



Candidate Brief

Royal College of Veterinary Surgeons

RCVS Preliminary Investigation Committee (PIC)

2 equine reserve members (for 2026)

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Managing Director

Sarah Thewlis

sat@thewlisgraham.com

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1) About the RCVS and the committees

The RCVS was established in 1844 by Royal Charter to be the governing body of the veterinary profession. Its statutory duties are currently laid out in the Veterinary Surgeons Act 1966. The RCVS safeguards the interests of the public and animals by ensuring that only those registered can carry out acts of veterinary surgery.

The RCVS aims to enhance society through improved animal health and welfare and does so by setting, upholding and advancing the educational, ethical and clinical standards of veterinary surgeons and veterinary nurses.

The RCVS is an organisation of two parts:

A **regulator**, with responsibilities set out in the Veterinary Surgeons Act 1966 and arising via its Supplementary Charter 2015:

- To maintain a Register of Veterinary Surgeons entitled to practice in the UK
- To maintain a Register of Veterinary Nurses entitled to practice in the UK
- To regulate veterinary education and the standards required for inclusion on the Registers
- To regulate professional conduct of both veterinary surgeons and veterinary nurses through Codes of Professional Conduct; investigating concerns and potentially removing names from the Register

A **Royal College**, with powers under the Royal Charter of 1844 and the Supplemental Charter of 2015:

- To award postgraduate qualifications, including Fellowships and Certificates
- To maintain a list of veterinary surgeons who are RCVS Specialists
- To inspect and accredit practices in accordance with the voluntary Practice Standards Scheme
- To support RCVS Knowledge and the development of veterinary science
- To provide a source of information and opinion on relevant veterinary matters.

In addition, we also:

- Register veterinary practice premises where veterinary medicines are stored or supplied, on behalf of the Veterinary Medicines Directorate
- Maintain, a list of approved riding establishment inspectors



On registering all members declare that they “will pursue the work of the profession with integrity, and that their constant endeavour will be to ensure the health and welfare of animals committed to their care”. Our combined role, as regulator and Royal College, is to ensure that veterinary surgeons and veterinary nurses live up to this promise.

<http://www.rcvs.org.uk/about-us/royal-charter-and-legislation/>.

RCVS & RVN Committees

The RCVS regulates the educational, professional and ethical standards of all veterinary surgeons and veterinary nurses, regardless of the kind of work they do. A robust investigation and disciplinary mechanism is in place and will be triggered if a veterinary surgeon or nurse falls far short of the standards expected by the profession and the public. The statutory functions are set out in the Veterinary Surgeons Act 1966, and Supplemental Royal Charter 2015. Veterinary Nurses follow the same processes as veterinary surgeons as confirmed in the Veterinary Nurse Conduct and Discipline Rules 2014 (see Annex C).

The Act requires the governing Council of the college to establish a Preliminary Investigation Committee (PIC) and a Disciplinary Committee (DC). The task of the PIC/RVN PIC is to investigate any case in which it is alleged that a veterinary surgeon or nurse is liable to be removed from the register of veterinary surgeons and nurses, or suspended from the register for a period, by reason of serious professional misconduct. After investigation, the PIC/RVN PIC decides whether to refer the case to the DC/RVN DC.

If a case is referred, the DC/RVN DC hears the evidence, determines the facts and, amongst other sanctions, has power to direct that the name of the person concerned should be removed from the register or that registration should be suspended for a period of time. The DC/RVN DC also deals with applications for restoration to the register following removal.

The Charter Case Committee offers an alternative to a disciplinary hearing in certain cases where specified criteria have been met. This is via a system of public or private warnings. The Protocol governing this Committee and its Rules are set out respectively in Annexes D and E.

Working methods:

On average around 600 concerns about veterinary surgeons are reported to the RCVS each year and considerably lesser numbers for veterinary nurses. As explained below, all of these are considered by a Stage 1 PIC and around a fifth are investigated by the Stage 2 PIC.

Stage1 PICs are made up of three members (for veterinary cases, this will include one veterinary surgeon, one lay member and one other; for veterinary nursing cases, this will include one veterinary nurse, one lay member and one other, which may be a veterinary surgeon) who are assisted by a Case Manager from the Professional Conduct Department. Stage 1 PICs consider concerns on the basis of documentary evidence (including information submitted by the complainant and the respondent veterinary surgeon/nurse). If

the Stage 1 PIC considers that there is no realistic prospect of establishing serious professional misconduct it may close a case with or without issuing advice. If it considers that further information is required by way of expert reports and/or formal witness statements before a decision can be made, it will refer matters to the Stage 2 PIC for its consideration.

