



peer advisory
CONVERSATION

Participant Information Package
Pilot Phase 4

November 2018



THE COLLEGE OF
VETERINARIANS
OF ONTARIO

Instilling public confidence in veterinary regulation.

Dear Colleague,

Thank you for volunteering to participate in the Peer Advisory Conversation Pilot! The College is pleased to confirm your involvement in Pilot Phase 4 as a conversation participant.

This is an exciting step for the College, for veterinarians, and for the public. A Peer Advisory Conversation is a transparent, practical, and effective way for Ontario veterinarians to promote and enhance the quality of their practices and demonstrate to the public their commitment to improving animal care through ongoing professional development. The conversation with a veterinary peer is designed to be educational and supportive in nature.

A veterinarian, trained as a Peer Advisor by the College, will conduct the conversation with you. This is an opportunity for you to share your practice experiences with a colleague and reflect on your professional knowledge, skills, and development. The conversation promotes reflective practice and provides tools and resources to assist veterinarians in their professional development.

As a Phase 4 pilot participant, you will participate in a conversation focused on three areas:

- Continuing Professional Development (CPD) Discussion;
- Medical Records Review and Chart Stimulated Recall (CSR)/Case Based Discussion;
and
- Non-Technical Skills Discussion

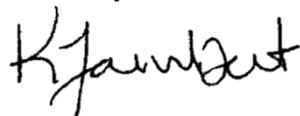
Following the Peer Advisory Conversation, you will receive a report from the Peer Advisor which will include a summary of areas of strength and opportunities for ongoing learning identified during the conversation, and a list of relevant resources.

This package contains information you will need throughout the Peer Advisory Conversation process. Further information including the complete conversation tools is available on the College website at www.cvo.org/PAC.

The College welcomes your comments and recommendations related to your experience as a participant in this pilot, from the date you receive this letter until the process is complete. You will be emailed a link to a post-conversation evaluation form following the conversation to assist you in providing feedback. Your comments will assist the College with further development of the program.

If you have any questions, please do not hesitate to contact Megan Callaway, Principal, Quality Assurance & Improvement, at 1-800-424-2856 ext. 2240 or mcallaway@cvo.org.

Sincerely,



Kim Lambert, DVM, MSc
Associate Registrar, Quality Practice
College of Veterinarians of Ontario

Table of Contents

PEER ADVISORY CONVERSATION PILOT	4
Goal and Objectives	4
Benefits of Participating	4
Peer Advisors	4
TIMELINE	5
PREPARING FOR YOUR PEER ADVISORY CONVERSATION	6
STEPS IN THE PEER ADVISORY CONVERSATION PROCESS	7
Step 1: Submit your Pre-Conversation Questionnaire	7
Step 2: Peer Advisor Match	7
Step 3: Peer Advisor Introduction	7
Step 4: Submit Four (4) Medical Records	7
Guidelines on Selection and Submission of Medical Records	8
Step 5: Complete the ProQOL	11
Step 6: Schedule the Conversation	11
Step 7: Reserve a Private Space	11
Lifesize Audio and Video Conferencing	11
Step 8: Review your CPD Activity Log	12
Step 9: Review the Conversation Tools	12
Step 10: Complete the Peer Advisory Conversation	13
Lifesize Audio and Video Conferencing	13
Lifesize Web App Controls.....	14
Step 11: Receive your Peer Advisory Conversation Report	14
Step 12: Provide Feedback to the College	15
Thank You!	15
FREQUENTLY ASKED QUESTIONS	16
Are clients and patients directly involved in the Peer Advisory Conversation?	16
Are the questions the advisor will ask me available to review prior to the Peer Advisory Conversation?	16
Can I share my experience with the Peer Advisory Conversation with others?	16
Can the results of my Peer Advisory Conversation be made public on the Public Register?	16
Can the Peer Advisory Conversation Report be shared with College committees?	16
Do I need client consent to allow the Peer Advisor to look at medical records?	17
Do I need to know everything in the College Professional Practice Standards and policy documents prior to my Peer Advisory Conversation?	17
Does my employer have to pay me for my time spent in the Peer Advisory Conversation?	17
How are the Peer Advisors selected and trained?.....	17
How is conflict of interest addressed in the Peer Advisory Conversation?.....	18
How is the Peer Advisor chosen for my Peer Advisory Conversation?	18
Is there a cost to me to participate in the Peer Advisory Conversation?	18
What happens after the Peer Advisory Conversation?	18
What information does the Peer Advisor receive prior to the Peer Advisory Conversation to help them prepare?.....	18
What is the timeline for conducting a Peer Advisory Conversation?	19

Where should I schedule the Peer Advisory Conversation? 19
Who can volunteer to participate in a Peer Advisory Conversation?..... 19
Who selects the medical records to be reviewed and discussed during the Peer Advisory
Conversation? 19
Will information about the results of my Peer Advisory Conversation be shared with my employer? 19

Peer Advisory Conversation Pilot

The College of Veterinarians of Ontario has introduced the Peer Advisory Conversation, a voluntary pilot program that is underway until 2019. The purpose of the pilot is to develop a program that instills public trust in the quality of care provided by Ontario veterinarians, and is relevant, accessible and acceptable to the profession. The program will also be considered as a core component of a future mandatory Quality Assurance Program.

