

# **XLVETS**

Excellence in Practice



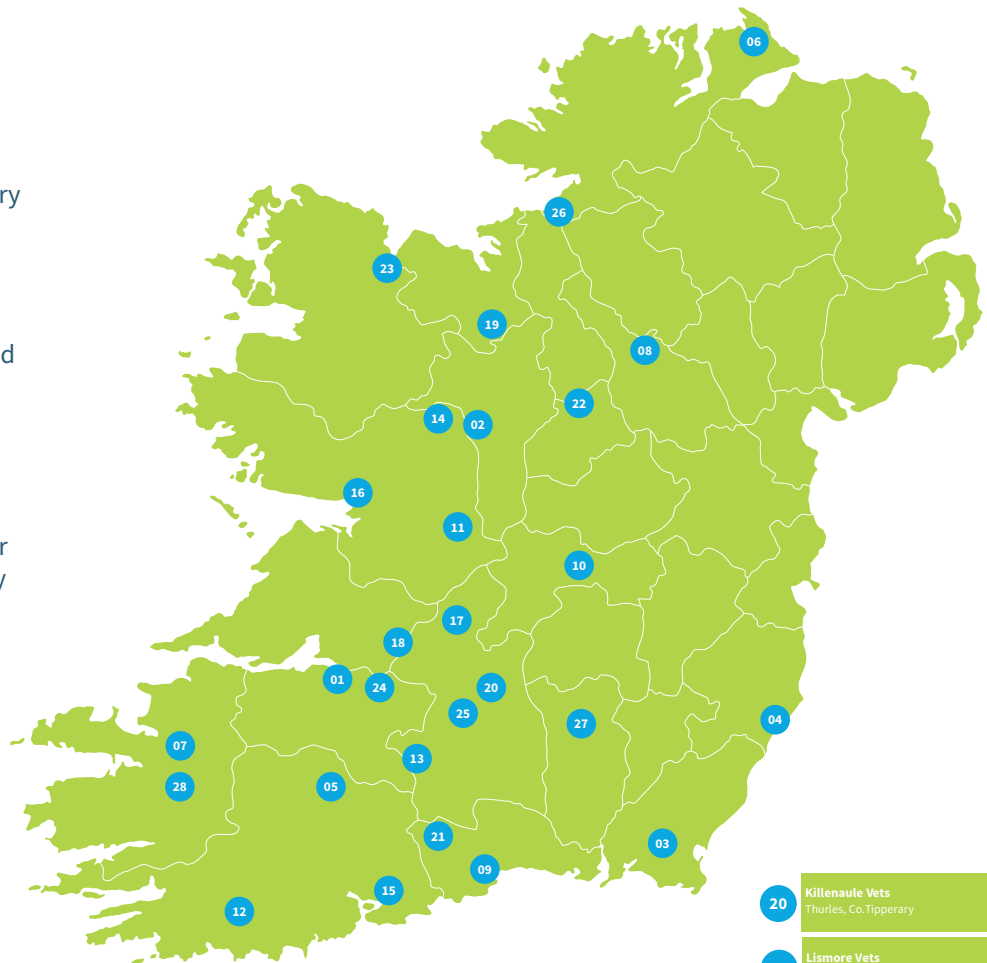
## **XLVets Graduate Programme 2023/2024**

For more information visit:  
[www.xlvets.ie](http://www.xlvets.ie)

# About us

XLVets Ireland is a network of independently owned veterinary practices. Our membership model is built by members, for members. Our success is from smart, focused, value driving works, closely collaborating and delivering strong commercial benefits, sound organisational processes and support to members.

Our network encompasses over 190 veterinarians, 90 veterinary nurses, a further 160 support team members, serving more than 17% of the Irish market for veterinary products and services.



- 01** Adare Veterinary Clinic  
Adare, Co.Limerick
- 02** All Creatures Veterinary Clinic  
Roscommon Town, Co.Roscommon
- 03** Animal Health Centre  
Taghmon, Co. Wexford
- 04** Avondale Veterinary Clinic  
Arklow, Co.Wicklow
- 05** Buttevant Veterinary Centre  
Buttevant, Co. Cork
- 06** Carn Vet Clinic  
Camdonagh, Co Donegal

