



# Self-Evaluation Report

ÉCOLE VÉTÉRINAIRE D'ALFORT

Updated for the re-visit (Stage 1)

## European Association of Establishments for Veterinary Education

(Based on the Budapest SOP standards - May 2012)

*March 2017*

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## 1. Introduction

The Ecole nationale vétérinaire d'Alfort (EnvA) was visited (full visitation) on the 13-17 of April, 2015 by the ESEVT in accordance with the "Budapest" SOP - May 2012, Stage 1. During the visitation, the ESEVT Visitation Team identified several deficiencies. Based on these observations, the Committee of ECOVE concluded on November 19<sup>th</sup>, 2015, that one deficiency was considered as a Major Deficiency, leading to a Stage 1 Conditional Approval status of the EnvA. Eight minor deficiencies were also listed by the Committee of ECOVE.

On the 23<sup>rd</sup> of June, 2016, Prof. Marc Gogny, Dean of the EnvA, sent to the ESEVT Director, Prof. Pierre Lekeux, an official request for a Stage 1 re-visitation in accordance with the "Budapest" SOP - May 2012 (along with a request for a Stage 2 agreement). A re-visitation Self Evaluation Report (SER) was attached to the re-visitation agreement request. The re-visitation by the ESEVT experts will be held on next 7-8 of June, 2017.

Since a substantial amount of work has been performed since June, 2016, the Direction of the EnvA found desirable to provide the ESEVT visitation team with this up-dated Stage 1 re-visitation SER.

## 2. Correction of the major deficiency: *"Inadequate drugs' storage and biosecurity procedures in farm animal and equine facilities"*

### 2.1 Factual information

#### 2.1.1 Supervising all the clinic pharmacies and implementing regular controls

##### Audits and changes in Pharmacy management

Changes in Pharmacy management were triggered by both the last EAEVE remarks and the new French regulation on controlled drugs. These changes have been managed under the control of Dr Sébastien Perrot, Doctor in Pharmacy and associate professor in Pharmacy.

Audits of the pharmacies in the Equine Clinic (both in the Alfort site and in the distant site of CIRALE in Normandy) and in the Farm Animal Clinic (both in the Alfort site and in the distant site of Champignelles in Burgundy) were performed in 2016 and 2017. These audits led to a comprehensive update of the medication circuit (including an update of the dedicated procedure) which now insures the traceability of the drugs. Furthermore, delocalized pharmacies (one per clinic and per site) were created for which individual responsibilities are assigned and a person in charge was appointed (along with a delegation letter). The changes made in the equine and farm animal pharmacies are described below.

##### Pharmacy in the Equine Clinic

Access to the pharmacy in the Equine Clinic is now under electronic control. Students, clinicians and technicians can access the pharmacy by using their personal badge. Clients or externs cannot access the pharmacy.

Standard medications are only accessible once in the pharmacy. Besides, sensitive drugs that do not belong to the controlled group of drugs are stored in the pharmacy in a locked closet. The closet key is only accessible by a senior clinician (interns do not have access to it). For instance, T61 is stored in such a closet. To follow national recommendations, clenbuterol is also kept in this closet.

Controlled drugs are stored in a safe deposit box whose key is only accessible by a senior clinician (French regulation). Ketamine and morphine are kept in this safe deposit box and any prescription is registered in a dedicated book.

The anaesthesia cart is located in the surgery theatre, it is locked and the key is located in a dedicated box in the pharmacy; access to standard drugs used for anaesthesia is therefore possible for students. Ketamine and morphine are not directly accessible by students, whereas dobutamine and guaiacol glycerine ether are.

Drugs used for research purpose are kept in a separate locked closet in the pharmacy in accordance with national regulations.

As noticed by the EAEVE visitation team, examination rooms were often directly accessible by the public during working hours. Entering these rooms allowed to see some frequently used drugs displayed on work plans. Two measures were undertaken to correct this issue. All the examination rooms that were directly accessible are now under electronic control. Storage of frequently used drugs that need to be readily accessible was changed. These drugs are now stored in drawers and are no more visible when entering the room.