Goal and Objectives

The goal of the Peer Advisory Conversation is to provide a positive learning experience and support for veterinarians in providing safe, competent care that is consistent with current practice standards and is in the best interest of those they serve.

The objectives of the Peer Advisory Conversation are to:

- Support a veterinarian's performance in relation to their scope of practice;
- Provide a positive educational experience for the veterinarian through a two-way conversation with a Peer Advisor;
- Be applicable to all areas of practice;
- Be feasible in cost and time;
- Be acceptable to the profession; and
- Provide useful feedback to the veterinarian.

Benefits of Participating

As a participant in the Peer Advisory Conversation, you will have the opportunity to:

- Share your experiences with a peer
- Bounce ideas off of a colleague
- Learn something new
- Get feedback on how to focus your continuing professional development
- Make a contribution to self-regulation!

Peer Advisors

After an interview process, the following veterinarians were approved by the Quality Assurance Committee to serve in the leadership role of Peer Advisor, and participated in a rigorous training process to prepare for the introduction of the Peer Advisory Conversation Pilot. Their leadership and commitment to quality practice in the profession is welcomed.

Dr. Leann Benedetti

Dr. Sarah Charron

Dr. Michael Corradini

Dr. Kathleen Day Dunbar

Dr. Maggie Himann

Dr. Shannon Howitt

Dr. Janice Huntingford

Dr. Anna Kato

Dr. David Kerr

Dr. Julia Kremer

Dr. Colette Larocque

Dr. Wendy Menary

Dr. Paul O'Neill

Dr. Shalini Ramsubeik

Dr. Chiara Switzer

Dr. Andrea Thomas

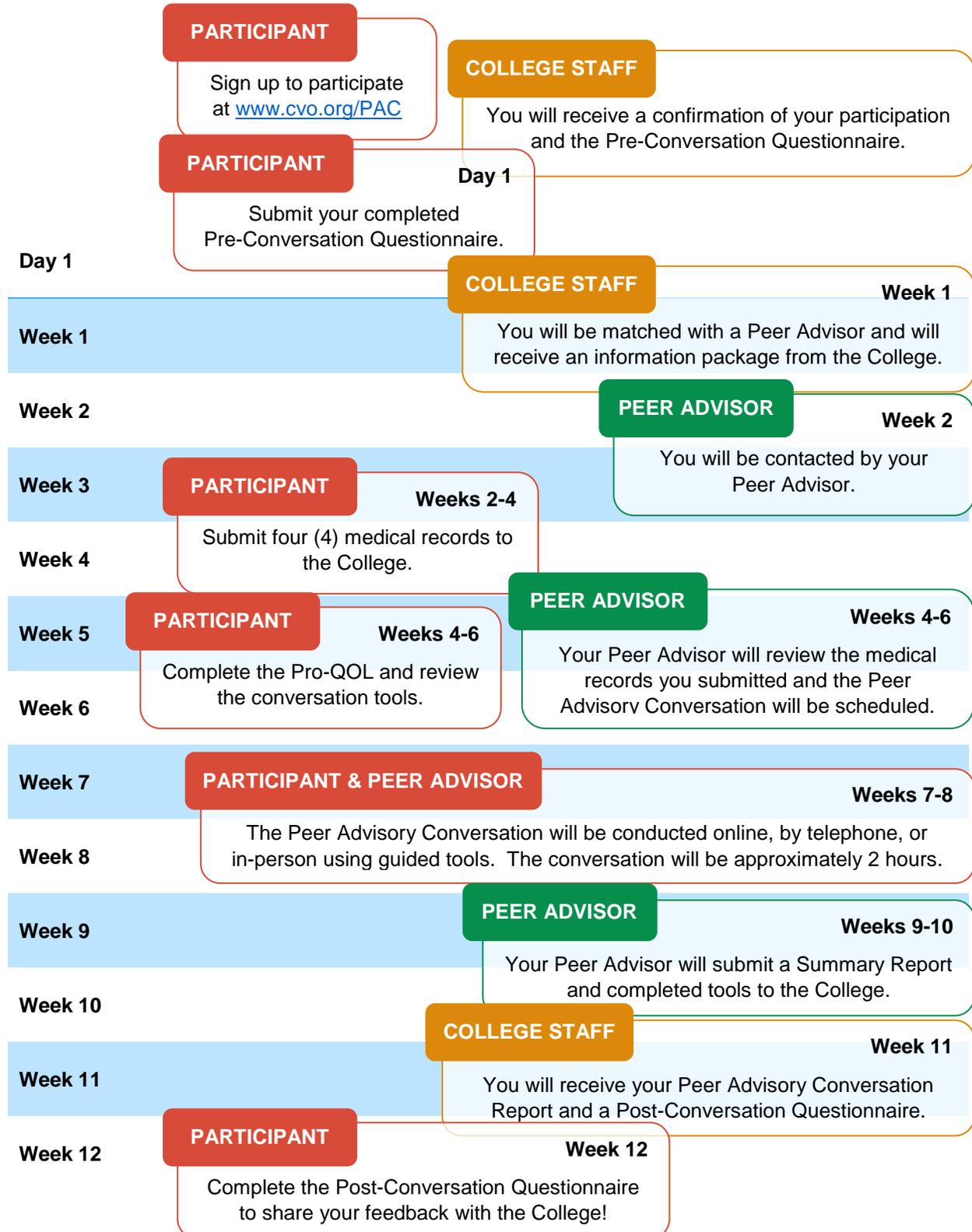
Dr. Karen Ward

Dr. Barbara Winslow

Dr. Maher Zaytoun

Timeline

The following timeline provides an overview of the steps involved in the Peer Advisory Conversation process.



Preparing for Your Peer Advisory Conversation

The following checklist will assist you in preparing for your Peer Advisory Conversation. Each of these steps is described in detail on the pages that follow.

Steps in the Peer Advisory Conversation Process	Participant Checklist
1. Submit your Pre-Conversation Questionnaire to the College.	<input type="checkbox"/>
2. You will be matched with a Peer Advisor and you will receive an information package from the College within one week.	Completed by College Staff
3. The Peer Advisor assigned to you will contact you the following week to introduce themselves and outline next steps.	Completed by Peer Advisor
