

Staff perceptions of mental wellbeing support in New Zealand veterinary practices.

A BVN student project

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The project.

Self-care

Mental health

Resilience

Mental
wellbeing

- Mental well-being of employees = important.
- This is critically evident in the veterinary sector.
- Overworked, underpaid, and under-resourced workforce

Why?

- What we already know? Mental wellbeing is an important issue within the veterinary sector.
- High levels of mental health concerns
 - Compassion fatigue
 - Stress
 - Burnout
- What we need to know? How are employers supporting the mental wellbeing of their staff and do staff perceive this support to be effective?

How?

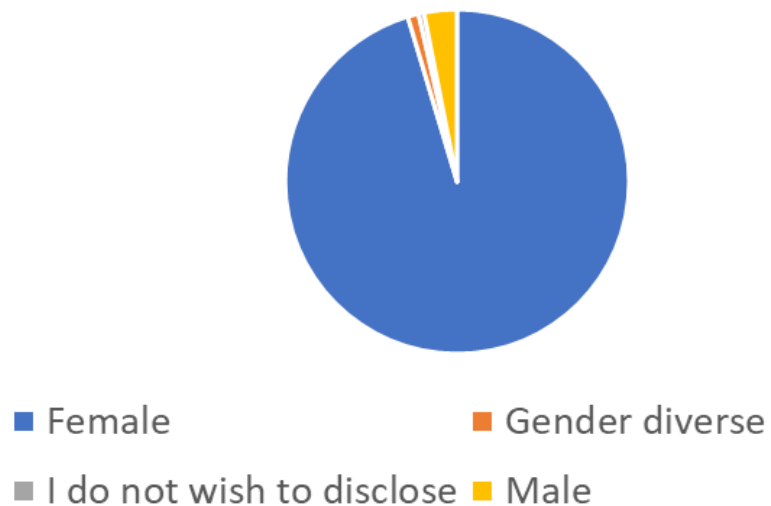
- So – how do we help? To do that, we first need to know the answer to some key questions.
- Bachelor of Veterinary Nursing student Steph Hunt, as part of her final year project, wanted to find those answers.

How?

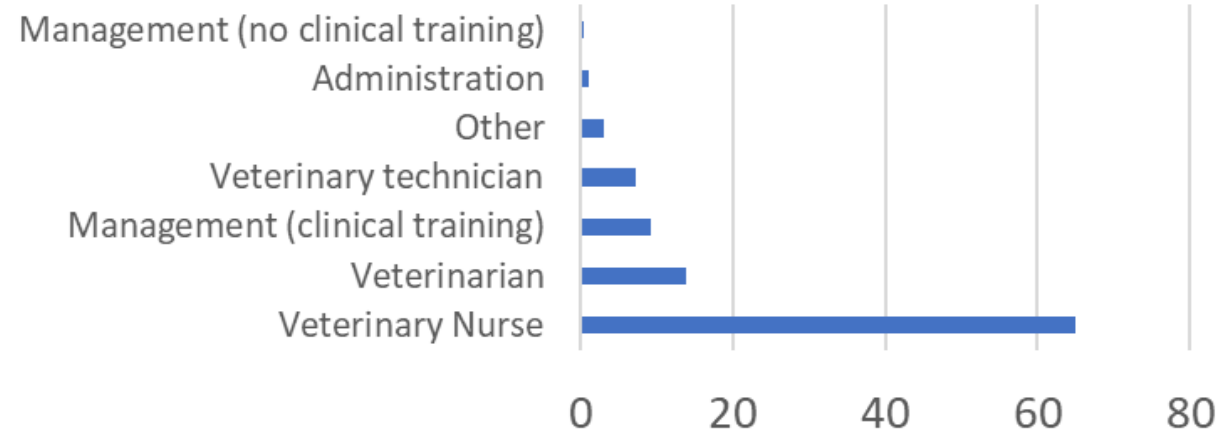
- Online anonymous survey to all veterinary professionals working in clinical practice in NZ
- Questions on:
 - What wellness and mental wellbeing support they currently have access to
 - What support they want to see
 - How important the issues on mental wellbeing are to them and management