The Stage 2 PIC is generally made up of five members and will meet every two weeks. (less frequently in the case of RVN PIC - see below)

It will decide whether to refer the case on to the DC and in certain circumstances may refer a case to the Charter Case Committee. Further details about the procedure can be found here: <https://www.rcvs.org.uk/concerns/>

Workload and time commitment:

The Stage 2 PIC

The Stage 2 PIC meets twice every month, and each member is required to attend around 10 meetings per year (up to one a month). One days' preparation/reading time is available per meeting. These alternate between on-line video conferencing and face-to-face meetings (which are held in central London).

In addition, each member will also be part of one of the four Stage 1 PICs. The majority of input will be in writing to an individual case action/investigation plan. Time commitment for this is likely to be between a half, and a full day, per week but can vary depending on the volume of concerns at any given time. There is some flexibility for individual members in how they approach this as this is a remote process. However, it is expected that case responses will be submitted within a week; with follow up issues generally responded to within 48 hours.

Before concluding a decision on a case there will be a Stage 1 PIC decision meeting held by video conferencing. These meetings will be scheduled every two weeks and may be short depending on case numbers, but it is expected that most of the decision-making process will have been carried out previously on line, so each is generally very short (usually less than half an hour).

Taking all into account and including reading time, the time commitment estimated is five-six days per month per member.

The Charter Case Committee offers an alternative to a disciplinary hearing in certain cases where specified criteria have been met. These are matters that have crossed the threshold of serious professional misconduct, but are not considered to be of such seriousness that it would be in the public interest for them to be considered by the DC. Such matters can be dealt with by means of public or private warnings. The protocol governing the CCC and its rules are set out respectively in annexes D and E.

2) Person Specification

It is proposed to make the following appointments with effect from July 2026:

RCVS PIC; 2 Vet (Equine) reserve

The normal term of office will be four years, with a maximum of two terms (any extension of term will be at the discretion of the RCVS)

All committee members must:

- be committed to the seven principles of public life (see Annex A);
- understand the importance of maintaining public confidence in the regulation of the veterinary profession;
- (for lay members only) have a general understanding and genuine interest in the work of the veterinary profession and animal health and welfare;
- be able to grasp detail and contribute to objective decision-making by exercising sound judgment;
- be able to establish and maintain excellent working relationships with a changing group of colleagues from a range of backgrounds and experiences;
- have good verbal and written communication skills;
- have a reliable internet connection; and
- be able to manage time effectively.

Appointments will be made on the basis of merit. In choosing between candidates of equal merit, regard may also be had to the desirability of committee members having a range of collective experience.

3) Conflicts of interest

Committee members will be required to declare any general conflict of interest of any relevant business interests, positions of authority or other connections with organisations relevant to the business of the Royal College of Veterinary Surgeons and any conflict of interest that arises in the course of committee business.

Candidates who hold office in, or are employed by, organisations which represent the interests of the veterinary profession, or provide indemnity insurance for veterinary surgeons, may also be required to withdraw from such offices or employment if offered appointment to one of the committees. Any such office or employment should be declared at the outset. Candidates should also be aware that, if appointed to any of the committees, they would be expected to refrain from becoming involved in their private capacity in investigating or acting as expert witnesses in relation to any matter that might potentially come before one of the committees.

4) Fitness to be a member or one of the committees

Members of the PIC hold office subject to satisfying certain conditions. Factors which will affect an applicant's suitability include, but are not limited to:

- criminal convictions or outstanding criminal charges;
- a finding of impaired fitness to practise by any regulatory body;
- disqualification from a profession or as a company director;
- bankruptcy
- having an unspent conviction for a money laundering, bribery or terrorism-related offence, among others;
- having ever been found to be in contempt of court;
- having ever been removed as an officer or employee of a charity for misconduct or mismanagement;
- being subject to notification requirements under sexual offences legislation (i.e., they are on the sex offenders register); or
- being a "designated person" under anti-terrorist legislation.