4. Select four (4) medical records ¹ that will be reviewed by the Peer Advisor and complete a Case Cover Sheet for each case: https://cvo.org/PAC-CaseCoverSheet . Submit copies of these records to the College within three weeks of receiving your information package.	<input type="checkbox"/>
5. Complete the Professional Quality of Life Scale (ProQOL). The Peer Advisor will discuss this tool with you during the conversation. The ProQOL is available at: https://cvo.org/PAC-ProQOL	<input type="checkbox"/>
6. Your Peer Advisor will contact you and together you will schedule an agreed upon date for your Peer Advisory Conversation. The Conversation should take place within eight weeks of the date you submitted your Pre-Conversation Questionnaire.	<input type="checkbox"/>
7. Ensure you have a private space reserved where you and the Peer Advisor can meet or where you can utilize Lifesize audio and video conferencing without interruption.	<input type="checkbox"/>
8. Review and update your CPD Activity Log. The Peer Advisor will discuss your CPD activities with you during the conversation. The CPD Activity Log is available in the Professional Practice Portal at www.cvo.org/Portal	<input type="checkbox"/>
9. Review the questions you will be asked during the Peer Advisory Conversation and any Professional Practice Standards or resources you think would be helpful. The conversation tools are available at www.cvo.org/PAC .	<input type="checkbox"/>
10. Complete the Peer Advisory Conversation on the date you have scheduled with your Peer Advisor. The conversation will be approximately 2 hours.	<input type="checkbox"/>
11. You will receive your Peer Advisory Conversation Report and a Post-Conversation Questionnaire within four weeks of completing the conversation.	Completed by College Staff
12. Complete your Post-Conversation Questionnaire to share your feedback with the College!	<input type="checkbox"/>

¹ Review the Guidelines on Selection and Submission of Medical Records prior to selecting your records. The Guidelines are available at <https://cvo.org/PAC-SubmitRecords>.

Steps in the Peer Advisory Conversation Process

Step 1: Submit your Pre-Conversation Questionnaire

To get the Peer Advisory Conversation process started, complete a Pre-Conversation Questionnaire. The information you provide on the Questionnaire will be used to assist the College with matching you with a Peer Advisor. Your completed Pre-Conversation Questionnaire will be provided to your Peer Advisor and will assist them with understanding your learning goals and scheduling the conversation.