Results - demographics

Gender



Role



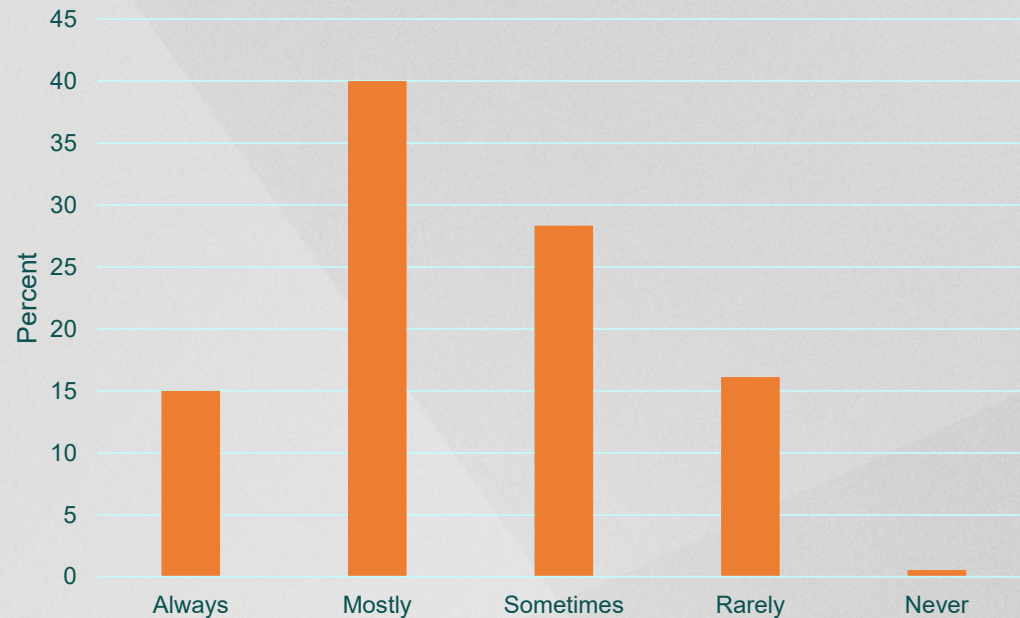
Results

We will look at some of the data across four main themes

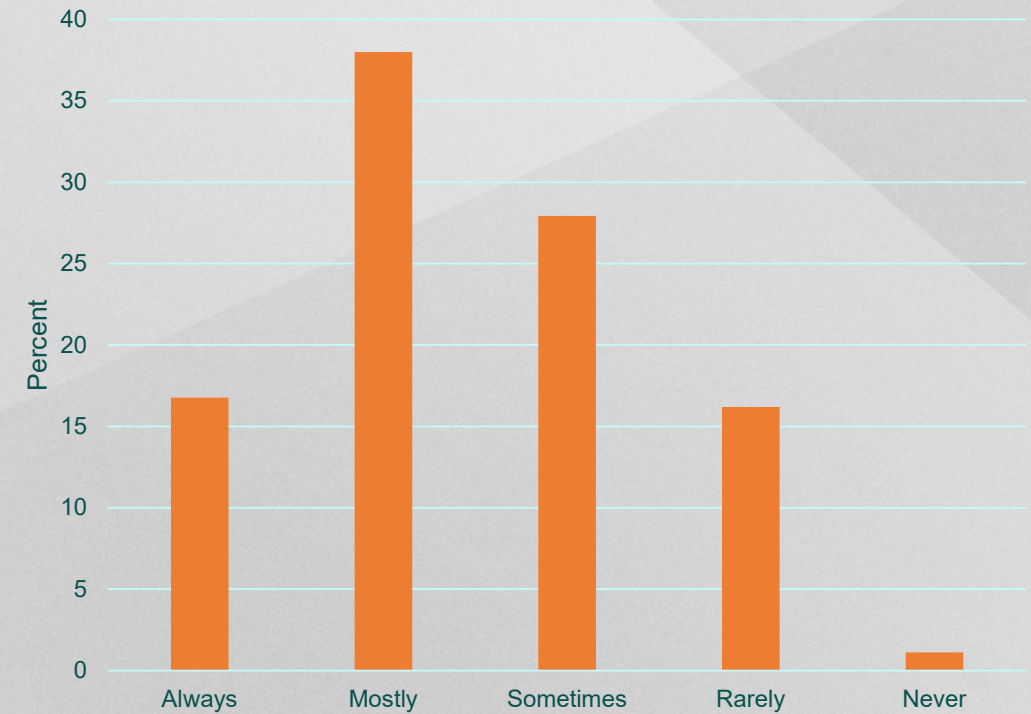
- Work environment
- Workload
- Wellbeing
- Support

Results – work environment

Do you regularly receive your full lunch break?