- 07** Castle Veterinary Clinic  
Castleisland, Co. Kerry
- 08** Clerkin Veterinary Hospital  
Coothill, Co.Cavan
- 09** Comeragh Veterinary  
Kilmacthomas, Co.Waterford
- 10** Slieve Bloon Veterinary  
Tullamore, Co.Offaly
- 11** FarmGate Veterinary Group  
Mountbellew, Co Galway
- 12** Glasslyn Veterinary Clinic  
Bandon, Co Cork

- 13** Glen Veterinary  
Tipperary Town, Co.Tipperary
- 14** Glenamaddy Veterinary Services  
Glenamaddy, Co. Galway
- 15** Glenbower Veterinary Group  
Killeagh, Co.Cork
- 16** Glenina Veterinary Clinic  
Dublin Road , Co.Galway
- 17** Gortlandroe Veterinary Clinic  
Nenagh, Co.Tipperary
- 18** Killaloe Veterinary Clinic  
Killaloe, Co.Clare
- 19** Kilcoyne & Barnes Veterinary  
Tubbercurry, Co.Sligo

- 20** Killenaule Vets  
Thurles, Co.Tipperary
- 21** Lismore Vets  
Lismore, Co Waterford
- 22** Longford Animal Health Centre  
Shrold, Co.Longford
- 23** Moy Veterinary Clinic  
Ballina, Co. Mayo
- 24** Mulcair Veterinary Clinic  
Cappanore, Co.Limerick
- 25** O'Connor Julian Veterinary Hospital  
Cashel, Co.Tipperary
- 26** Old Church Veterinary Hospital  
Ballyshannon, Co.Donegal
- 27** Ormonde Veterinary Hospital  
Dublin Rd, Kilkenny
- 28** Sliabh Luachra Veterinary Centre  
Rathmore, Co.Kerry



# About the Graduate Programme

At XLVets, we have a strong reputation for investing in people and we fully understand the needs of a graduate vet in the early stages of their career.

Our structured programme is open to new and recent graduates, no more than 3 years qualified. Delivered over 15 months this programme is a comprehensive mix of practical and theory-based modules, providing essential CPD for a new graduates first job in practice.

Our programme ensures graduates gain insight and exposure to core areas including; bovine, companion animal, ovine, equine and communication, encouraging them to develop and enhance multiple competencies.

Our Graduate Programme offers a solid foundation on which to build a successful and long-term career within the XLVets network. It also provides the opportunity for graduates to share their experiences and be supported within a national network. Modules are delivered in 2 consecutive day blocks, fostering peer networking opportunities with an overnight stay and dinner included (Accommodation is an additional cost).

---

Our 2023/2024 programme commences October 4th and runs until November 28th 2024.

Each day is eligible for CVE Points, the number of points available varies from 6.5 - 10 (If a practical is included more points are allocated)

**Member Rate: €2,250**  
**Non-Member Rate: €4,500**



# Programme Schedule



- **Module 1**  
**Bovine 1** Wednesday, October 4th | Trainers: Donal Murphy / Kevin O Sullivan
- **Module 2**  
**Bovine 2** Thursday, October 5th | Trainers: Ger Cusack / Donal Lynch
- **Module 3**  
**Small Animal 1** Wednesday, December 6th | Trainers: Michael O Connor / Kieran O Mahony
- **Module 4**  
**Small Animal 2** Thursday, December 7th | Trainers: Brian Faulkner – The Colourful Consultation
- **Module 5**  
**Equine 1** Wednesday, January 31st | Trainers: Donagh Mc Donnell / Chris Mc Grath
- **Module 6**  
**Sheep 1** Thursday, February 1st | Trainers: Nick Garvey / Conor Geraghty
- **Module 7**  
**Small Animal 3** Wednesday, June 5th | Trainers: Kieran O'Mahony / Sean Coffey
- **Module 8**  
**Bovine 3** Thursday, June 6th | Trainers: Jerry Crowley / Chris Mc Grath
- **Module 9**  
**Bovine 4** Wednesday, July 31st | Trainers: Ben Strugnell / Conor Geraghty
- **Module 10**  
**Equine 2** Thursday, August 1st | Trainers: Donal Lynch / Nick Garvey
- **Module 11**  
**Bovine 5** Wednesday, October 16th | Trainers: Donal Lynch / Conor Geraghty
- **Module 12**  
**Communications** Wednesday, November 27th | Trainer: Michael Cox
- **Module 13**  
**Small Animal 4** Thursday November 28th | Trainer: Seamus Hoey

# Opportunity awaits

XLVets Graduate Programme puts you at the heart of a leading independent veterinary network. You will have the opportunity to grow personally and professionally, to build lasting relationships and to make a difference.