- a) [Download the Pre-Conversation Questionnaire](#) on the College website.
 - **Pre-Conversation Questionnaire:** <https://cvo.org/PAC-Questionnaire>
- b) Submit your completed Questionnaire to: Megan Callaway, Principal, Quality Assurance & Improvement at mcallaway@cvo.org or (519) 824-6497/1-888-662-9479 (fax).

Step 2: Peer Advisor Match

College staff will review your Pre-Conversation Questionnaire and match you with a Peer Advisor. You will receive an email from the College advising you of the match. This information package will be included in the email. During Pilot Phase 4, some conversations will be conducted in-person and some will be conducted online via Lifesize audio and video conferencing. In this email, the College will advise you of how your conversation will be conducted.

Step 3: Peer Advisor Introduction

The Peer Advisor assigned to you will contact you the following week to introduce themselves and outline next steps. Feel free to communicate directly with your Peer Advisor should you have any questions regarding the process.

Step 4: Submit Four (4) Medical Records

Four (4) medical records that you have selected will be reviewed by the Peer Advisor and used as the basis for the Chart Stimulated Recall (CSR)/Case Based Discussion. It is anticipated that participants will spend approximately two hours collecting and submitting medical records.

- a) Review the [Guidelines on Selection and Submission of Medical Records](#) on pages 5-7.
 - **Guidelines:** <https://cvo.org/PAC-SubmitRecords>
- b) Using the submission criteria provided in the Guidelines, select four medical records to submit to the College, and complete a Case Cover Sheet for each case.
 - **Case Cover Sheet:** <https://cvo.org/PAC-CaseCoverSheet>
- c) Obtain verbal consent from your clients to use their animals' medical records for the Peer Advisory Conversation **or** remove or redact any identifiable information of the client and patient from the medical record prior to submission.

- d) Upload copies of these records including relevant components to the CVO Cloud Drive. **We ask that you please submit your medical records within three (3) weeks of receiving this information package from the College.**

Guidelines on Selection and Submission of Medical Records

Selection of Medical Records

Prior to the Peer Advisory Conversation, the Peer Advisor will review four (4) of your medical records and during the session will discuss these cases with you. Please select four medical records to provide to the Advisor for this purpose. Keep the following guidelines in mind when selecting medical records.

1. Medical records should represent the breadth of your practice. Select medical records that represent a variety of conditions and not all one type of animal or condition if applicable. If you provide veterinary dentistry services in your practice, please include medical records for one dentistry case.
2. Select medical records that are representative of the common conditions you see in your practice.
3. Submit more recent cases, from the past two years. When submitting records for chronic cases, please choose one that has been diagnosed in the past one to two years, with at least two follow-up assessments. The records prior to the diagnosis are not required to be submitted.
4. Each medical record should reflect one of each of these focus areas:
 - a. A surgical case or, if not relevant, a complex diagnosis
 - b. An emergency case or acute condition
 - c. A wellness or routine visit
 - d. A chronic condition diagnosed within the past two years

For each case, submit a copy of the medical record. Please do not submit original records. Ensure that the records are complete and include relevant record components that will help the Peer Advisor understand the case.

Components, which may not necessarily be kept in one place at your facility, might include:

- Client/Patient Identification Form(s)
- Emergency Contact Information Form(s)
- Consent Forms
- Client communications (discharge instructions, home care templates, discussion notes)
- Master Problem list or Cumulative Patient Profile
- History/PE Templates
- SOAP/DAP Forms, Progress Notes
- Monitoring Forms, Flow Sheets
- Protocols (i.e. surgical)
- Laboratory Reports
- Digital copies of diagnostic imaging (i.e., radiographs)
- Controlled Drug Logs
- Referral Letters
- Estimates, Invoices (you may redact prices if you wish)

The following is a general guideline for what information to include for each case type:

- **Surgical Case:** include the pre-surgical assessment visit, the surgery, and the post-surgical assessment visit, as applicable
- **Acute Condition:** include records from first diagnosis until resolution, as applicable
- **Wellness or Routine Visit:** include records that are applicable for that wellness/routine visit; if puppy or kitten wellness visits, then can include the whole vaccine series
- **Chronic Condition:** please choose one that has been diagnosed in the past one to two years. Include records from first diagnosis and at least two follow-up assessments

For computerized records, please ensure that you send all screen views and compile them in the proper order.

For radiographs, provide digital copies, if possible; please do not submit originals. If your practice does not have digital radiographs, please submit digital photos taken from the original radiographs.

For controlled drug logs, please provide copies of the log pages that contain the information related to that case.

Please complete a **Case Cover Sheet** for each record and attach it to the copy of the record.

Informed Client Consent

In order to protect and maintain privacy and confidentiality, the College asks that participants obtain verbal consent from their clients to use their animals' medical records for the Peer Advisory Conversation. Consent can be documented in the medical record.

