

## Session 5 –FEI Officials

The Working Group on FEI Officials reported on the progress achieved in the development and implementation of the recommendations outlined by the Group.

The new **Code of Conduct**, approved by the FEI General Assembly 2017, had come into effect as of 1 January 2018. It now appeared as Appendix H of the FEI General Regulations applying to all FEI Officials regardless of discipline, function or department.

The importance of **job descriptions** for each category of officials and each role was highlighted. The job descriptions were being written and 50% had been finalised. Checklists were being developed on the basis of the job descriptions to ensure that all tasks expected from FEI Officials were addressed. These checklists would also serve as the basis for the FEI Officials evaluation.

As imposing an employment **age limit** was illegal in certain countries, a recommendation of putting in place a competency-based role-specific evaluation had been put in place. A working group would be created to put a trial phase in place for 2019 in order to report on the outcome at the FEI General Assembly 2019.

The FEI Veterinary Director presented the successful re-structuring of the **veterinary education system** which had started in 2015-2016 with status quo analysis and planning, implementation in 2017, and consolidation in 2018. As a result, the FEI veterinarians' status was reviewed annually, course directors met regularly, course calendar was published early in the year, course content was harmonised and an improved education system had been published.

The importance of **FEI Campus** as a modern education tool was emphasised. In addition to equestrian content, the platform offered subsidised online English language training FEI Officials.

In order to support the quality and development of FEI Officials, a **new development fund** had been approved by the FEI General Assembly 2017 providing travel expenses subsidies. A **development pool** highlighting those officials in need of experience would also be established, along with a **rotation system** and a recommendation to extend FEI appointments.