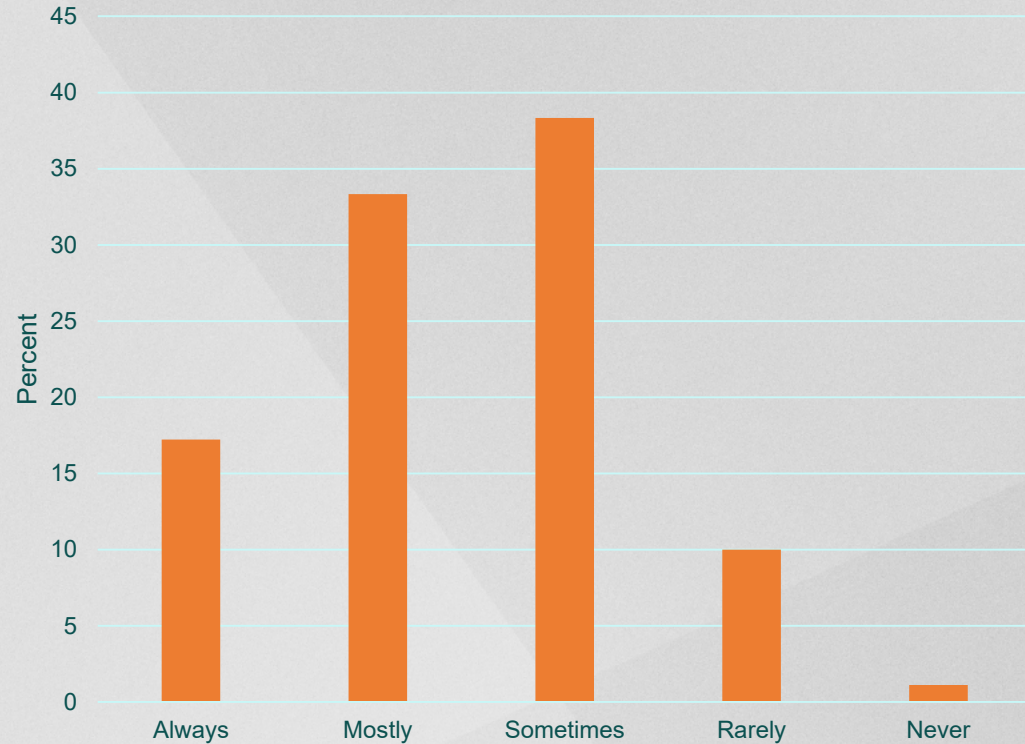


Do you have regular opportunities for toilet and snack breaks?