You may wish to share the following information with clients when asking to use their medical record to support your participation in the Peer Advisory Conversation:

- I am voluntarily participating in a Quality Assurance Program by my regulatory body, the College of Veterinarians of Ontario. This will support me in my efforts to deliver quality care and service.
- As part of the program, medical records from my practice are reviewed by a trained Peer Advisor (another veterinarian).
- A copy of the medical record is sent to the College, not the original.
- The College has strict privacy and security guidelines in place to protect confidential information.
- Once the review is complete, the copy of the record is destroyed.
- I would like to send a copy of your animal's medical record for review, with your verbal consent.

- You are welcome to contact the College if you have any concerns or questions:
 - Megan Callaway, Principal, Quality Assurance & Improvement
mcallaway@cvo.org
1-800-424-2856 ext. 2240
 - Kim Lambert, Associate Registrar, Quality Practice
klambert@cvo.org
1-800-424-2856 ext. 2236
- Information regarding the Peer Advisory Conversation is also available on the College's website at www.cvo.org/PAC

An acceptable alternative to obtaining client consent is to remove or redact any identifiable information of the client and patient from the medical record prior to submission including: the patient and client names, client contact information, emergency contact information, etc.

Submission of Medical Records

The College has considered best practices for security of transferring medical records for the Peer Advisory Conversation and has implemented a system that will allow you to securely upload medical records to the CVO Cloud Drive.

Once you have been matched with a Peer Advisor, you will receive an email inviting you to upload your medical records to a secure folder on the CVO Cloud Drive. You will need to enter the following password to access the upload link: **PAC2019**

Please use the link to upload the four (4) medical records you have selected to use in the Peer Advisory Conversation.

If you are uploading multiple files for one medical record, it is recommended that you combine them into a compressed (zipped) folder named with the case type (e.g. surgical case, wellness visit, etc.), or begin the file names with the case type so that your Peer Advisor can easily identify which files belong to which medical record.

We ask that you please upload your medical records within three (3) weeks of receiving your information package from the College.

If you have any questions regarding selection and submission of medical records, please contact:

Megan Callaway, Principal, Quality Assurance & Improvement
mcallaway@cvo.org
1-800-424-2856 ext. 2240

Step 5: Complete the ProQOL

The Professional Quality of Life Scale (ProQOL) is a self-assessment tool that will be used in the Non-Technical Skills Discussion. Take a few moments to review and complete this tool prior to your Peer Advisory Conversation. You will not be asked to submit your completed ProQOL or share any specific details; however, your Peer Advisor will discuss the tool with you in general during the conversation.

- a) [Download the Professional Quality of Life Scale \(ProQOL\)](#) from the College website.
 - **ProQOL:** <https://cvo.org/PAC-ProQOL>
- b) Complete the ProQOL and keep a copy for your reference during the Peer Advisory Conversation.

Step 6: Schedule the Conversation

Your Peer Advisor will contact you and together you will schedule an agreed upon date for your Peer Advisory Conversation. The Conversation should take place within eight weeks of the date you submitted your Pre-Conversation Questionnaire.

Step 7: Reserve a Private Space

Ensure you have a quiet space reserved where you and the Peer Advisor can meet or where you can utilize Lifesize audio and video conferencing without interruption.

Lifesize Audio and Video Conferencing

If your conversation will be conducted remotely, your Peer Advisor will send you an email with instructions to join the call. The following additional instructions may also be helpful to you:

- a) Reserve a space where you will have access to a computer or mobile device, a webcam, and a telephone or a wired headset (headphones and microphone).
- b) Let your Peer Advisor know if you do not have a webcam, or a high-speed Internet connection. In this case, calling in by phone only may be more appropriate.
- c) Determine how you will join the call. The Lifesize web app is recommended if you will be connecting from a desktop or laptop computer. The web app is available using Google Chrome (Internet browser). If you choose to connect using a different Internet browser, you will be prompted to install Lifesize before joining the call.
 - **Download Chrome at:** <https://www.google.com/chrome>

Alternatively, you can download the Lifesize mobile app to join the call from your Apple or Android device. A Windows Desktop app is also available. Call from the app by selecting "I am a guest" and entering your name, email, and the meeting room extension provided by your Peer Advisor.

- **Lifesize Downloads:** <https://call.lifesizecloud.com/downloads>

Step 8: Review your CPD Activity Log

Review and update your CPD Activity Log. The Peer Advisor will discuss your CPD activities with you during the conversation. Your Peer Advisor will not receive a copy of your CPD Activity Log, and your log will not be audited; however, it will be helpful to the flow of the conversation if you are familiar with some activities you have completed within the past year.

