Please mute yourselves and keep your cameras off during the webinar!

The meeting will be recorded

Thank you!
Promoting Veterinary Well-being: Strategies and Resources for Thriving at Work

Networking Webinar
15th April 2024
THE FEDERATION OF VETERINARIANS OF EUROPE

46 national associations
38 European countries
4 Sections
  • UEVP (Practitioners)
  • UEVH (Hygienists – Public Health Officers)
  • EASVO (Veterinary State Officers)
  • EVERI (Education, Research, Industry)

FVE’s mission

The European veterinary profession, embodied by FVE, enhances animal health, animal welfare, public health and protect the environment by promoting the veterinary profession.

Together with its members, FVE supports veterinarians in delivering their professional responsibilities to the best possible standards and ensures that veterinary expertise is recognised and valued by society.
Members - Sections

National or locational veterinary organisations appointing a delegation to the General Assembly

General Assembly

Elects Board/Orients association’s actions and approves policy and financial reports

Board of Directors

Defines position and programme

FVE Secretariat

Carries out decisions of Board of Directors

WORKING GROUPS

Reports to
FVE structure

- General Assembly
- FVE Board and Section Boards
- Working Groups and Task Forces
- Support by FVE Office

Provides scientific advice, forms positions and advocacies

✓ Animal Health & Welfare
✓ Public Health
✓ One Health
✓ Veterinary Education
✓ Professional responsibilities
What did FVE do so far on Mental well-being, Diversity, Equity and inclusiveness?

https://www.youtube.com/watch?v=SWzGJa9mHpA
Understanding the challenges of veterinary Well-being

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The culture of veterinary medicine – a dream job?

Role models and rituals

Traditional values

Tacit assumptions
Challenges of the veterinary profession

- Demanding work life balance
- Lack of diversity, equity, and inclusiveness
- Lower income compared to other medical professionals
- Challenging client communication
- Long working hours
- High student debt
FVE VetSurvey

**2018/2019**
- 14,559 veterinary professionals
- 30 European Countries
- 58% female respondents
- Average age: 42 years

**2022/2023**
- 12,397 veterinary professionals
- 37 European countries
- 65% female respondents
- Average age: 44 years
FVE VetSurvey

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There is a crucial need to define comparable standards for mental well-being assessments in healthcare professions.

The overall stress levels of veterinarians, need for medical leave due to decreased MWB and well-being scores remained stable, though consistently high.

Early career and female veterinarians were most at risk in both surveys.
Potential factors to consider

**Changing Professional Landscape**: The veterinary profession has evolved, and younger professionals may face different challenges.

**Career Development Pressures**: This pressure can contribute to stress and anxiety, particularly if the career progression is perceived slower than expected.

**Coping Strategies**: Different generations and genders may employ different coping mechanisms.

**Work-Life Balance**: This balance can be particularly demanding during early career stages.

**Gender Roles and Expectations**: Women may feel additional pressure to care for work, family, etc, and to prove themselves in male-dominated leadership positions.

**Discrimination and Bias**: Stereotypes and biases can create additional stress and undermine professional confidence.
Young Graduates face specific challenges that have a major impact on job satisfaction.

- Having sufficient clinical skills: 52%
- Unsatisfactory earnings: 43%
- Work-personal life balance: 39%
- Finding a practice with a good team spirit and supportive culture: 27%
- Having sufficient communication skills to deal with clients and colleagues: 20%
- Having sufficient business skills: 5%
- Student debt: 4%
- Other – please specify: 2%

Q51 - What are the two greatest challenges you have as a young graduate?
Total Sample n= 1545
How to meet these challenges?

- Improving veterinarian well-being will be most successful by creating more resilient veterinary workplaces that
  - Prioritise wellbeing
  - Pay attention to the work/life balance and allow flexibility
  - Respect for all employees and share accountability
  - Create a supportive environment for the whole veterinary team
### Ways veterinarians will meet challenges in the next 5 years

<table>
<thead>
<tr>
<th>Challenge</th>
<th>European Average 2018</th>
<th>European average 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Better communication skills</td>
<td>50%</td>
<td>57%</td>
</tr>
<tr>
<td>More business training for veterinarians</td>
<td>48%</td>
<td>43%</td>
</tr>
<tr>
<td>Increasing digital skills for work</td>
<td>47%</td>
<td>43%</td>
</tr>
<tr>
<td>More legislations for the profession</td>
<td>27%</td>
<td>29%</td>
</tr>
</tbody>
</table>

Q48 - How do you think veterinarians will meet the likely challenges of the next five years? Total Sample 2023 weighted n = 9,597
FVE programmes on MWB and DEI - Outlook

1. Annual award for ‘Great Veterinary Workplaces’

2. Outreach programme for secondary school pupils called ‘Vet for a Day’

3. Photo competition: ‘A Day In Your Life: The Diversity Of Veterinary Work’

4. MWB/DEI hub providing tools and resources, training programmes and coaching that will equip veterinary workplaces with the necessary skills
   - Mentor/mentee programme for early career veterinarians
   - Veterinary workplaces can apply for reimbursement vouchers for matching coaching or courses, tailored to their needs
‘Great Veterinary Workplace Award’

Do you work in a truly exceptional veterinary workplace? Then it's time to showcase what makes your work environment stand out!