The full conditions which apply to service as a member of the PIC are set out in PIC Protocol and the relevant provisions of which are in Annex B below. Applicants must disclose full details if any of the matters mentioned in the protocol applies to them.

5) Terms and conditions of office

Payments

- Committee members will be office holders, not employed by the RCVS. They will be entitled to a financial loss allowance based on the number of days or half days spent on College business.
- The limits for reimbursement of financial loss and travelling expenses are set by the RCVS Council.

Loss of Earnings

- Committee members are eligible to claim loss of earnings of, currently, £366 per day.

Allowances

- Committee members are eligible to claim reimbursement of overnight subsistence of up to £245 per night and economy rail or air fare or motor mileage.
- There is no stationery/computer consumables allowance.

Taxation

- For those in full or part-time employment, or those not in employment, the RCVS will deduct at tax at source as though the individual was on the RCVS payroll.
- Those who are self-employed, and have a consultancy, would be paid in full on an invoice from the consultancy, on the assumption that they pay any tax due themselves.

All committee members will be required to comply with arrangements for appraisal for their performance plus attend two-day annual training (post appointment) and any necessary ad hoc training. There will be additional one-day training for Chairs and Vice-Chairs.

6) Timeline, Application Process and How to Apply

Dates	Activity
Monday 19 January 10 am 2026	Closing date for applications
21 January onwards 2026	Candidates informed of outcome
26,27,28,29,30 January 2026	Interviews by Thewlis Graham Associates – via video
w/c 2 March 2026	Independent Selection Panel interviews – via video
w/c 9 March 2026	Candidates informed of outcome

Application Process

Thewlis Graham Associates will acknowledge all applications. These will be assessed against the criteria in the Person Specification section and the people who best meet these will be invited for interview with Thewlis Graham Associates. These will be held via video interview.

Those candidates not invited to interview will be advised by email.

Longlisted candidates will also be advised by email. After a consultation between the Independent Selection Panel and Thewlis Graham Associates, a shortlist will be drawn up and shortlisted candidates invited for interview by the Independent Selection Panel. All candidates will be informed of the outcome following this date.

How to Apply

To apply for any of these roles, please follow the additional information link.



[Additional information required](#)

And supply a CV plus a personal summary/cover letter which fully address the criteria listed in the Person Specification section. Please apply to rcvs@thewlisgraham.com

We will also ask you for the name, job title, organisation, email address and mobile number of two professional referees. (Please note referees will not be approached without your prior permission.)

If you would like to apply in a different format, please email: rcvs@thewlisgraham.com

Diversity Monitoring

Please click on [Diversity monitoring](#) to complete the diversity monitoring survey,

This is independent of the recruitment process but please do send a completed form with your application as Thewlis Graham Associates is committed to monitoring and analysing diversity information so that we can ensure that our processes are fair, transparent, promote equality of opportunity for all, and do not have an adverse impact on any particular group. Any information provided on this form will be treated as strictly confidential and will be used for statistical purposes only. It will not be seen by anybody directly involved in the selection process. No information will be published or used in any way which allows any individual to be identified.

Annex A)

The seven principles of public life

1. Selflessness

Holders of public office should act solely in terms of the public interest.

2. Integrity

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

3. Objectivity

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

4. Accountability

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

5. Openness

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

6. Honesty

Holders of public office should be truthful.

7. Leadership

Holders of public office should exhibit these principles in their own behaviour and treat others with respect. They should actively promote and robustly support the principles and challenge poor behaviour wherever it occurs.

Annex B)

Extract from the Royal College of Veterinary Surgeons Preliminary Investigation Committee and Disciplinary Committee Protocol 2022

Conditions about fitness to be a member of a statutory committee

Members of the committees shall hold office subject to satisfying the following conditions:

- a. they must at no time have been convicted of an offence involving dishonesty or deception in the United Kingdom, or in relation to the welfare of animals, or where the final outcome of the proceedings was a sentence of imprisonment or detention, the conviction not being a spent conviction;
- b. they must at no time have been removed from the office of charity trustee or trustee for a charity by reason of any misconduct or mismanagement in the administration of the charity for which the person was responsible or to which the person was privy, or which the person contributed to or facilitated by their conduct;
- c. they must at no time have been removed from office as the chair, member, convenor or director of any public body on the grounds that it was not in the interests of, or conducive to the good management of, that body that the person should continue to hold that office;
- d. they must at no time have been adjudged bankrupt or had sequestration of their estate awarded, the person not having been discharged;
- e. they must not be the subject of a bankruptcy restrictions order or an interim bankruptcy restrictions order;
- f. they must at no time have made a composition or arrangement with, or granted a trust deed for, their creditors, not having been discharged in respect of it;
- g. they must not be disqualified from being a company director;
- h. they must not be included in a barred list under statutory provisions for the safeguarding of vulnerable groups;
- i. they must at no time have been subject to any investigation or proceedings concerning fitness to practise by any licensing body, if the final outcome of the investigation or proceedings was suspension from a register held by the licensing body (that suspension not having been terminated), or erasure from such a register, or a decision that had the effect of preventing practice of the profession licensed or regulated by the licensing body, or only allowing practice subject to conditions which were not lifted;

- j. they must at no time have had their name removed from the register of veterinary surgeons under Section 16 of the Veterinary Surgeons Act 1966;
- k. they must not have been the subject of a direction under Section 16 of the Veterinary Surgeons Act 1966 for their registration to be suspended, if that suspension remains in operation;
- l. they must not be, or have been, subject to any investigation or proceedings concerning fitness to practise by any licensing body or by the Council, or at any time convicted of an offence elsewhere than in the United Kingdom, if the Council is satisfied that their membership of the committee would in view of that investigation or those proceedings or that conviction be liable to undermine public confidence in the regulation of the veterinary profession;
- m. their attendance at meetings of the committee must not have fallen below a minimum level of attendance acceptable to the Council;
- n. they must undertake any education or training required by the Council and comply with any arrangements as to appraisal of their performance as committee members which the Council may require;
- o. they must not be unable to perform their duties as committee members because of adverse physical or mental health.

The Council may remove from office any member of a statutory committee if satisfied that they do not comply with one or more of the conditions mentioned above, or that their membership of the committee would for any other reason be liable to undermine public confidence in the regulation of the veterinary profession.

Before removing from office, a member of a statutory committee, the Council will set up a panel to advise it on the matter and will have regard to the advice of that panel. The panel will not include members of the Council.

Annex C)

PIC Terms of Reference

The Preliminary Investigation Committee and Disciplinary Committee Liaison Committee shall include the chair of the Preliminary Investigation Committee (PIC), the chair of the RVN Preliminary Investigation Committee (RVN PIC), the chair of the Disciplinary Committee (DC), at least two members of Council one of whom is a member of the Officer Team, the chair of Standards Committee (SC). The member of the Officer Team to undertake the role of chair of the (liaison) committee for a three-year term, usually incoming Junior Vice-President in the year that the role becomes vacant.

The Preliminary Investigation Committee and Disciplinary Committee Liaison Committee shall serve as a channel for communication between the Preliminary Investigation, Charter Case and Disciplinary Committees and Council, discussing policy issues in connection with the supervision of professional conduct. These shall include the following:

- The setting and monitoring of key performance indicators and monitoring processes;
- Working methods;
- Monitoring costs and resources related to the committees;
- Arrangements for the recruitment of members of the Committees, including deciding the membership of the independent selection panel and overseeing the process (final decision on successful candidates to be ratified by Council), appraisal of their performance and the process for selection for chairs;
- Arrangements for the appointment of legal advisors (including legal assessors) in connection with the professional conduct function;
- Planning for a public review of the implementation of the legislative reform order; and,
- Facilitating a 'feedback loop' between DC and CCC decisions, outcomes of the PIC and RVN PIC, the SC and the Veterinary Client Mediation Service (VCMS).

The PIC/DC Liaison Committee shall also monitor the impact of the protocol for private prosecutions against unqualified individuals, which commenced on 1 April 2023.

The Preliminary Investigation Committee and Disciplinary Committee Liaison Committee shall report to Council.