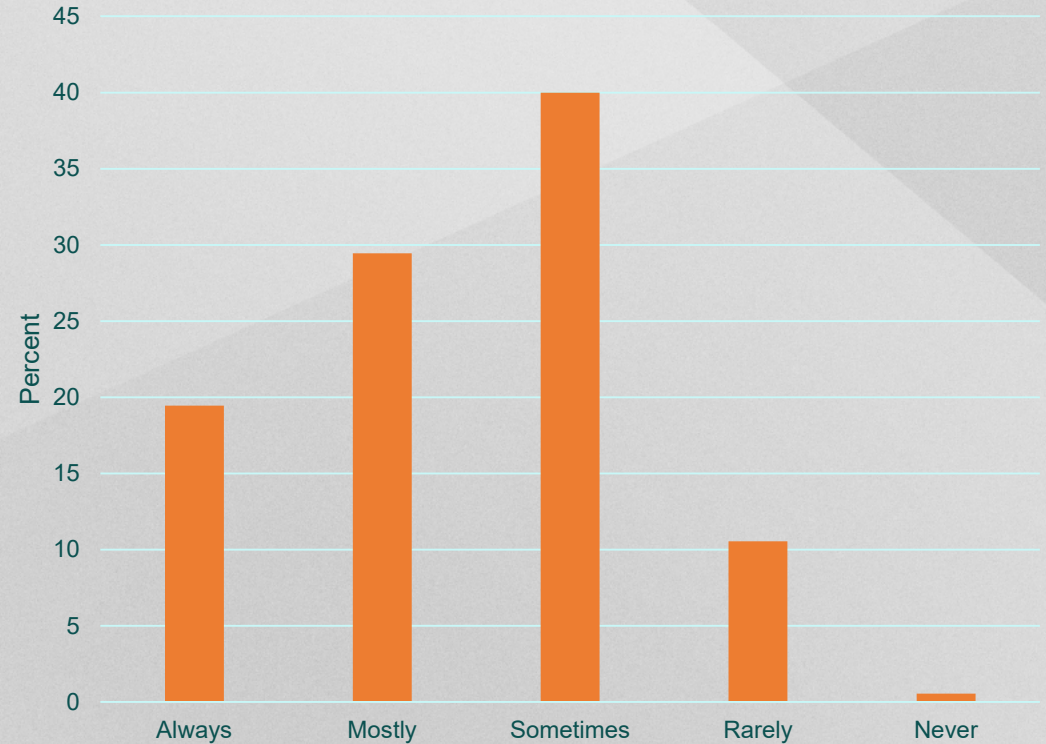


Results - workload

Are you **PHYSICALLY** exhausted at the end of your working day to the point where you are unable to undertake sports or hobbies?

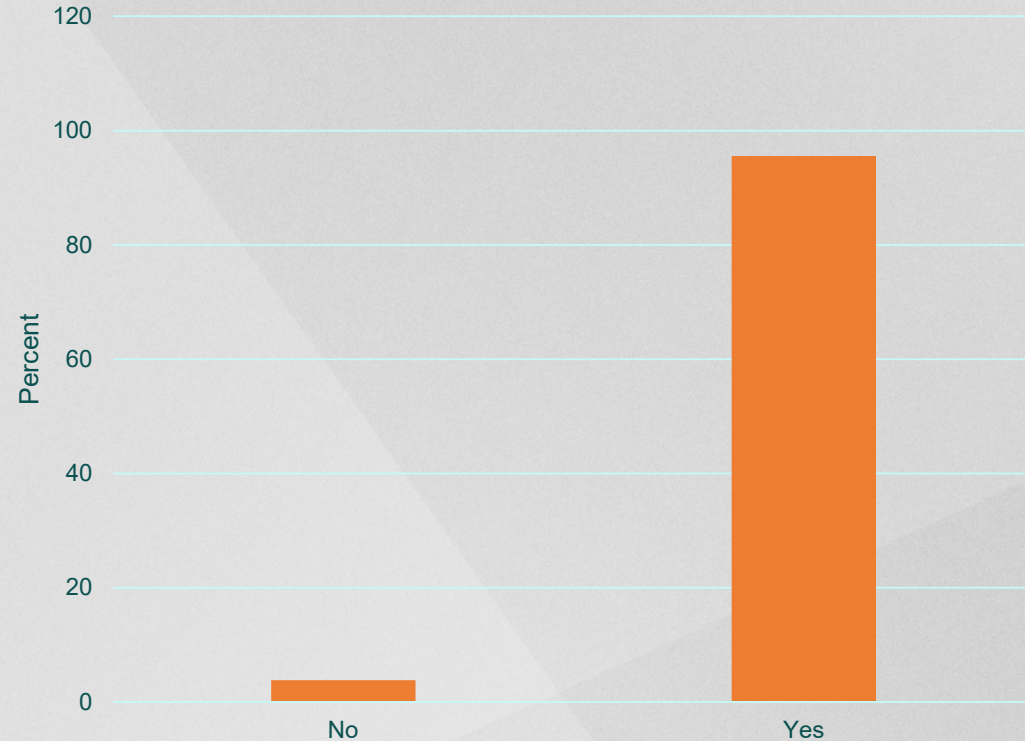


Are you **MENTALLY** exhausted at the end of your working day to the point where you are unable to undertake sports or hobbies?