Clinical development remains a core element of the XLVets network. All of our vets are provided with a wide range of training and development opportunities, through in-house CPD and external courses.

This includes availability of support to pursue further qualifications such as RCVS Certificate in Advanced Veterinary Practice (CertAVP) and European diplomas in partnership with XLVets Skillnet.

# How to apply

Register your interest in the programme by contacting XLVets directly or submitting an expression of interest form through the XLVets website via this QR code or through this link: <https://xlvetskillnet.ie/training/graduate-programme/>



# Further information

Closing date for applying is September 8th 5pm. If you have any questions about the graduate programme, please e-mail: [admin@xlvets.ie](mailto:admin@xlvets.ie) or call us on 061 381505.







# Modules

## **Module 1 - Bovine 1**

### **Bovine Obstetrics and Calf Medicine**

This module covers all aspects of the calving cow - normal calving's, difficult calving's and caesarean sections, post calving complications, as well as the common medical and surgical conditions of calves. It will also focus on calf medicine beginning with neonatal emergencies, followed by the common conditions, diagnostics and practical treatments used in calf medicine.

On completion of this module, you will be more confident in your decision making at calving and when performing sections on cows. You will also be able to diagnosis, treat and advise on the prevention of disease in young calves.

## **Module 2 - Bovine 2**

### **Bovine Surgery – Essential Survival Skills**

This module covers how best to address the most common non-obstetrical surgery scenarios encountered in bovine practice. The course will include basic restraint, appropriate anaesthetic options and surgical techniques. Procedures covered include abomasal surgery, vasectomy, digit amputation, castration, tibial neurectomy, and eyeball enucleation.

On completion of this module, you would be capable of selecting the most appropriate anaesthetic method and completing the surgical challenges that you are most likely to encounter in every day bovine practice.

## **Module 3 - Small Animal 1**

### **The Do's and Don'ts of Routine Small Animal Surgery**

This module covers all aspects of routine surgery in companion animal practice. It concentrates on the basic elements of anaesthesia and surgical techniques involved, as well as complications that can arise and how to contend with them.

The module also incorporates a practical element during which we demonstrate more advanced procedures such as placing of chest drains and oesophagostomy feeding tubes in companion animals.

On completion of this module, you will be able to confidently navigate routine surgery and be better equipped to deal with problems as they arise, be they with the anaesthetic or surgery itself. This module will help you become a more confident and skilled companion animal practitioner.

## **Module 4 - Small Animal 2**

### **Consultation Skills**

This module will cover the 5 core types of consultation seen in first opinion small animal practice including the primary consultation, the follow-up re-check consultations, the vaccination consultations, the long-term medic consultation and euthanasia.

On completion of this module, you will be able to combine clinical reasoning with consensus-based decision-making including discussions about estimates and payments. Crucially, this module will help you understand and manage the inherent uncertainty and urgency that is part of clinical practice.

## **Module 5 - Equine 1**

### **Equine Medicine and Surgery for the Mixed Practitioner**

This module will focus on the castration of the horse and donkey. Topics covered will include dealing with a horse with a suspected foot abscess, looking at a horse/pony with colic, taking markings for foal and horse passport registrations and a little on dentistry. The module also incorporates a practical element during which we demonstrate sedating the patients, giving full anaesthetic if necessary and carrying out the surgery.

On completion of this module, you will have the confidence required to deal with a horse call and understand what is involved in the completion of a castration in a thorough bred, sport horse or donkey.

## **Module 6 - Sheep 1**

### **Ovine Medicine and Flock Health**

This module will focus on the key production targets in a sheep enterprise and how flock health and management can realise these targets generating output and profit for the farmer. Diseases and conditions affecting the realisation of these targets will be the focus of the initial part of the module. Practical tips and techniques around lambing ewes and the lambing period will be the focus of the second part of the module with hands on practical experience at the Teagasc sheep farm in Athenry.

On completion of this module, you will understand what normal, achievable targets should be enabling you as a vet to discuss with any farmer where there is room for flock health improvement. Also, you will have gained practical tips and techniques regarding ovine veterinary medicine from experienced vets in this field. Returning to practice this module will give you the confidence to delve into ovine medicine with confidence and allow you to develop your skills in this area.

