



VETERINARY IRELAND

CODE OF PRACTICE

FOR ADVERTISING POSITIONS IN THE

VETERINARY IRELAND JOURNAL

CLASSIFIEDS

2017

AS RATIFIED BY
VETERINARY IRELAND NATIONAL COUNCIL
25TH MAY 2017



**Veterinary Ireland Code of Practice for
Advertising Positions in the Veterinary Ireland Journal Classifieds**

At the Veterinary Ireland Annual General Meeting on 27th November 2015, Veterinary Ireland Members passed a Motion that:

“Veterinary Ireland agrees and implements a voluntary code of practice outlining the advertising of veterinary jobs in the Veterinary Ireland Journal. The Code of Practice should endeavour to mirror standards in the UK and other professions”.

Having already introduced a Voluntary Code in 2016, at its meeting of 25th May 2017, the Veterinary Ireland National Council ratified an updated *“Code of Practice for Advertising Positions in the Veterinary Ireland Journal Classifieds”*.

Under this updated Code, the following details are required to be included in classified adverts in the Veterinary Ireland Journal where positions are being offered:

- **Name of the person/practice placing the classified advertisement;**
- **Town and County in which the person/practice is based;**

In addition, where applicable, the following could also be included in the classified advert:

- **Type of job being advertised (e.g. mixed practice/companion animal/large animal/equine/exotics);**
- **Breakdown of work offered (e.g. 50% large animal / 30% small animal / 20% equine, etc.);**
- **Terms of Employment (i.e. full-time/part-time/locum/maternity leave, etc.);**
- **Experience required (e.g. suitability of job for new or recent graduate/experienced veterinary practitioner);**
- **Rota and Out-of-Hours Arrangements;**
- **Annual Leave and Public Holiday arrangements;**
- **Details of Salary/Remuneration on offer (e.g. general salary range, salary/commission arrangements, etc.);**
- **Any additional information about position, where applicable (e.g. accommodation; telephone; CVE allowance; vehicle/fuel allowance; Veterinary Ireland Membership/VCI/VDS fees, etc.).**

An example might be:

“Full-time vet to join four-vet Anytown Veterinary Hospital, Anytown, Co. Áit. LA50%/SA30%/Eq20%. Experience preferred, new graduate considered. Equal share 1-in-4 rota. Competitive salary depending on experience. Off-site accommodation available. Vehicle provided with fuel allowance. Five days funded CVE allowance, four weeks annual leave. VCI and VDS fees funded. Contact j.noone@anytownvethosp.ie.”

This updated Code will be introduced by Veterinary Ireland and IFP Media from **1st July 2017**, and all those advertising job vacancies through the Veterinary Ireland Journal Classifieds Section, both in hard copy print and on-line, will be requested and encouraged to comply with this Code of Practice.

Details of the Code will be printed in the *“Notes to Advertisers”* section of the Classifieds pages from the **July 2017** printed edition of the Veterinary Ireland Journal.

While allowing for an introductory period, all classifieds printed in the Veterinary Ireland Journal will need to comply with this Code from the **October 2017** printed edition of the Veterinary Ireland Journal. Any classifieds not complying with this Code from that time on will not be included in the printed edition of the Veterinary Ireland Journal nor on the Veterinary Ireland Journal Website.

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