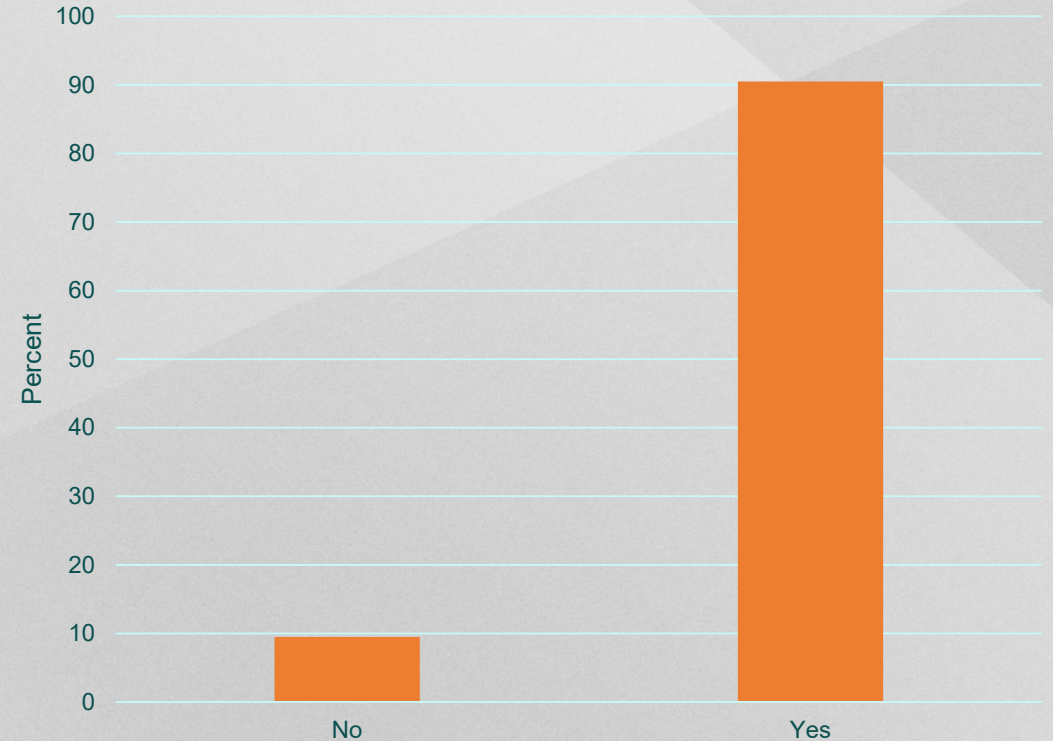


Results - wellbeing

Have you ever experienced mental distress in relation to your work?