All prescriptions are done through Clovis software, allowing complete follow up of any drug administration (mentioned in case report) or prescription.

#### Drug management in bovine facilities in Alfort

Procedures for the use of drugs have been updated and are now displayed in each facility next to the storage furniture.

Drug expiration dates are regularly monitored and outdated drugs are eliminated. In addition, opening date for each multi-dose vial/bottle must be written on the packaging.

Inside each facility (Lagneau, Petit Bois), the room containing pharmaceutical drugs is locked and only accessible by the staff. In each of these rooms, a storage furniture is dedicated to drugs storage and it is closed with a code lock. Codes are available to the staff only.

#### Drug management in Champignelles

In Champignelles, the pharmacy closet requires a key accessible by the staff only.

### **2.1.2 Upgrading of facilities in the Equine Clinic**

The EnvA is engaged in a vast restructuration process. In 1999, activities related to the locomotor pathology in horses were moved in Normandy with the funding of the Centre for Imaging and Research in Equine Locomotor Disorders (CIRALE). This Centre is one of the EnvA's flagship, an imaging and research centre in locomotor pathology in horses of world renown. Although the first phase of development was delivered in 1999, the Centre has undergone two other phases, allowing the implementation of a physiotherapy and sports medicine centre on the one hand and new medical imaging equipments on the other hand.

The Equine Clinic in Alfort's site remains at its historical place, in premises built in 1840. This building and its historical hospital quarter made the hours of glory of the School of Alfort during the 19<sup>th</sup> century but it is always more difficult to adapt them to the current norms. In 2016, the EnvA decided, in conjunction with the Normandy Region, to move all the medical and surgery activities in the horse to the Normandy site.

This decision was taken following a SWOT-type assessment process implemented by the staff involved in the horse sector. They compared two scenarios: the maintaining of the Equine Clinic on the Alfort site and the moving to Normandy. The decision was confirmed by the Academic council on June 16<sup>th</sup>, 2016 and by the Governing board on June 28<sup>th</sup>, 2016.

The public and political announcement was made on July 2016 by Mr. Hervé Morin, former minister and current president of the Normandy region. A programming study is underway. It will aim at defining the organizational and financial modalities of moving the Equine Clinic to Normandy. The first students and teachings in the extension dedicated to equine medicine and surgery are planned at the end of 2019.

In the meantime, clinicians of the Equine Clinic faced the necessary evolution of their current facilities. Thus, procedures have recently evolved to maximize biosecurity and biosafety in the Equine Clinic:

- Disposable cover boots are used to prevent dissemination. Previous procedure consisted in wearing rubber boots and going through a footbath in and out the contagious zone. The footbath is maintained but now installed closer to the box and used to go in and out the actual box; each staff member and student must wear disposable cover boots.
- Procedures are clearly posted on the barrier delimitating the controlled zone and repeated on the box door.
- Procedures for choosing in which box a horse should be assigned were elaborated.
- Procedures for cleaning and disinfecting the work surfaces (examination room) are clearly posted and very explicit. Anyone new to the clinic can therefore appropriately perform this task if needed on emergency.

### **2.1.3 Upgrading of facilities in the Farm Animal Clinic**

#### *A new building for farm animals*

The decision process was similar to the one for the Equine Clinic, the Alfort site of the EnvA will undertake the reconstruction of the whole farm animal sector in Alfort. The aim is to guarantee the practice of farm animal medicine and surgery under current standards of biosafety, animal welfare and comfort.

The project was initiated in 2014 when the French Ministry of Agriculture declared to the parliament that a large renovation of the EnvA would occur. One of the main goals is the rebuilding of the farm animal facilities in Alfort which is at a very advanced stage now: the final architectural project was selected on March 14<sup>th</sup>, 2017.

The new premises will be built on the site of the current Edmond Nocard building. This building, from 1882, was historically devoted to the management of animals affected by contagious diseases; it included housing for cattle and horses.

This site has been chosen for practical and biosecurity reasons. It is structurally linked to the Camille Guérin building, delivered in April 2015. It includes on the ground floor:

- an isolation room for ungulates;
- a necropsy room at the latest standards, including effluent management.