Annex D)

Charter Case Protocol

Introduction

1. The Supplementary Royal Charter 2015 (the Charter), requires the RCVS to set, uphold and advance veterinary standards, and to promote, encourage and advance the study and practice of the art and science of veterinary surgery and medicine, in the interests of the health and welfare of animals and in the wider public interest. The Charter also broadens the functions of the RCVS, allowing for a more flexible approach when dealing with some concerns relating to professional conduct.
2. The RCVS recognises that, in some cases, the public interest can be served without the need for a Disciplinary Committee (DC) hearing even where there is a realistic prospect that the DC would find the veterinary surgeon or veterinary nurse guilty of serious professional misconduct (known as 'the realistic prospect test'). This protocol allows for those cases to be dealt with in an alternative and more proportionate way, whilst still protecting the public interest.
3. Using its powers under the Charter, the RCVS has established a committee to deal with such cases. This committee is known as the Charter Case Committee (CCC).

Referral to the CCC

4. The Preliminary Investigation Committee (PIC) or Veterinary Nurses Preliminary Investigation Committee (VN PIC) may refer cases to the CCC where it is satisfied that the realistic prospect test has been met but where the public interest can be served by one of the outcomes set out at paragraph 7 of this protocol and without referral to DC for a hearing. When deciding whether to refer a case to the CCC, the PIC or VN PIC will consider all relevant factors, which may include the following:
 - a. the seriousness of any allegations;
 - b. any admissions that have been made;
 - c. the level of insight demonstrated;
 - d. the complainant's view;
 - e. any relevant mitigation;
 - f. the previous history of the veterinary surgeon or veterinary nurse;
 - g. whether there is any risk to animal welfare or the wider public interest in dealing with the matter in the way proposed;

- h. the risk of repetition and steps taken to address the concerns raised;
 - i. the time that has elapsed since the alleged incident/s.
5. The PIC may refer suitable cases to the CCC where a veterinary surgeon or Registered Veterinary Nurse (RVN) disputes the allegations made, provided that the matters disputed do not require resolution by DC.
6. Consent from the veterinary surgeon or RVN is not required to refer a case to the CCC, however consent will be sought and obtained where possible.

Powers of the CCC

7. The CCC may:
- a. issue a public warning, to be published on the RCVS website/in the RCVS register for specified period;
 - b. issue a confidential warning; or
 - c. refer cases back to the PIC or VN PIC.
8. The CCC may only refer cases back to the PIC or VN PIC where:
- a. the CCC does not agree that the case is suitable to be dealt with under this protocol; or
 - b. new information is provided that renders the case unsuitable to be dealt with under this protocol.
9. When deciding which of the above outcomes is most suitable in a particular case, the CCC will consider all relevant factors, which may include those set out at paragraph 4.

CCC process

10. When a case is referred by the PIC or VN PIC, and the CCC agrees that it is suitable to be dealt with under this protocol, the CCC will notify the veterinary surgeon or RVN that the case has been referred and considered. This notification will include:
- a. details of the proposed warning (see paragraph 18), where appropriate;
 - b. whether the CCC intends to publish a warning and if so, for how long.
11. The CCC will also invite the veterinary surgeon or RVN to consent to the proposed outcome, or to make representations if they believe a different outcome is more appropriate. If the veterinary surgeon or veterinary nurse agrees to the proposed course of action, they will be invited to confirm this in writing.

12. Once the veterinary surgeon or RVN has responded to the notification and the CCC is satisfied it has sufficient information, a final decision will be issued. If no consent is given, or no response is received within a period to be determined by the CCC, the CCC may still deal with the case in the way proposed and will give reasons for this as part of its final decision.
13. Warnings will be published seven days after the final decision has been issued, i.e. sent to the veterinary surgeon or RVN. The RCVS will not publish:
 - a. any confidential information, including that relating to clients or health conditions;
 - b. information that may prejudice other legal proceedings or legal, regulatory or disciplinary investigations;
 - c. information which directly relates to the private and family life of the veterinary surgeon or RVN concerned;
 - d. references to identifiable third parties.
14. If the veterinary surgeon or RVN does not engage with the CCC, the CCC may still proceed as proposed, however it must be satisfied that reasonable attempts have been made to ensure that the practitioner is aware of the proposed course of action.
15. The CCC is not bound by its proposal until the final decision has been issued. If the CCC is provided with further information that means the case is no longer suitable to be dealt with under this protocol, it may refer the matter back to the PIC or VN PIC for consideration.