## **Module 7 - Small Animal 3**

### **Maximising Patient and Practice Outcomes in the Primary Consultation**

This module will cover the basic conditions, topics and scenarios that you will encounter in everyday practice in every consult room. Common things are common- let's be confident dealing with them.

On completion of this module, you will feel comfortable and confident in conducting the primary consult. There are tips on dealing with the difficult euthanasia, the traumatic patient and stressed owner and most importantly knowing when to ask for help.

## **Module 8 - Bovine 3**

### **On Farm Mastitis Investigations**

This module will focus on engaging with a client in a mastitis investigation and give you the tools and knowledge to approach the issue with confidence. We will lift the lid on mastitis and why does it matter, udder and teat structure, the milking machine and milking routine, mastitis records and how to use them and the 5-point mastitis plan and is it still relevant.

On completion of this module, you will consolidate your knowledge on mastitis and in a very practical way and be in a position to carry out an on-farm mastitis investigation with confidence.

## **Module 9 - Bovine 4**

### **Post-mortem Techniques and Disease Investigation**

This module will describe the basic approach to post-mortem examination in cattle and sheep. It will describe the characteristic lesions of common causes of mortality with a description of pathogenesis. It will also describe sample collection to cost-effectively confirm suspect diagnoses with laboratory testing. Case studies are also included which will relate clinical findings to post-mortem examination and disease investigation. In the practical session, post-mortem examination is demonstrated and differential diagnoses for different lesions discussed.

On completion of this module, candidates will feel more



confident in making diagnoses based on post-mortem examination of carcasses in the field and will have a good grasp of appropriate further laboratory testing when required.

## **Module 10 - Equine 2**

### **Managing Equine Emergencies in Mixed Practice**

This module will prepare you to deal with the common equine emergencies in mixed practices.

On completion of this module, you will have the confidence to deal with colic presentations, restraint, sedation and anaesthetic options, first aid and wound management for road traffic accidents, common post op complications and euthanasia of horses.

## **Module 11 - Bovine 5**

### **Bovine Reproduction and Scanning**

This module will cover on the normal reproductive cycle of dairy and beef cows with a focus on the oestrus cycle and how the reproductive physiology works and can be manipulated. The anatomy of the female reproductive tract and what the various structures look like under ultrasound are also delved into in some detail. The scanning of ovaries and the uterus, ageing of pregnancies and identification of anomalies form the third part of this module. The module includes a half day of practicing scanning pregnant and non-pregnant cows, so the theory is put into practice.

On completion of this module, you will understand normal reproductive physiology, the oestrus cycle, hormones affecting the oestrus cycle and how to examine ovaries and the uterus using ultrasound. Diagnosis of pregnancy and ageing of pregnancy is also covered in detail. On returning to practice, you should have enough confidence to begin honing your skills to become comfortable scanning cows both pre and post breeding.

## **Module 12 – Communications**

### **Communications and Emotional Intelligence**

In this module we will unlock, harness, develop and maximise your full potential as an individual but also as a team player by working to people's strengths and increase their motivation, performance and productivity.

On completion of this module, you will be able to list the seven intelligences and define what is Emotional Intelligence and a 'perfect' human being, develop a greater understanding of oneself (Intrapersonal Intelligence) and how other people are 'wired' (Interpersonal Intelligence), achieve a greater empathy and understanding of what motivates/de-motivates us/people around us and forgive short comings and recognise/admire differing types of 'wiring' and modify behaviour and communication styles according to achieve a respectful connection.

## **Module 13 - Small Animal 4**

### **Basics of Ultrasound Scanning**

In this module we will cover the ultrasound machine buttons, with some tips and tricks to get the best image possible from the machine you are using, the anatomical landmarks for finding the abdominal organs, how to distinguish normal from abnormal abdominal organs. There will be practical hands-on ultrasound examinations where you can put this knowledge to practice, with discussions in real time on how to improve your technique.

On completion of this module, you will be comfortable with the basics of the ultrasound machine optimisation, be comfortable in finding and assessing the main organs of the abdomen in dogs and cats and have practiced abdominal ultrasound examinations in small animals.



**Trainers**



### **Ben Strugnell BVM&S Cert PM MRCVS**

Ben graduated from Edinburgh Vet School in 2002 and worked in mixed practice in North Yorkshire for five years, specialising in farm animals. He then went on to work for the Veterinary Laboratory Agency in Thirsk, where he developed his skills in pathology. He subsequently set up Farm Post Mortems to offer a comprehensive gross post mortem services and to give vets and farmers a cost-effective way of diagnosing disease and increasing livestock efficiency, so improving your profit margin.



