the decision, via electronic means and in addition, if there is no satisfactory confirmation of receipt, via registered post, to the Appellant, within 30 days of receipt of the Appeal decision.

Upon completion of steps above, if the Appellant is not satisfied with the outcome, he/she may appeal to the European Board of Veterinary Specialisation (EBVS) against the decision of the College. The whole process of complaint/appeal must be handled in due confidence. The procedure to follow is detailed within the Policies & Procedures of the EBVS, which may be found on the EBVS website (www.ebvs.eu).

Article 10

Complaints about a diplomate relating to their professional conduct should be referred to the national competent authority where that veterinarian is registered. Complainants to a college or to EBVS should be referred to that authority.

Misconduct by a resident or diplomate that directly impacts on the functions of the college should be considered where appropriate. This may include, but is not limited to, conduct around examinations, conduct around supervision, credentialling or any aspect of certification (eg false declarations of good standing). If allegations of misconduct are received by the EBVS Secretariat first, they will be referred to the Board of the College, and the person making the allegation will be notified of such referral.

As the outcome of any disciplinary procedure, College imposes sanctions as considered appropriate. These may include:

- a. A warning to the individual that there is evidence of misconduct, but not to the point requiring sanctions.
- b. Imposition of a sanction, beginning with the least severe the sanctions are:
 - i. Undertakings
 - ii. Conditions
 - iii. Expulsion / Permanent exclusion from the College.

EBVS would only normally consider an appeal against the outcome by the diplomate or resident.

If the individual making the allegation is not content with that outcome, appeals by any individual who has raised concerns of misconduct relating to the outcome would only be considered where there was evidence of procedural irregularities. This would need to be presented as a complaint against the college.

A tally of the number of complaints should be included in the annual report of the College.

--- Last entry ---

Apr 2024