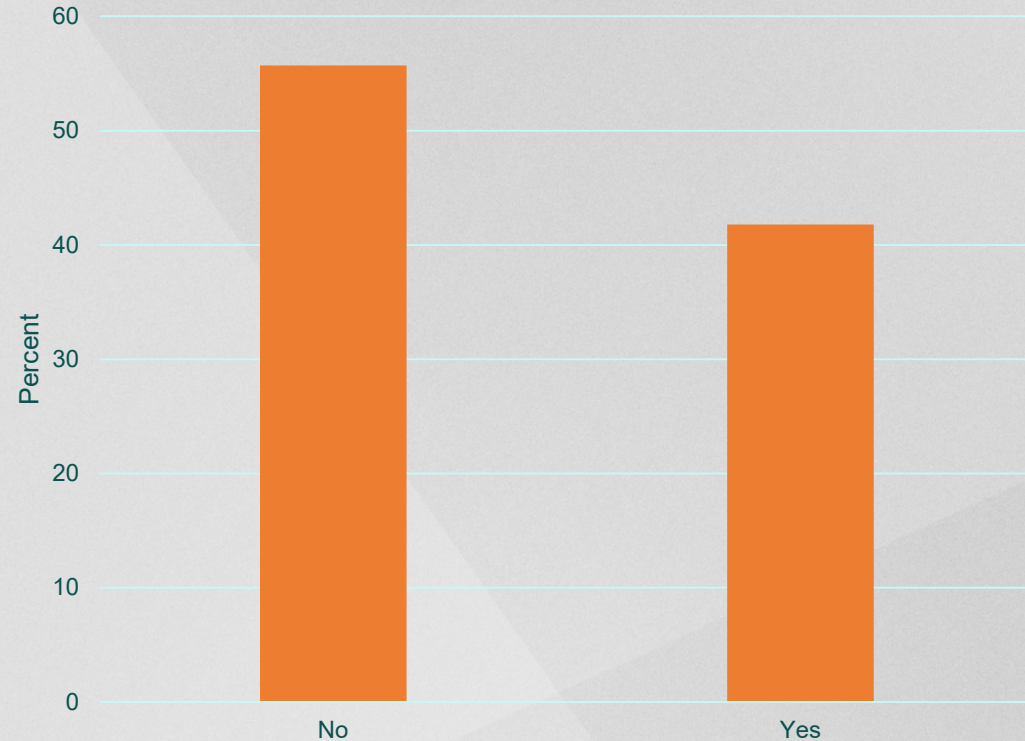


Have you experienced what you consider to be “compassion fatigue”, emotional exhaustion” or “burnout”?

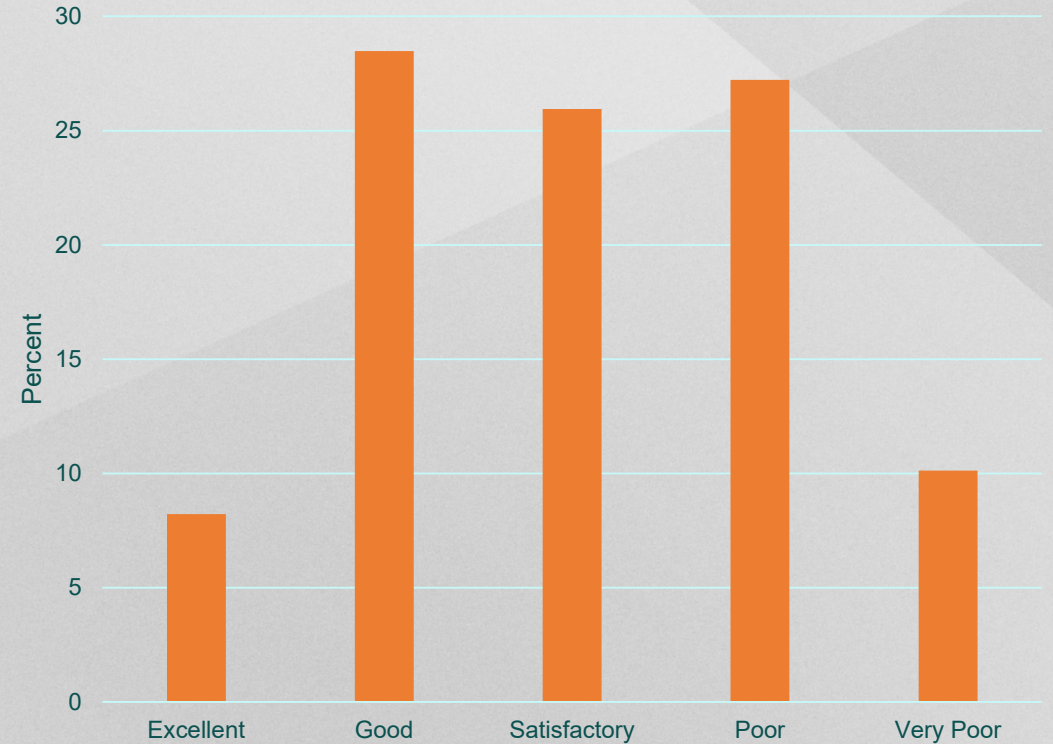


Results - support

Does your practice actively seek to advise you on support available or check-in regarding staff mental distress?



How do you rate the support provided at your clinic for mental distress?



What does this all mean?

Most people enter veterinary work to care for animals...so...taking the 'human factor' out of the equation...

1. Research in human medicine shows that increased workload has a direct impact on patient mortality – there is no reason to think this is any different in veterinary medicine.
2. A healthy, happy workforce is a productive one – there are business (financial) reasons for improving the current situation





Now what?