If you use the online CPD Activity Log provided by the College, it can be accessed in the Professional Practice Portal at www.cvo.org/Portal.

Step 9: Review the Conversation Tools

Review the questions you will be asked during the Peer Advisory Conversation and any Professional Practice Standards or resources you think would be helpful.

It is recommended that you don't "complete" the conversation tools in advance as this may hinder the natural flow of the conversation; however, for questions that ask for examples of situations in practice, you may wish to have some situations in mind to share with your Peer Advisor during the conversation.

You should also be familiar with documents and standards that relate to your area of practice and know how to locate relevant information. There is no expectation that you will be able to recite information from the documents.

a) Review the conversation tools on the College website:

- **Medical Record Review:** <https://cvo.org/PAC-MRRTool>
- **Continuing Professional Development (CPD) Discussion:** <https://cvo.org/PAC-CPDTool>
- **Chart-Stimulated Recall (CSR)/Case Based Discussion:** <https://cvo.org/PAC-CSRTool>
- **Non-Technical Skills Discussion:** <https://cvo.org/PAC-NTSTool>

b) Review any Professional Practice Standards or resources on the College website you think would be helpful.

- **Professional Practice Standards:** <https://cvo.org/Resources/Professional-Practice-Standards-and-College-Policy.aspx>
- **Resources:** <https://cvo.org/Resources.aspx>

Step 10: Complete the Peer Advisory Conversation

Complete the Peer Advisory Conversation on the date you have scheduled with your Peer Advisor. The conversation will be approximately two hours in length, with a set amount of time allocated to each focus area.

2 hours

Continuing Professional Development (CPD) Discussion	30 minutes
Chart Stimulated Recall (CSR)/Case Based Discussion	60 minutes (15 minutes per case)
Non-Technical Skills Discussion	30 minutes

Lifesize Audio and Video Conferencing

If your conversation will be conducted remotely, your Peer Advisor will have sent you an email with instructions to join the meeting. The following additional instructions may also be helpful to you:

Option 1: Call from your Google Chrome browser with the Lifesize web app

If you choose to connect using a different Internet browser, you will be prompted to install Lifesize before joining the call.

1. Go to the link under **Connect over video**.
2. Type your name and click **Next**.
3. Choose your camera preferences and click **Next**.
4. Choose your audio preferences and then click **Join**.
 - a. To **use computer audio**, choose this option, select your microphone and speakers, and then click Join. A wired headset (headphones and microphone) is recommended.
 - b. To **call in by phone**, select this option, choose your location, call in on your phone, and then click Join. The toll-free dial in number (1-844-572-5683) is recommended.

Option 2: Call using audio only from your phone

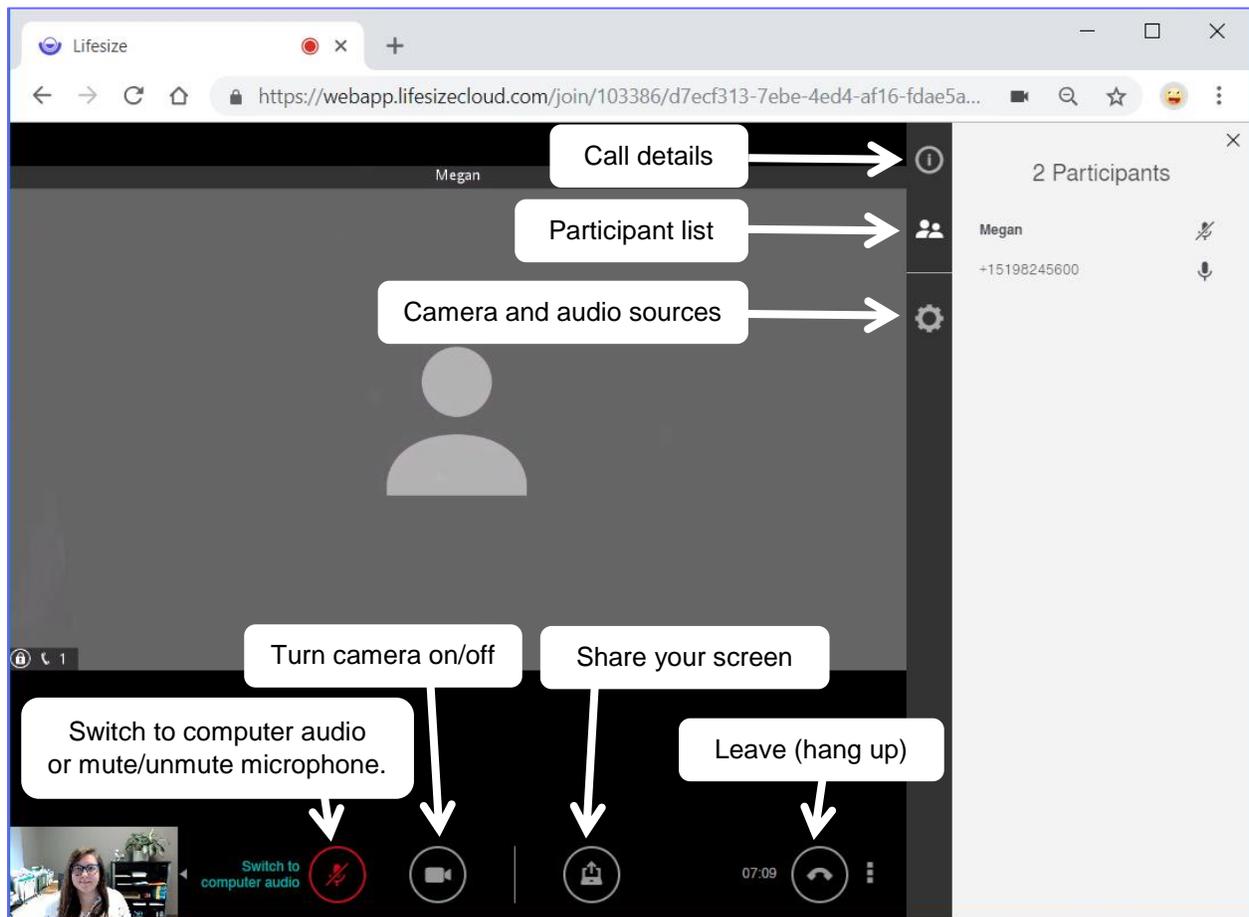
You can join a Lifesize meeting as an audio-only participant from your phone.

