
第1部 「動物病院における動物看護職の重要性」

Part 1: The Importance of Veterinary Nursing in Veterinary Hospitals

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Good morning, ladies and gentlemen. Thank you for the opportunity to speak to you today. I'm the Executive Director at JAHA and have been involved in veterinary medicine for companion animals for 30 years. Our hospital has hired veterinary nurses ever since it opened so, based on my experience of running an animal hospital, I would like to talk about the current situation relating to veterinary nurses.

Jutoku-kai Animal Medical Center is located in Aichi Prefecture. First, I would like to look back on the history of veterinary nurses and veterinarians as well as the social conditions of the past 30 years. I graduated from college in 1972, and started working as a livestock veterinarian. In those days there used to be many facilities called 'veterinary clinics' or 'livestock clinics'. These treated a wide variety of animals from dogs and cats that participate in shows to livestock animals such as cows, pigs, and chickens. Most of these facilities, regardless of their names, had only one veterinarian. These facilities were usually called a 'veterinary hospital' and had all the features of a hospital such as a waiting room, consultation room, X-ray room, etc., all within a single small room.

I started my own practice in 1980. Two years before that, I took an interest in companion animal medicine because of my experience in the USA. What I found most interesting about companion animal medicine is that, unlike industry veterinarians, companion animal veterinarians seemed to be addressing the life limitation of animals. I felt that this field would be a more meaningful and satisfying one to work in, and I was young enough. Ten years passed after opening my practice and, in the 1990s, the social role of animals raised in people's homes began to change. They had generally been considered only as working animals,

such as guard dogs or cats for rodent control, but people now began to think of them as 'companions' and part of the family. Around the same time, veterinary medicine education in Japan was extended from four years to six years, a change which resulted in a less-pressured curriculum with more emphasis on clinical practice for dogs, cats and other companion animals. University teachers began to go to the US or UK to study new veterinary medicine that wasn't written in the textbooks of the time. They then brought the expertise back with them to teach to their students. I think this was a very meaningful time in the history of veterinary medicine. Around 1985, companion animal hospitals began to increase in number, becoming newly established in various parts of the country. It was then that hospital owners/operators, including myself, started to feel the necessity of veterinary nurses. There emerged a growing demand for human resources already holding a basic education in veterinary nursing and with work-ready skills for conventional operations. As such, it was natural for hospital owners/operators to prefer to employ graduates from vocational schools specializing in veterinary nursing rather than high school or junior college graduates.

As you know, the late 1980's was the period when there were already some signs of the bubble economy in Japan. At this time veterinary medicine made great advances and we, the animal hospital owners/operators, began to absorb new knowledge from modern veterinary medicine. As you well know, the 1990s that followed are now called "the lost decade". They were the years when the bubble economy collapsed. Around this time, private organizations started to certify veterinary nurses based on their own standards. At the same time, complaints began to be raised at committee meetings within veterinary medical associations handling veterinary medicine issues. We heard complaints such as "what the veterinary nurses at

Hospital A are doing is a violation of the Veterinary License Act” or “nurses at Hospital B are doing this and that in breach of the Veterinary License Act,” etc. These complaints were resulting from differences in the recognition of veterinary nurses by the veterinarians at the hospitals they were hired for. This in turn had led to differences in the scope of the work performed by veterinary nurses from hospital to hospital. Meanwhile, around 1996, aspiring veterinary nurses set up a technical study group to explore opportunities to better demonstrate their abilities. The nurses at our hospital joined this group and our hospital supported them as a group by offering hospital tours. This group, however, closed after 11 years. In the period between 2000 and this year, the fact that there are veterinary nurses in veterinary hospitals has become common knowledge among the general public. However, I remember from my clinical experience that the veterinary nurses of the time didn’t actually have sufficient levels of knowledge or skills to match their newly-established social recognition as qualified professionals. Today, there are over 20 thousand veterinary nurses certified by private organizations. It is about time that the veterinary medical industry made a concerted effort to standardize the educational curriculum to train them. The industry needs to equalize the certification standards as well as improve the nurses’ working conditions on behalf of the hospitals that hire them. In order to equalize the level of knowledge and skills, we must reflect on the past and change what needs to be changed. We need to determine the attributes of veterinary nurses that are most appropriate for Japan’s situation and establish the right certification standards for them so that they can contribute to companion animal medical care to a level that matches the new era. Of course, the animal hospitals need to cooperate a great deal in this effort. The establishment of the Japanese Veterinary Nursing Association in May this year was, in my view, one of the trail-blazing efforts to this end. Also, the Japan Veterinary Medical Association formed a committee several years ago to actively discuss the equalization of certification standards for veterinary nurses and the issuance of public certificates. These contribute to animal hospitals being able to run their daily business and to securing the required quality of veterinary