The strong link between the new Edmond Nocard building, transformed into a clinic for farm animals, and the Camille Guérin building (welcoming the necropsy facilities) will create a complex in which sick animals will be isolated and will follow, in case of death, a closed circuit. This link will therefore guarantee conditions for optimal biosecurity.

### Biosafety in Lagneau and Petit Bois stables

Animals with non-infectious diseases are housed in the Lagneau building; animals affected by contagious diseases or with undetermined status are hospitalized in the Petit Bois stables.

Access to both bovine facilities (Lagneau and Petit Bois stables) is now limited by personal badge (under electronic control) with authorization restricted to staff members and students (restriction by group) that are accredited to enter the building.

In both facilities, planned adaptation/improvement works have been done in order to be coherent with our new circulation plans and biosecurity procedures.

To enforce these procedures, a metal bar gate now closes the northern end of the Petit Bois barn and is equipped with a code lock.

### Necropsy room in Champignelles

The main building for necropsy is located in Alfort on the ground floor in the Camille Guérin building. The building was delivered in April 2015 and offers the best possible conditions for large ungulates necropsies. The necropsy room in the Camille Guérin building was designed to allow easy and complete disinfection and has lifting systems similar to those existing in slaughterhouses. It is also connected to the ungulate isolation room and to the dedicated refrigerated room for animal waste storage before being collected by a rendering facility. The room satisfies the most recent French standards. In the academic year 2015/2016, 291 ruminants were autopsied in Alfort and 172 in Champignelles. The Champignelles necropsy room is used for the pedagogical reasons including carrying out necropsies on animals that died in farms collaborating with the Champignelles Centre, and practical work on pigs and poultry.

Large ungulates are transported in a truck equipped with a hoist; watertightness is tested and certified by regional veterinary services.

Poultry (50 in 2015/2016) and piglets (109 in 2015/2016) are transported in watertight containers.

Organs that can leave the slaughterhouse and are used for teachings at Champignelles are free from any infectious disease, as certified by a sanitary document delivered by the departmental veterinary health inspector. Lesions retained are those due to parasitism or malformation (hepatic lesions due to *Fasciola Hepatica*, polycystic kidneys, etc.).

The necropsy room in Champignelles may not be reconstructed in the future. The EnvA is engaged in a major restructuring involving the site in Alfort (€45 million) and in Normandy (€5-10 million, ongoing evaluation). These new constructions will generate new operating and maintenance costs that must be integrated into the annual budgets. For this purpose, a reflection is engaged to progressively integrate these costs, which will increase between 2019 and 2021. Studies are being conducted to optimize the whole establishment and to reduce operating costs. This approach has two axes: (1) gathering staff members together and (2) valorisation of buildings and land. In autumn 2017, a SWOT-type analysis of activities related to farm animals will be performed, similar to the SWOT-type analysis of the Equine Clinic (see part 2.1.2) which led to the decision to move the Equine Clinic to the CIRALE site (Normandy). This SWOT analysis is necessary, especially in the perspective of the future Edmond Nocard Clinic delivery, which may redesign the operating system of this department. Several scenarios will be tested and the conclusion may influence the decision to renovate the Champignelles necropsy room.

The renovation of the Champignelles necropsy room must indeed be balanced by the fact that the CIRALE site includes an ultramodern necropsy room that ANSES<sup>1</sup>, our privileged partner, wants to value and share. The complete renovation of the necropsy room in Champignelles is conditioned to the decision to retain it.

In the meantime, remarks and suggestions by the EAEVE have been taken into account:

- The path to the necropsy hall does not cross the farm, but goes by closely. The circulation plan was implemented in order to clearly separate staff flows going to the necropsy hall and flows going to the farm. This circulation plan is now clearly indicated by signs;
- In addition, vehicles going to the necropsy hall are waterproof, with a certificate established by a mandatory administration;
- The necropsy room was cleared of unused materials. The old and degraded materials are being replaced by disinfectable systems mounted on wheels.