1. Call the phone numbers listed under **Call in by phone**.
2. Enter the extension of the meeting when prompted.

Option 3: Call from your mobile device with the Lifesize mobile app

1. Open the app and select "I'm a guest".
2. Enter your name and the call extension provided.

Lifesize Web App Controls



Step 11: Receive your Peer Advisory Conversation Report

You will receive your Peer Advisory Conversation Report and a Post-Conversation Questionnaire within four weeks of completing the conversation.

The report has been password protected to safeguard confidentiality. The password to open the report is your last name (in all lowercase letters) followed by your licence number. For example: smith1234

The Peer Advisory Conversation Report is confidential and cannot be shared with College committees. Results will not be made public on the Public Register and the College does not share any information about a participant's Conversations with his or her employer.

In exceptional cases, serious concerns identified by the Peer Advisor may be brought to the Registrar for review. This only happens if public safety is a significant concern and only the area(s) of risk or concerns will be brought forward; the Report will not be shared.

Step 12: Provide Feedback to the College

Complete your Post-Conversation Questionnaire to share your feedback with the College! The Post-Conversation Questionnaire is your opportunity to convey your opinion to the College about your experience as a participant in this pilot, from the date your participation was confirmed until the process was completed.

Your feedback is welcome and is essential to our evaluation of the pilot and validation of the Peer Advisory Conversation tools. Your feedback will also be used to assist with the evaluation of the performance of your Peer Advisor. Your responses are confidential and will only be shared in aggregate form.

Thank You!

We hope that your participation in the Peer Advisory Conversation provides you with a positive learning experience and support in providing quality care to those you serve.



Don't forget to log your participation as a CPD activity!

After the Peer Advisory Conversation process is complete, your name will be entered into a draw to win a Bose SoundLink Revolve Bluetooth wireless speaker and charging cradle. The draw will take place in June 2019 and the winner will be notified by email.

Frequently Asked Questions

Are clients and patients directly involved in the Peer Advisory Conversation?

No. Clients and patients are not involved in the discussion. The conversation does include a medical records review and a discussion about patient care, but Peer Advisors do not observe treatments.

Are the questions the advisor will ask me available to review prior to the Peer Advisory Conversation?

Yes. The conversation tools and forms are available on the College website at: www.cvo.org/PAC

Can I share my experience with the Peer Advisory Conversation with others?

Yes, participants are free to share their own experience. The conversation tools and forms are available on the College website. Sharing of the discussion details (i.e. the specifics of the cases discussed, etc.) and written report is up to the participant; participants may share these with others if they want to.

Can the results of my Peer Advisory Conversation be made public on the Public Register?

No, the Peer Advisory Conversation Report is confidential, and results will not be made public on the Public Register.

Can the Peer Advisory Conversation Report be shared with College committees?

No, the Peer Advisory Conversation Report is confidential and cannot be shared with College committees. In exceptional cases, serious concerns identified by the Peer Advisor may be brought to the Registrar for review. This only happens if public safety is a significant concern and only the area(s) of risk or concerns will be brought forward; the Report will not be shared.