nurses, which is being questioned right now. If we have this quality we will be able to offer sufficient veterinary medical services that meet today’s needs with only one veterinarian. I would say from my experience that 20 patients is the maximum number that one veterinarian can treat per day when supported by two or three highly skilled veterinary nurses.

Now, let me talk about the main subject of today’s workshop, that is, the importance of veterinary nurses. What, then, is the veterinary nursing profession? It is a profession that helps to secure the safety of sick animals by veterinarians, as well as veterinary nurses. This is a very important aspect and is actually one of the principles at our hospital. The role of veterinary nurses is to maintain an adequate environment for the treatment of sick animals and to provide nursing techniques in accordance with animal welfare. Another important role is to offer mental support for owners taking care of sick animals by giving them advice and other forms of support. These two roles are very important. To ensure that veterinary nurses fulfill these roles, the educational curriculum is of great importance. To this end, the equalization of curricula of all veterinary nurse training institutions in Japan should be completed as early as possible. I have said that the maximum number of patients that one veterinarian can treat per day is 20. This figure originally came from research I conducted 30 years ago during my study in US. It was considered possible to achieve this figure if there are three veterinary nurses to one veterinarian. The reality at our hospital is that we can only secure two nurses (or so) to one veterinarian, and it would be utterly impossible to achieve four nurses to one veterinarian. But if we were to have a standardized educational curriculum at all training institutions, equal certification standards, and a clear definition of a nurse’s scope of work, it wouldn’t take long for us to achieve the three-nurses-to-one-vet ratio. Then we would be able to offer a higher level of veterinary medicine nationwide, although we would still be 30 years behind the US.

In 2007, JAHA conducted a questionnaire to survey working conditions and the scope of work of veterinary

nurses certified by the various institutions. The questionnaires were sent to nurses with more than one year working experience. We received 356 answers with a response rate of 22%. Looking at the educational backgrounds of the respondents, 9% were high school graduates, 73% were vocational school graduates, and 17% were junior college or university graduates. None of them had finished schooling at junior high level. In other words, 90% had a high school education or higher. Their average length of service was 4 years and a half with the mode being under 2 years.

Most of the animal hospitals employing these nurses had 4 to 6 employees. However, in the future, I predict that hospitals with more than 10 employees will exceed 50%.

The scope of work carried out by animal hospital veterinary nurses covers a wide range of tasks, including receptionist work, pharmaceutical work, treatment support, clinical examination, hospitalization management, etc. There were many cases where nurse duties went beyond their usual scope of work. This was often due to their own sense of responsibility or because the work became an extension of their daily routine. Also, there were many cases where veterinarians automatically requested nurses to perform tasks beyond their normal duties. Such instances were apparent especially during operations or emergency treatment. Some tasks appear to be very simple but may in fact conflict with veterinary medical rules. For example, often in emergency situations, there were cases when nurses took blood samples, or performed resuscitation. These acts were obviously performed out of necessity while the lead veterinarian was busy performing treatment, or where personnel were in short supply during emergency situations and operations, etc. I imagine that most animal hospitals implement training for veterinary nurses so that they can quickly cope with emergency situations. JAHA has not received any complaint or report of health damage to patient animals which received these 'beyond the call of duty' acts by veterinary nurses. However, this is the most risky and underdeveloped area of the industry and a weak point within a profession with clearly defined scope of

work.