Warnings

16. Warnings state that an aspect of a practitioner's past practice or conduct was unacceptable and that this should not be repeated. Their purpose is to maintain professional standards and help prevent future breaches of the Code of Professional Conduct ('the Code') by the individual concerned, and in the case of public warnings, all professionals regulated by the RCVS.
17. Warnings may be confidential or public, meaning they are published on the RCVS [website/register]. By publishing warnings in suitable cases, the RCVS can restate publicly what the Code requires in particular situations, which helps to promote and maintain professional standards.
18. Warnings issued by the CCC will set out:
 - a. the area of concern;
 - b. the relevant code provisions and supporting guidance;
 - c. the reasons for issuing the warning or advice.

19. A warning will remain on the RCVS [website/register] for a maximum of two years, however the exact length of time in each case will be a matter for the CCC and depend upon the facts of that case.
20. Warnings will remain on an individual's file for a period of five years, after which time they will be removed.

Status of warnings

21. Warnings issued by the CCC will not affect a veterinary surgeon's or RVN's registration status. However, veterinary surgeons and RVNs should bear in mind that they may need to declare such warnings to employers, insurance bodies and other organisations. Details of a warning may also be provided to relevant bodies by the RCVS (e.g. employers or overseas regulatory bodies) where appropriate and in the public interest.
22. If concerns are raised about an individual who has been subject to a warning in the past, the PIC, VN PIC, DC, VN DC or CCC may take that warning into account unless the advice or warning was issued more than five years ago and no longer appears on the file.

Reviews

23. Decisions by the CCC will only be eligible for review where:
 - a. the decision may be materially flawed, or
 - b. there is new information which may have led to a different decision.
24. In addition, the Registrar must be satisfied that such a review is in the public interest or is necessary to prevent injustice to the veterinary surgeon or RVN. Further, cases where the veterinary surgeon or RVN has consented to the warning will not be eligible for review.
25. Where the above criteria are met, reviews will be carried out by a differently constituted CCC and any public record will be amended to show that the decision is under review.

Annex E)

Charter Case Rules

Made by the Council of the Royal College of Veterinary Surgeons to come in to force in 2022

Citation

1. These rules may be cited as the Royal College of Veterinary Surgeons Charter Case Rules 2021.

Interpretation

2. In these rules:-

- "Act" means the Veterinary Surgeons Act 1966;
- "Charter" means the Supplementary Royal Charter 2015;
- "Charter Case Protocol" means the College's protocol for dealing with cases in accordance with these Rules
- "Council" means the Council of the RCVS mentioned in section 1 of the Act;
- "Disciplinary Committee" means the Disciplinary Committee mentioned in section 15 of the Act;
- "Lay person" means a person who is not and never has been a registered veterinary surgeon or a registered or listed veterinary nurse, and is not and never has been entitled to apply to be so registered or listed;
- "Legally qualified" means a solicitor, barrister, Scottish advocate or member of the Northern Irish Bar;
- "Preliminary Investigation Committee" means the Preliminary Investigation Committee set up under section 15 of the Act;
- "Veterinary Nurses' Council" means the Veterinary Nurses' Council mentioned in article 13 of the Charter;
- "Veterinary Nurse Disciplinary Committee" means the Veterinary Nurse Disciplinary Committee mentioned in the Royal College of Veterinary Surgeons Veterinary Nurse Conduct and Discipline Rules 2014;
- "Veterinary Nurse Preliminary Investigation Committee" means the Veterinary Nurse Preliminary Investigation Committee mentioned in the Royal College of Veterinary Surgeons Veterinary Nurse Conduct and Discipline Rules 2014 ;

The Charter Case Committee

3. There shall be a Charter Case Committee which shall determine cases referred to it by the Preliminary Investigation Committee or the Veterinary Nurse Preliminary Investigation Committee, or by other means, in line with the Charter Case Protocol.
4. The quorum for decisions of the Charter Case Committee shall be three, to include:
 - a lay member and a veterinary surgeon and one other; or
 - a lay member and a veterinary nurse and one other.
5. One member of the Committee shall be legally qualified, and this member shall have responsibility for drafting the decisions of the Committee.
6. The Committee shall be chaired by a lay person.

Appointment of members

7. The Council will set up a committee (hereafter referred to as “the selection committee”) to advise it on the appointment of members of the Charter Case Committee. Before appointing members of the Charter Case Committee, Council will have regard to the advice of the selection committee.
8. The selection committee will not include members of the Council or the Veterinary Nurses Council.
9. The following are ineligible for membership of the Charter Case Committee:
 - members of Council or the Veterinary Nurses’ Council;
 - current or previous members of the Preliminary Investigation Committee or Veterinary Nurses Preliminary Investigation Committee (unless three years has lapsed since their membership ended);
 - current members of the Disciplinary Committee or Veterinary Nurses Disciplinary Committee.