Do I need client consent to allow the Peer Advisor to look at medical records?

In order to protect and maintain privacy and confidentiality, the College asks that participants obtain verbal consent from their clients to use their animals' medical records for the Peer Advisory Conversation. Consent can be documented in the medical record.

An acceptable alternative to obtaining client consent is to remove or redact any identifiable information of the client and patient from the medical record prior to submission including: the patient and client names, client contact information, emergency contact information, etc.

The College has strict privacy and security guidelines in place to protect confidential information.

Do I need to know everything in the College Professional Practice Standards and policy documents prior to my Peer Advisory Conversation?

You should be familiar with documents and standards that relate to your area of practice and know how to locate relevant information. There is no expectation that you will be able to recite information from the documents.

Does my employer have to pay me for my time spent in the Peer Advisory Conversation?

An employer is not obligated to pay employees for time spent participating in a Peer Advisory Conversation. Conversations can be scheduled at your convenience. In the Pre-Conversation Questionnaire, you will be asked to select preferred days of the week and preferred times for the conversation which may include morning, afternoon or evening time slots.

How are the Peer Advisors selected and trained?

Peer Advisors apply and are selected based on the information they submit as well as an interview. Once selected, a Peer Advisor undergoes a rigorous training process. Following that they must complete a full Peer Advisory Conversation of their own before starting to be active as an advisor. Data will be collected around the Peer Advisor's performance. The information will be reviewed and used to provide feedback to the Peer Advisor on their activity. Peer Advisors will participate in ongoing training.

How is conflict of interest addressed in the Peer Advisory Conversation?

Each volunteer is provided with a list of Peer Advisors and asked to indicate if there is a conflict of interest with anyone on the list. Questions to guide this decision are:

- Have you had a working or personal relationship with this individual in the past (e.g. an acquaintance, a close friend, a competitor)?
- How close were your interactions?
- How long ago was this relationship?
- Could you or the facility in which you work reasonably be viewed as a competitor to the licensed member/Advisor (e.g., for patients, clients, referral sources, etc.)?

How is the Peer Advisor chosen for my Peer Advisory Conversation?

There is an effort to match participants with Peer Advisors who have similar experience. When this is not possible, Peer Advisors are made aware of the circumstances relevant to your scope of practice.

Is there a cost to me to participate in the Peer Advisory Conversation?

No. There is no cost to participate in the Peer Advisory Conversation. The development of the Peer Advisory Conversation is funded through the College's Quality Assurance Program.

What happens after the Peer Advisory Conversation?

The Peer Advisor submits a written report to the College. College staff on the Quality Practice Team reviews the report and provides the participant with the final report and a link to a Post-Conversation Questionnaire. Reports are confidential, and information gathered from reports will only be shared in aggregate form.

It is anticipated that participants will receive the report within four weeks of their Peer Advisory Conversation. Completion of the Post-Conversation Questionnaire allows the College to determine whether the Peer Advisory Conversation is meeting its objectives – your assistance in this program evaluation is greatly appreciated!

What information does the Peer Advisor receive prior to the Peer Advisory Conversation to help them prepare?

Peer Advisors receive the contact information and the practice information that the participant has provided on the Pre-Conversation Questionnaire. The Peer Advisor is also provided with the four medical records that were selected by the participant for review and discussion. The advisor is not informed of previous history, complaints, any published discipline summaries or other College matters.

What is the timeline for conducting a Peer Advisory Conversation?

Pilot Phase 4 of the Peer Advisory Conversation will be conducted from November 2018 to March 2019. For an individual conversation, it is anticipated that the process will be completed approximately 12 weeks from the date your Pre-Conversation Questionnaire is submitted. See the [Peer Advisory Conversation Timeline](#) for further information.

Where should I schedule the Peer Advisory Conversation?

Ensure you have a private space reserved where you and the Peer Advisor can meet or where you can utilize Lifesize audio and video conferencing without interruption.

Who can volunteer to participate in a Peer Advisory Conversation?

Any licensed veterinarian in clinical practice can volunteer to participate.

Who selects the medical records to be reviewed and discussed during the Peer Advisory Conversation?

Volunteers select their own medical records for review and discussion. See the [Guidelines on Selection and Submission of Medical Records](#) for the details of these medical records.

Will information about the results of my Peer Advisory Conversation be shared with my employer?

No. The College does not share any information about a participant's Conversations with his/her employer.

If your question wasn't answered here, please contact:

Megan Callaway, Principal, Quality Assurance & Improvement
mcallaway@cvo.org or (519) 824-5600/1-800-424-2856 ext. 2240