## 2.2 Comments

Biosecurity measures are progressively improved. These measures were fully taken into account when planning the new buildings, in order to pursue our improving trends on biosecurity matters.

Besides, different measures are currently implemented in order to improve the biosecurity in the existing buildings. Biosecurity management and procedure appropriation by staff, students and stakeholders are of permanent concern. The deficiency pointed out by the visitation team in the equine and farm animal facilities had a powerful lever effect on collective awareness including other facilities upgrading, reviewing of the biosecurity manual and spreading the biosecurity culture.

## 3. Correction of minor deficiencies

### 3.1 *“Insufficient efficiency and communication skills of most of administrative departments (although recently improved)”*

#### 3.1.1 Factual information

The management team was restructured in 2015 and 2016. The accounting manager, the head of the Financial Affairs office, the head of the Human Resources office, and the General Secretary were recruited within the last two years. This team works in great coherence, while serving users. In practical terms, managers meet every two weeks in order to deal with the issues in a transversal manner. Written procedures relative to the operation of administrative services have been drafted and made available on a renewed intranet.

These procedures focus on user’s needs; they are consulted for most of the important administrative acts of the School. For example, for the creation of the initial budget, each head of a budget centre meets with the head of the Financial Affairs office and discusses his operational, investment and staff needs. He is informed of the decisions of the Direction. Another example is the possibility to use the credit card of the School in order to pay fees or materials.

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<sup>1</sup> Agence nationale de sécurité sanitaire de l'alimentation, de l'environnement et du travail (French Agency for Food, Environmental and Occupational Health & Safety)

A new intranet web site was created in order to display reorganised information. Each administrative office has its own section providing specific data and procedures. Designed on Joomla, it allows easy updates and provides updated news to the community. This intranet website can be reached from outside the school via a Shibboleth procedure. The main sections are:

- organization of the School;
- links to the Moodle learning platform (EVE) and the continuous education platform (AlforPro);
- teaching departments;
- research policy, research units, ethics;
- clinical platforms;
- offices (support services);
- social information.

An Opensource helpdesk software has been configured to allow better management of user's requests. The Information Systems office and the Logistics and Maintenance office are equipped with this dedicated software, which makes it possible to prioritize the requests, and to ensure their optimal follow-up while informing the user about the processing of his request. This software is accessible from the front page of the intranet website.

### **3.1.2 Comments and suggestions**

These “functional” measures will be supplemented at medium term by a “structural” measure constituted by the building of the Agora which will contain the administrative services and some teaching premises (amphitheatres). This new building will be located in the heart of the campus and will foster a greater communication.

## ***3.2 “Lack of freedom to use the incomes from services and continuing education”***

### **3.2.1 Factual information**

Continuing education and clinical re-entry are an important resource of the institution. Services' incomes are produced by EnvA agents as part of their missions and represent approximately 45% of the total budget of the School. Services can re-use a large part of these incomes.

The services that finance their staff costs, water, electricity and geothermal energy have a levy of 5% which corresponds to the burden of these activities for the School. Research activities are deducted at 12%, services at 20% and continuing education at 25%. But, for all the services, the remaining incomes can be used quite freely in the context of the public budgetary rules that apply to the EnvA.

From a practical point of view, each teaching department or office proposes a draft budget for the year (N+1) in September of year N. This draft budget includes incomes and planned expenditures. Since incomes are forecasted, the EnvA takes the risk that expenditures exceed incomes (deficit for the EnvA), or, for the service, that incomes exceed expenditure (surplus for the EnvA). This budget implementation is however adjusted twice a year to balance incomes and expenditures.

Services are restricted in their expenditure only from the point of view of staff costs. The French regulations assign to each establishment a number of civil servant jobs and authorize a fixed number of contracts; when the establishment has reached the maximum authorized number of jobs, it cannot hire more. This constraint does not depend on the EnvA. Users can bypass this device by recruiting staff via agreements with industry or research providers.

### **3.2.2 Comments**

None.