### **Brian Faulkner BSc (Hons) BVM&S CertGP(SAM) CertGP(BPS) MBA MSc(Psych) FRCVS**

Brian graduated from Edinburgh Vet School in 1995 and completed an MBA at Nottingham Business School in 2001. He has set up and developed 5 veterinary practices from start-ups and currently works as a clinician in his current practice Aldeburgh Vets. He completed a Masters in Applied Positive Psychology, as well as General Practice certificates in Business and Professional Studies and Small Animal Medicine. He is Honorary Associate Professor in Veterinary Business at Nottingham University Vet School and in 2020 he was awarded the title Fellow of the Royal College of Veterinary Surgeons.



### **Chris Mc Grath MRCVS Comeragh Veterinary**

Chris graduated from UCD in 2000, he started his career in mixed practice in Ireland until 2003, he then moved to Berkshire UK to work in an equine practice,

he moved back home to Ireland and joined Comeragh Veterinary, he became a partner in 2007, Comeragh is now a 7-vet mixed practice. Chris has a special interest in equine reproduction and medicine, along with lameness in cattle.



### **Conor Geraghty MVB Cert DHH Farmgate Veterinary Group**

Conor graduated from UCD in 1999 and owns and runs FarmGate Veterinary Group, an eight vet large animal/equine practice in east Galway. His specific veterinary interests include herd health, reproductive efficiency in beef and dairy cattle and knowledge transfer. He graduated from UCDs Dairy Herd Health in 2016. He has served on the CAVI committee since 2011 and has been Chair since 2014. He is past Chair of the Food Animal Group of Veterinary Ireland and past President of Veterinary Ireland. He is also an active member of a number of working groups within Animal Health Ireland.



### **Donagh Mc Donnell MVB Longford Animal Health Centre**

Donagh graduated from UCD in 1992 and worked in mixed practice in Ireland for 2 years before travelling to New Zealand and Western Australia where he worked in variety of mixed dairy, small animal and equine practices. Shortly after returning home, he worked for two years as an assistant in Longford, before becoming partner and amalgamating with his current partners to form Longford Animal Health Centre, a mix of farm animal, small animal



and equine. Donagh has particular interest in equine medicine, ultrasound scanning and lameness investigation, along with an interest in bovine medicine & surgery.

Medicine. The management and control of Bovine Lameness is a field of particular interest to Ger. He is a member of the Veterinary Council of Ireland and is also a member of the Animal Health Ireland Lameness Technical Working Group.



**Donal Lynch MVB MRCVS Cert DHH  
Slieve Bloom Veterinary**

Donal graduated from UCD in 2000 and is principal at Slieve Bloom Veterinary, with clinics in Tullamore and Portarlinton. Since qualifying he has worked in mixed general practice and has a particular interest in cattle health and production. Donal keeps suckler cows, sheep and horses on his home farm. He is past President of Veterinary Ireland and past Chair of the Food Animal Group of Veterinary Ireland.



**Jerry Crowley MVB Cert DHH  
Glenbower Veterinary**

Jerry graduated from UCD in 1991, he is a director at Glenbower vet Ltd based on the Cork/Waterford border. Jerry worked in mixed practice in Wales and Sligo/Leitrim before joining Glenbower veterinary in 1995. He completed the UCD Dairy Herd Health Cert 2012. He has a keen interest in all aspects of cattle health and productivity.



**Donal Murphy MVB Cert DHH MRCVS  
Sliabh Luachra Veterinary**

Donal graduated from UCD 1983. He is working in Rathmore in Kerry since 1984. Donal set up Sliabh Luachra Vets in 2000. He has a particular interest in all areas of Herd Health and Surgery in cattle, as well as Bull Fertility.



**Kevin O Sullivan MVB Cert DHH  
Glasslyn Vets**

Kevin qualified from UCD in 1998 and joined Glasslyn Veterinary Clinic in 2000, an 11 vet mixed practice with clinics in both Bandon and Kinsale, Kevin is one of four partners. Kevin has a keen interest in all aspects of dairy practice.



