

FABC and ASAB-Acc Memorandum of Understanding – Annex A

1. Sharing, development and promotion of resources and activities aimed at *supporting* the professional development and wellbeing of clinical animal behaviourists meeting and maintaining ABTC standards, or those working towards accreditation.

- FABC and ASAB-Acc each have an appointed representative to represent each party's interests and relay information at committee meetings, and to ensure that learning and support resources and activities meet the requirements of both parties and are therefore of maximum benefit to recipients. The benefit of coordination in relation to learning or support resources and activities, and ensuring that information is up-to-date, is continuously evaluated.

2. Sharing or development of resources and activities (jointly or individually) in relation to *promotion* of clinical animal behaviourists meeting and maintaining related ABTC standards, to veterinarians, the public, the academic sector and animal insurance companies.

- FABC and ASAB-Acc have an appointed representative to represent each party's interests and relay information at committee meetings, and to ensure that the promotional resources and activities of FABC and ASAB-Acc meet the requirements of both parties. This is to ensure that they are of maximum benefit to practitioners, the public, the veterinary, academic and pet insurance sectors, and other stakeholders. The benefit of this coordination method, in relation to promotion of clinical animal behaviourists and industry standards, is continuously evaluated.

3. Implementation of policies and procedures to protect the independence integrity of ASAB-Acc in relation to their CCAB assessment, certification, monitoring and complaints processes; thereby ensuring that FABC and ASAB-Acc can collaborate with certain activities without risk to this independence which is of utmost importance to both organisations.

- FABC and ASAB-Acc are separate entities that conduct their general business independently of each other; including in relation to CCAB assessment, certification, monitoring and complaints processes. FABC are a practitioner organisation, whereas ASAB-Acc are concerned with independent assessment, certification and monitoring. ASAB-Acc information in relation to an individual's assessment, certification, monitoring and complaints information remains private and confidential to ASAB-Acc. Both organisations have an appointed representative to represent each party's interests and relay information at committee meetings. However, representatives are excluded from sensitive committee discussions or information, including where pertaining to

assessment, certification, monitoring or complaints regarding individuals.

Representatives are not counted in relation to the meeting quorum, and they are excluded from voting on matters related to the other organisation (of which they are not a director or committee member).

4. Implementation of policies and procedures to protect the integrity of FABC and ASAB-Acc in relation to potential conflicts of interest: thereby ensuring that FABC and ASAB-Acc can collaborate with certain activities without risk to this independence which is of utmost importance to both organisations.

- FABC and ASAB-Acc are separate entities that conduct their general business independently of each other; although there is a degree of collaboration to maximise practitioner, industry and welfare benefits. A register is maintained of any potential conflicts of interests, whether declared or identified, and these are assessed accordingly. Where it is judged that an actual or potential conflict of interest applies, individuals related to this are excluded from relevant committee discussions and information.

5. To act mutually as advocates for upholding of ABTC clinical animal behaviourist standards to include independent assessment and certification, and each other, when interacting with industry stakeholders.

- FABC and ASAB-Acc are in agreement to act mutually as advocates for upholding of ABTC-CAB standards, including independent assessment and certification, and each other, when interacting with industry stakeholders – whether these be related to the veterinary or animal welfare profession, academia, research, charity liaison, or media.