## **3.3 “Inadequate clinical training in the pig and poultry sector”**

### **3.3.1 Factual information**

A swine necropsy session has been organized and added in Champignelles in order to get more hands-on teachings. We can also point out that the number of necropsied pigs is increasing.

Some workshops are also currently being developed in the Clinical Skill Lab (CSL):

- a training workshop on the restraint of pigs using a lasso;
- a training workshop on nasal swabbing of piglets;
- and a training workshop on blood sampling on piglets' ear veins.

### **3.3.2 Comments and suggestions**

For organizational reasons, it is difficult to increase the number of visited pig / poultry herds. However, in a near future, it is expected that the new coming associate professor will develop them.

Meanwhile, we focus on the development of new workshops in the CSL on pigs, and new workshops on poultry are also planned.

## **3.4 “Lack of standards and control measures of most EMS”**

### **3.4.1 Factual information**

The theme of each mandatory EMS has been chosen to be included in the pedagogical progression of the curriculum. Therefore, a number of lectures / clinical works etc. prepare students to each extramural work, whatever the year. Places of EMS are chosen by students with the help of teachers and the Teaching and Student Life office. For instance, in the fifth year of the curriculum, students can choose a place among voluntary practices belonging mainly to the SNGTV (Société Nationale des Groupements Techniques Vétérinaires). This organization brings together practitioners who are highly involved in improving rural veterinary practice and in the sanitary control of the territory.

Over the past three years, veterinary schools have undergone a major evolution. Students can choose a new track named “tutorat” (tutorship) characterized by a long term EMS (18 weeks or more) and supported at the national level by the Ministry of Agriculture. In this track, students can choose between selected practices that have been previously approved by a national selection committee. The teacher in charge of tutorship must visit at least once each practice during the EMS. A comprehensive list of objectives and skills that the student needs to fulfil is mandatory and signed by the practitioners. Cross evaluation between the student and the practitioner is also mandatory. Initially restricted to few students, this field continues to grow. It is organized at the national level by the Ecole

nationale vétérinaire de Toulouse and nationally offers 25 places in 2017. The scheme is financially supported by the Ministry to ensure the quality of the supervision of trainees.

Mandatory EMS have been evaluated for years at the EnvA. For 4<sup>th</sup> and 5<sup>th</sup>-year EMS in rural practices, every student must fill a precise and complete case load file. The filling of an evaluation sheet by the supervisor is mandatory. Once this evaluation sheet is sent to the teacher in charge, the EMS is validated based on a report written by the student.

### **3.4.2 Comments and suggestions**

The tutored EMS during the 5<sup>th</sup> year is the first step of a comprehensive evaluation process of the practitioners.

## ***3.5 “Lack of 24H emergency services in farm animals”***

### **3.5.1 Factual information**

Even if there is no active emergency service for farm animals, students are exposed to these emergencies as part of the EMS they carry out in rural practices: 6 weeks for 4<sup>th</sup> year students and 12 weeks for 5<sup>th</sup> year students in Farm Animal Clinic (18 weeks or more for 5<sup>th</sup> year students in the “tutorat” track). Since the 2016/2017 academic year, a special report on the emergency cases seen during the practicals has been mandatory for the students; the goal is to check the proportion of clinical cases seen by students that are related to emergencies during these EMS.

Clinical cases of small ruminants, especially dwarf goats, ewes, rabbits or poultry are received through the Emergency Service of the Small Animal Clinic: these cases are then referred to the Farm Animal Clinic. In addition, a limited number of clinical cases are received directly on some occasions by the Farm Animal Clinic on evenings or weekends.

### **3.5.2 Comments**

The lack of an emergency service for farm animals is mainly due to the geographical location of the EnvA, the only place where clinical facilities are available. The Paris region is not rich in farm animals since farms are located far from the EnvA. In addition, French breeders are accustomed to contacting their local veterinarians and are not culturally accustomed to transporting animals to hospitals, especially in the event of an emergency.