**Ger Cusack MVB MRCVS Cert DHH  
Comeragh Veterinary**

Ger graduated from UCD in 1982 and is a practicing vet in Comeragh Veterinary, a mixed, mainly dairy cattle practice, based in Kilmacthomas, Co. Waterford. Completing the Certificate in Dairy Herd Health in 2015 revived Ger's interest in Bovine Preventive



**Kieran O Mahony MVB Cert DHH  
Glen Veterinary Clinic**

Kieran graduated from UCD in 1998. Originally from Cork, he began his veterinary career in Glen Veterinary, Tipperary Town in August 1998 and has worked there ever since. Kieran has a particular interest in

Dairy Herd Health and Reproduction as well as companion animal medicine and soft tissue surgery.



**Michael Cox MCX Training & Development**

Michael Cox is one of Ireland's leading authorities on Emotional Intelligence and delivers highly participatory motivational talks, training and workshops in Ireland, USA, South Africa, Turkey, Belgium and the UK. Established in 2007 MCX Training & Development delivers QQI accredited programmes in Training Delivery and Supervisory Management at level 6 on the national framework of qualifications and a range of bespoke people management programmes.



**Michael O Connor MVB  
O Connor Julian Veterinary Hospital**

Michael graduated from UCD in 2005. Worked for 2 years in mixed practice in Wales. During a period of travelling he worked in small animal practice for the RSPCA in Melbourne and spent a period with a greyhound specialist practice in Melbourne also. After returning home to work in Cashel he later joined as a partner in the practice now known as O'Connor Julian Vets. He enjoys the variety of mixed practice but has a particular interest in orthopedic surgery, greyhound medicine & surgery and equine reproduction.



**Nick Garvey MVB  
Old Church Veterinary Hospital**

Nick qualified from UCD in 2000 and has worked with Old Church Veterinary Hospital since, with clinics in Ballyshannon, Donegal Town and Grange, Sligo. Nick became a partner in 2006 and practice principal in 2018. He enjoys the diversity of being in a mixed practice, equine, farm animals and small animals and one of his specialties is orthopedic surgery.



**Seamus Hoey  
DipECVDI DipACVR MRCVS**

Séamus graduated from Dublin, did his joint American and European residency at the University of Wisconsin before taking a lecturer position at the University of Zürich. Séamus is an American and European certified veterinary radiologist. Since 2016 he has been a consultant with VetCT and an assistant professor at the Veterinary School in Dublin. He enjoys imaging of all species from horses to lizards and all in between, particularly musculoskeletal imaging and neuroimaging.



**Sean Coffey MVB  
Mulcair Veterinary Clinic**

Sean graduated from UCD in 1998. He is one of three partners at Mulcair Veterinary an 8 vet practice with clinics in Newport and Cappamore. Sean started veterinary life as a farm animal vet, but as the years have progressed he now spends most of this time doing companion animal work.

**Kate Carr,  
2021/2022 Cohort**

*“The Graduate Programme was a great way for me to integrate back into the country after working in Wales for a year and a half and then making the move to come back home to Ireland. The programme allowed me to learn things that you wouldn’t read in the book, we have all gone to college and we know all the theory but it’s great to hear from more experienced vets on how they do things and also to chat with my peers and share tips and tricks.*”

*The course is based around the core competencies a young vet needs, it focuses in on what we should be doing day to day and it goes through the basics of everything that you would be expected to do in the first couple of years in practice.”*





**Aine Mulcahy,  
2021/2022 Cohort**

*“The XLVets Graduate Programme has been a huge benefit to me especially after the COVID-19 pandemic made my other learning opportunities more limited. I have enjoyed meeting other vets who are in the same position as me and it’s a great opportunity to share stories of cases we have seen in practice and discuss tips and tricks.”*



**Jonathan Collins,  
2021/2022 Cohort**

*“I would highly recommend the XLVets Graduate Programme. The programme structure with both the theoretical and practical elements allow for real world learning. This programme provided me with skills and expertise to bring out into the working environment and back to my own practice”*





**Main Street, Newport, Co. Tipperary, V94 K7PH | T: 061 381505 | E: [admin@xlvets.ie](mailto:admin@xlvets.ie)**

XLVets Skillnet is co-funded by Skillnet Ireland and network companies. Skillnet Ireland is funded from the National Training Fund through the Department of Further and Higher Education, Research, Innovation and Science.



An Roinn Breisoideachais agus Ardoideachais,  
Taighde, Nuáltocht agus Éolaíochta  
Department of Further and Higher Education,  
Research, Innovation and Science



Co-funded by  
the European Union