As we look towards the future, Japan is expected to become a 'super-aging' society with average life expectancy exceeding 90 years of age. As social environments change, the number of residences that permit the keeping of pets will increase. This trend will include public residences. Data I presented earlier indicated how more companion animal hospitals are becoming medium- and large-sized facilities. This same trend is apparent in the new applications for JAHA membership. These applications suggest that hospital sizes are becoming larger and there are now only a small number operating with only one veterinarian. In line with this trend, more veterinary nurses will be employed. Not only female nurses but also male nurses will increase in number because the latter group is more likely to pursue a role in managing facilities, including the management of equipment and premises. With these points in mind, the next step would be the improvement of employment conditions for veterinary nurses. This in turn will enable nurses to work longer, and there will be an increased number of workplaces that are socially recognized.

My own 'Jutoku-kai' was established in 1980. At the time of its opening, there were only three staff members - a classmate from my university, a female veterinary nurse (an agriculture university major), and myself. Today, we have 26 employees and offer all-year round services, treating about 70 patients per day. The slide shows our organization chart. It shows the Hospital Director, Chief Veterinary Nurse, and Deputy Director. The department names, indicated here in red, are managed by the Chief Veterinary Nurse. A middle-ranking leader is assigned to each of the departments, and nurses perform the primary role in the work of these areas.

In the case of our hospital, where we have 12 people, the average length of service of veterinary nurses is 22 years while the figure for veterinarians is 30 years. 'Veterinary nurse' positions as well as 'veterinarian' positions marked with the term "work sharing" are not full-time positions but are shared by more than one

employee depending on their availability or gender-based commitments in daily life. I think this is the greatest factor that enables long-term employment status.

In the area of nutritional guidance, it is the veterinarians who give guidance regarding the day-to-day animal needs, but nurses will mainly perform other work. One of the important jobs that veterinary nurses perform is to remove the anxiety and fear that hospitalized animals feel. Likewise, they have to ensure that tasks are completed efficiently and within a short period of time.

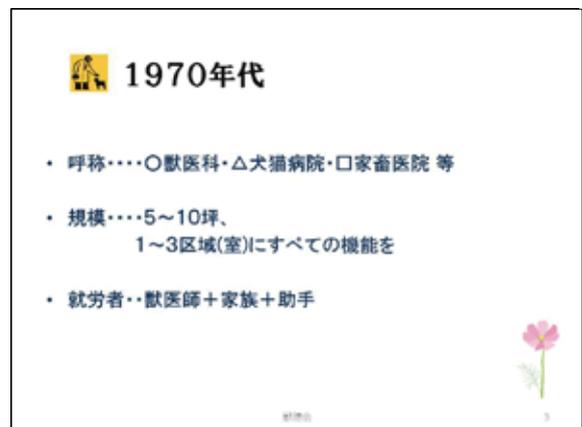
The photo in the slide shows the examination room in our hospital. The person wearing the blue coat is a nurse and those in the white coats are veterinarians. These coats are the same in terms of material and design, but the different colors serve to indicate our different positions.



【Slide 1】



【Slide 2】



【Slide 3】



【Slide 4】

1990年代

- 資格認定団体によって民間認定が始まる
- 動物看護の職務・職域が法的整備のないまま進む
- 「動物看護士の会」等、動物看護士の自主勉強会が始まる
- 動物病院に動物看護士ありと社会認知が進展

【Slide 5】

日本動物病院福祉協会(JAHA)の調査から見える動物看護士の実態

実施概要

対象: JAHA会員病院勤務VT(勤務VT会員)、JAHA個人VT会員、JAHA認定1級VT(勤務経験1年以上の方を抽出し、質問用紙を送付)

質問票送付数: 1810件

実施期間: 2007年5月1日～5月31日

質問票回収数: 356件(うち有効回答数351)

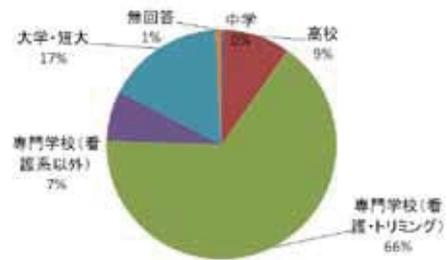
【Slide 9】

2000年以降現在まで

- 更なる社会要求により動物病院の高度医療化が始まる
- 認定看護職2万人越の職種となり処遇整備を求められる
- 動物看護職務・職域には、法に抵触する矛盾が指摘されつつ、長年未整備であった反省から、日獣会を中心にあり方検討委員会が発足
- 日獣会の支援の下、動物看護教育の平準化と、職域・資格の公的認定に向けて、産学協同で動き始めた