Term of office

10. Appointed members of the Charter Case Committee will hold office for four years or such shorter terms as the Council may determine in a particular case.

Conditions about fitness to be a member of the Charter Case Committee

11. Members of the committees will hold office subject to satisfying the following conditions:
 - a. they must at no time have been convicted of an offence involving dishonesty or deception in the United Kingdom, or in relation to the welfare of animals, or where the final outcome of the proceedings was a sentence of imprisonment or detention, the conviction not being a spent conviction;

- b. they must at no time have been removed from the office of charity trustee or trustee for a charity by reason of any misconduct or mismanagement in the administration of the charity for which the person was responsible or to which the person was privy, or which the person contributed to or facilitated by their conduct;
- c. they must at no time have been removed from office as the chair, member, convenor or director of any public body on the grounds that it was not in the interests of, or conducive to the good management of, that body that the person should continue to hold that office;
- d. they must at no time have been adjudged bankrupt or had sequestration of their estate awarded, the person not having been discharged;
- e. they must not be the subject of a bankruptcy restrictions order or an interim bankruptcy restrictions order;
- f. they must at no time have made a composition or arrangement with, or granted a trust deed for, their creditors, not having been discharged in respect of it;
- g. they must not be disqualified from being a company director;
- h. they must not be included in a barred list under statutory provisions for the safeguarding of vulnerable groups;
- i. they must at no time have been subject to any investigation or proceedings concerning fitness to practise by any licensing body, if the final outcome of the investigation or proceedings was suspension from a register held by the licensing body (that suspension not having been terminated), or erasure from such a register, or a decision that had the effect of preventing practice of the profession licensed or regulated by the licensing body, or only allowing practice subject to conditions which were not lifted;
- j. they must at no time have had their name removed from the register of veterinary surgeons under section 16 of the Veterinary Surgeons Act 1966 or the register of veterinary nurses under paragraph 11 of the Royal College of Veterinary Surgeons Veterinary Nurse Conduct and Discipline Rules 2014;
- k. they must not have been the subject of a direction under section 16 of the Veterinary Surgeons Act 1966 or the register of veterinary nurses under paragraph 11 of the Royal College of Veterinary Surgeons Veterinary Nurse Conduct and Discipline Rules 2014 for their registration to be suspended, if that suspension remains in operation;
- l. they must not have been subject to an adverse finding by any licensing body or regulator as regards their fitness to practise;
- m. they must not be, or have been, subject to any investigation or proceedings concerning fitness to practise by any licensing body or by the Council, or at any time convicted of an offence elsewhere than in the United Kingdom, if the Council is satisfied that their

membership of the committee would in view of that investigation or those proceedings or that conviction be liable to undermine public confidence in the regulation of the veterinary profession;

- n. they must undertake any education or training required by the Council and comply with any arrangements as to appraisal of their performance as committee members which the Council may require;
 - o. they must not be unable to perform their duties as committee members because of adverse physical or mental health.
12. The Council may remove from office any member of the Charter Case Committee if satisfied that they do not comply with one or more of the conditions mentioned above, or that their membership of the committee would for any other reason be liable to undermine public confidence in the regulation of the veterinary profession.
13. Before removing a member of the Charter Case Committee from office, the Council will set up a panel to advise it on the matter and will have regard to the advice of that panel. The panel will not include members of the Council.

Powers of the Charter Case Committee

14. In line with the Charter Case Protocol, the Charter Case Committee may:
- Issue a warning to a veterinary surgeon or Registered Veterinary Nurse, to be published on the RCVS website for a period of time specified by the Committee, or
 - Issue a confidential warning to a veterinary surgeon or Registered Veterinary Nurse, or
 - Refer cases back to the Preliminary Investigation Committee or the Veterinary Nurse Preliminary Investigation Committee.

Decisions

15. The CCC may make decisions at a meeting, by reviewing the documents or by other means.
16. Decisions of the CCC shall be by majority.

Annex F)

Link to the PIC manual

<https://www.rcvs.org.uk/document-library/vet-pic-manual/>