→ Four categories: Small/medium and large clinical and non-clinical workplaces
→ Five short questions on why and how your workplace made a difference on MWB
→ Launch for applications: Beginning of May
→ Deadline: 1st August
→ Prize: 500 Euro Vouchers

Award ceremony at the FVE General Assembly in November 2024
‘Vet for a Day’

Are you a veterinarian eager to inspire the next generation? Become an ambassador with "Vet for A Day" and share your expertise with aspiring young minds!

- Do you want to organise Open Days at your workplace?
- Do you want to share your story with pupils at school or career fairs?

‘Vet for a Day’ is an umbrella for these outreach programmes targeting teenagers (14 to 17 yo)

» Register to become a veterinary ambassador and get your event listed to reach a wider audience. You will receive promotional material and publicity for your activities, too!
» Please visit www.vetjoy.org to see all events and list yours!
Photo competition: ‘A Day In Your Life: The Diversity Of Veterinary Work’

• Visual and creative celebration of the huge diversity of veterinary work and their workplaces
• One original photo from a veterinarian or a veterinary student in Europe
• The three first winners will receive a 500 € voucher.
• The public choice prize will be awarded to the photo with the most votes (500 €)

Stay Tuned: The submission form opens early May, orchestrated with other EU Diversity Month initiatives
Mentor-mentee programme for recent graduates

- Aims to guide recent graduates through their early career challenges
- Eligibility criteria for mentees:
  - Veterinarian graduated between 2019-2024 in one of the FVE member countries, regardless of their occupation
- Eligibility criteria for mentors:
  - Open to any veterinarian regardless of the section that they are in (official vets, public health, practitioners, research and education, industry)
- Both mentees and mentors must be able to dedicate around 4 hours per month for 12 months
- Mentees and mentors will be matched based on geographical and linguistic indicators
- To apply, please visit [www.vetjoy.org](http://www.vetjoy.org)
Introducing Workplace Coaching Vouchers

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Veterinary Workplace Coaching

Team Building Coaching to facilitate collaboration, and cohesion among veterinary team members by fostering a supportive work environment.

Communication Coaching to harness skills among veterinary staff members to foster team and client communication, conflict resolution, and delivering difficult news.

Well-being Coaching to address the mental, emotional, and physical well-being and focuses on stress management, burnout prevention, work-life balance, and self-care practices.
Veterinary Workplace Coaching Benefits

Improved Team Cohesion and Collaboration encourages open communication, mutual respect, and trust within the team.

Better Conflict Resolution equips team members with relevant skills to address conflicts or disagreements effectively.

Superior Service Excellence identifies areas for improvement and implements strategies to eliminate bottlenecks or inefficiencies, ultimately saving time and resources.

Enhanced Employee Engagement and Satisfaction contributes to higher job satisfaction among veterinary staff members, leading to reduced turnover rates.
Workplace Coaching Vouchers as a Resource for Veterinary Professionals

- FVE, with the generous support of the Zoetis Foundation, set up an online MWB/DEI hub
- [www.vetjoy.org](http://www.vetjoy.org) links to tools and resources, such as webinars, training programmes and coachings that will equip veterinary workplaces with the necessary skills
- Vouchers for veterinary workplaces to receive coaching in MWB and DEI across Europe are one of the resources!
- On the website, vetted coaches’ contact details and their offers will be listed per country and expertise

Do you want to join our coach list? Enter your contact details on [www.vetjoy.org](http://www.vetjoy.org)!
Coaching Vouchers - Eligibility criteria

• Workplaces can contact coaches depending on their needs or coaches can approach workplaces to suggest team coaching (no individual coaching)

• There is no intention to standardise the coaching. Coaching can differ between countries, sectors (practice/official vets), and cultures, based on the needs of the workplace. Coaching should always focus on improving the workplace MWB!

• Workplace staff coaching should last between min. 0.5 - max. 3 days under the lead of a coach listed on www.vetjoy.org

• Ideally, workplaces most in need should benefit from the coaching vouchers
Coaching Vouchers – Conditions

• All participants need to receive a certificate of attendance
• Evaluation forms must be filled out before and after the coaching sessions to measure the impact (FVE provides the form)
• Application form will be open from ~May ~November
• Workplaces will be reimbursed following the first come, first served approach capped at 2500 Euro. Total amount 40,000€
• Signed invoice, evaluation forms and certificates of attendance must be submitted
• The geographical balance of voucher allocation will be monitored
Q&A: Strategies for Enhancing Veterinary Well-being

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Feedback from coaches:

Joep Driessen - cowsignals
Michael Katikaridis - klarheit.consulting
Lieve Galle - Arts In Nood
What is your experience with veterinary workplace coaching?
How Did Staff Coaching Support Well-being and Professional Development?
Closing remarks

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Key takeaways

• Veterinary staff workplace coaching benefits the entire team by promoting collaboration, communication, skill development, and job satisfaction

• Application form for Vouchers will be available from ~May to ~November

• Update on voucher rollout during the next networking webinar in 2-3 months (numbers of workplaces coached, type of coaching, geographical coverage, numbers of vouchers remaining)
THANK YOU!
Resources

Publication Comparative Survey on Wellbeing and Stress Levels among European Veterinarians: https://www.mdpi.com/2306-7381/11/1/48


Publication on veterinary MWB and DEI support programmes: https://www.frontiersin.org/articles/10.3389/fvets.2022.888189/full
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