【Slide 6】

動物看護職の最終学歴



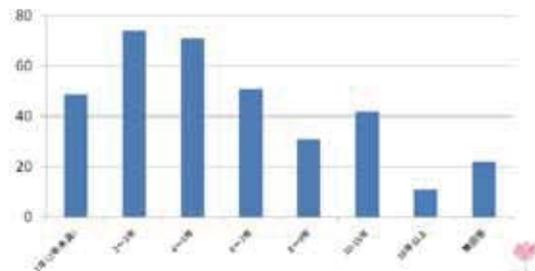
【Slide 10】

動物病院から望まれる動物看護職とは？

- 動物と飼主と獣医師に、獣医療の介助をもって安心・安全を保全する事ができる
- 動物福祉の観点に立ち、療養動物とその飼育者双方の心のケアをする事ができる
- 獣医療を幅広く介助できる平準化された教育を受けている
- 法律又は公的機関によって資格が担保され、その業務行為が獣医療法に抵触しないこと

【Slide 7】

動物看護職経験年数



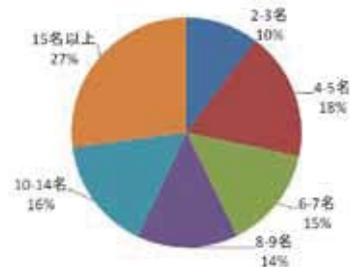
【Slide 11】

07 JAHA・VT アンケート結果から



【Slide 8】

病院スタッフ(獣医師・看護士・他)合計人数



【Slide 12】

現在の動物病院での 職務は

- ・ 受付・会計 業務
 - ・ 診療簿 管理・事務 業務
 - ・ 診療介助 業務 (その他 調剤、臨床検査、画像診断)
 - ・ 手術関連 業務
 - ・ 入院室管理と入院動物看護
 - ・ クライアント教育 (飼主様教育指導)
(獣トレーニング指導、食事管理指導)
- * 緊急医療への対応

【Slide 13】



【Slide 17】

将来を展望すると・・

- ・ 人の高齢化と家庭動物飼育可能な住宅の増加
- ・ 動物病院の中・大型化 (最近の動向)
- ・ 男性看護職者の求人が増える
- ・ 雇用・労働等、処遇の改善される
- ・ 長期就労が可能となる
- ・ 有資格者限定の職種となる

【Slide 14】

獣徳会 組織図



【Slide 18】

獣徳会と動物看護師

1993年6月
 8人の動物看護師たちは、検査・治療・入院中も、恐怖や苦痛に配慮して欲しいと ANIMAL WELFARE <動物福祉> を訴えた

動物福祉の5つの自由とは？

- ① 飢えと渇き
- ② 肉体苦痛と不快
- ③ 疾病と外傷
- ④ 動物種本来の行動
- ⑤ 恐怖と不安

【Slide 15】

獣徳会・動物看護職の平均勤務年数 現在7年6か月

動物看護師 12名 ・ 勤続22年～1名 看護職長 ・ 20年～1名 ワークシェア選択 ・ 12年～1名 ワークシェア選択 ・ 10年～1名 看護主任 ・ 8年～1名 ワークシェア選択 ・ 6年～2名 看護主任補 ・ 2年～4名 ・ 1年～1名	勤務獣医師 7名 研修医 1名 ・ 勤続29年～1名 ・ 13年～1名 副院長 ・ 12年～2名 ・ 11年～1名 ワークシェア選択 ・ 9年～1名 ワークシェア選択 ・ 2年～1名 研修医(卒後3年間)
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全員、動物看護職養成校卒
 (文、理系4年生大学卒業養成校卒2名)
 (臨床検査技師+養成校卒1名)

【Slide 19】



【Slide 16】

受付・会計業務



【Slide 20】



【Slide 21】



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