## ***3.6 “Inadequate coverage in Food Safety and VPH, especially in the pig, poultry and fish sector”***

### **3.6.1 Factual information**

The practical teachings devoted to meat inspection (including one week extramurally) has been postponed to the 3<sup>rd</sup> year of the curriculum, when students have acquired knowledge and competencies on that topic. This EMS is integrated for its evaluation in a competency unit that has been specifically created and deals exclusively with food hygiene. Arrangements with local food processing units have been achieved to organize visits to these centres around the Champignelles Centre in the 4<sup>th</sup> year. Also during the 4<sup>th</sup> year, in the “food hygiene” rotation, an additional half day has been added for tutored work.

The four French veterinary schools are currently engaged in the drafting of a national curriculum framework based on the EAEVA “day one skills”. This may be accompanied by the development of activities in food microbiology. However, the French situation is unique in that health veterinarians are officials and trained during one year at the National

School of Veterinary Services in Lyon. The initial training is then supplemented, by a year of specialized studies.

### **3.6.2 Comments**

None.

## ***3.7 “Lack of practical training in food technology and food microbiology”***

### **3.7.1 Factual information**

In addition to practical work in food inspection, implementation of visits in food industries and slaughterhouse was performed.

The teaching of food hygiene was moved from the 2<sup>nd</sup> year to the 3<sup>rd</sup> year, in order to have a better pedagogical coherence.

Practical work on recognizing anatomical parts with abnormalities or lesions related to non-infectious diseases has been implemented.

A half-day dedicated to food microbiology supervised works has been added in the 4<sup>th</sup> year, and another half-day is devoted to a session of synthesis of tutored work.

### **3.7.2 Comments and suggestions**

A VetSims clinical skills laboratory workshop is also programmed in order to complete the pedagogical resources on that topic.

## ***3.8 “Lack of e-books and lack of VPN for all students (to access the intranet from outside of the Establishment)”***

### **3.8.1 Factual information**

The EnvA chose to switch its data storage to Microsoft Office365. This allows students and staff to share files via sharepoints accessible from any location.

The EnvA contracted with Dawson and its platform Dawsonera. Today, 36 e-books are available for students, and their number will be increased since all teachers are requested to buy numeric versions of books instead of paper ones. Most of the books bought will therefore be available to the whole community, including the students. They are displayed at the top of the library web page (<http://bibliotheque.vet-alfort.fr/>) and the connection is made by using a Shibboleth procedure: students and staff can connect to it from outside the School. Each book can be read directly on the screen (streaming) or downloaded for a short period of time (one to three days), as many times as necessary.

The access to the journals outside the Alfort campus is now available. We chose to install a proxy-PHP. Students can now connect to the School website<sup>2</sup> which would offer a list of resources. By clicking on the link, the proxy-PHP connects to the concerned website (with the exit IP of the School), caches the pages of the consulted website, and then offers them to the students in their browser.

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<sup>2</sup> <http://revues.vet-alfort.fr/>

### 3.8.2 Comments

The EnvA library is engaged in a vast project to digitize the veterinary heritage. It manages the digitization of French-language books and veterinary journals in France; the libraries of Lyon and Toulouse have been associated to the process since 2016. To date, there are several hundred books freely available on the website of the French national library, in full text with automatic search of the terms in the content.

## 4. Concluding remarks

The Direction of the EnvA as well as the staff members of the equine and farm animal clinics and of the Pharmacy all do believe that the major deficiency is now corrected, along with a reinforcement of a pre-existing continuous improvement process. This work on the major deficiency allowed to mobilise all the EnvA community (not only equine and farm animal clinics' staff members) leading to a comprehensive upgrading of the biosecurity manual and a spreading of the biosecurity culture.

Furthermore, the EnvA community has worked together on the eight minor deficiencies. Processes are ongoing for their enhancement and, for some of deficiencies, actions implemented have already dramatically improved the efficacy of the overall organisation of the School.

The first morning of the ESEVT visitation on the 7-8 of June, 2017, will be dedicated to a tour of facilities on the site of the EnvA. Furthermore, the following afternoon will be dedicated to exchanges between the ESEVT Stage 1 experts and staff and students, regarding the identified Stage 1 deficiencies. All the necessary documentation attesting what has been written in this SER will also be available during the two days of the visitation.