FEEVA

Every horse matters

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FEEVA President

Retention of veterinarians specialising in breeding and related strategies

WFSBH Cascais, 14.10.2024

About Heidi K-K

-Equine practitioner

>20 years

-trained breeding & stud vet

-horse breeder

-FEEVA, FVE, UEVP, WVA, EHN

Introduction to FEEVA

- The Federation of European Equine Veterinary Associations

-Umbrella organisation for Equine vets

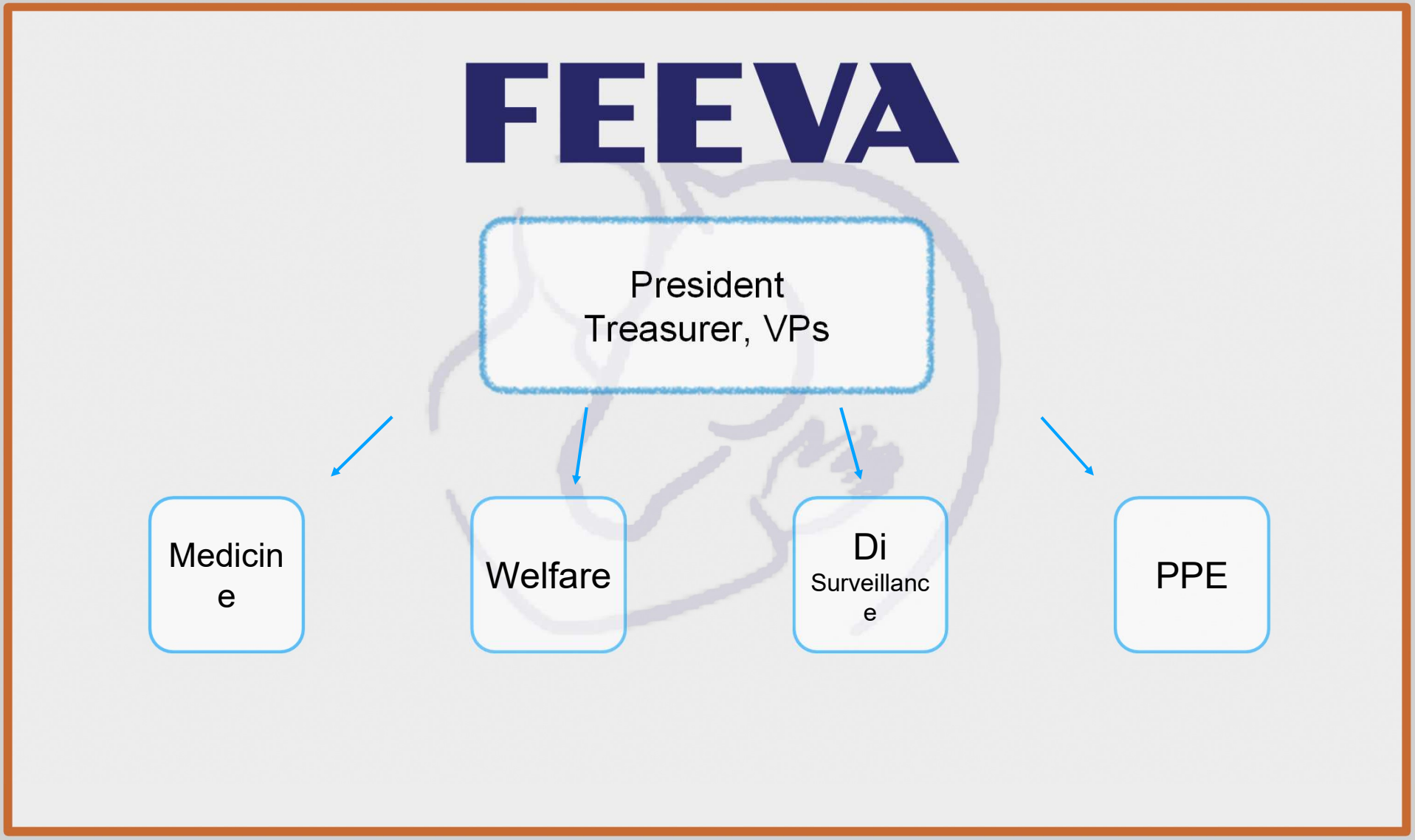
>8000 members

-23 countries

-wellbeing and health of horses and equine vets

-influencing policy making

Organisation of FEEVA

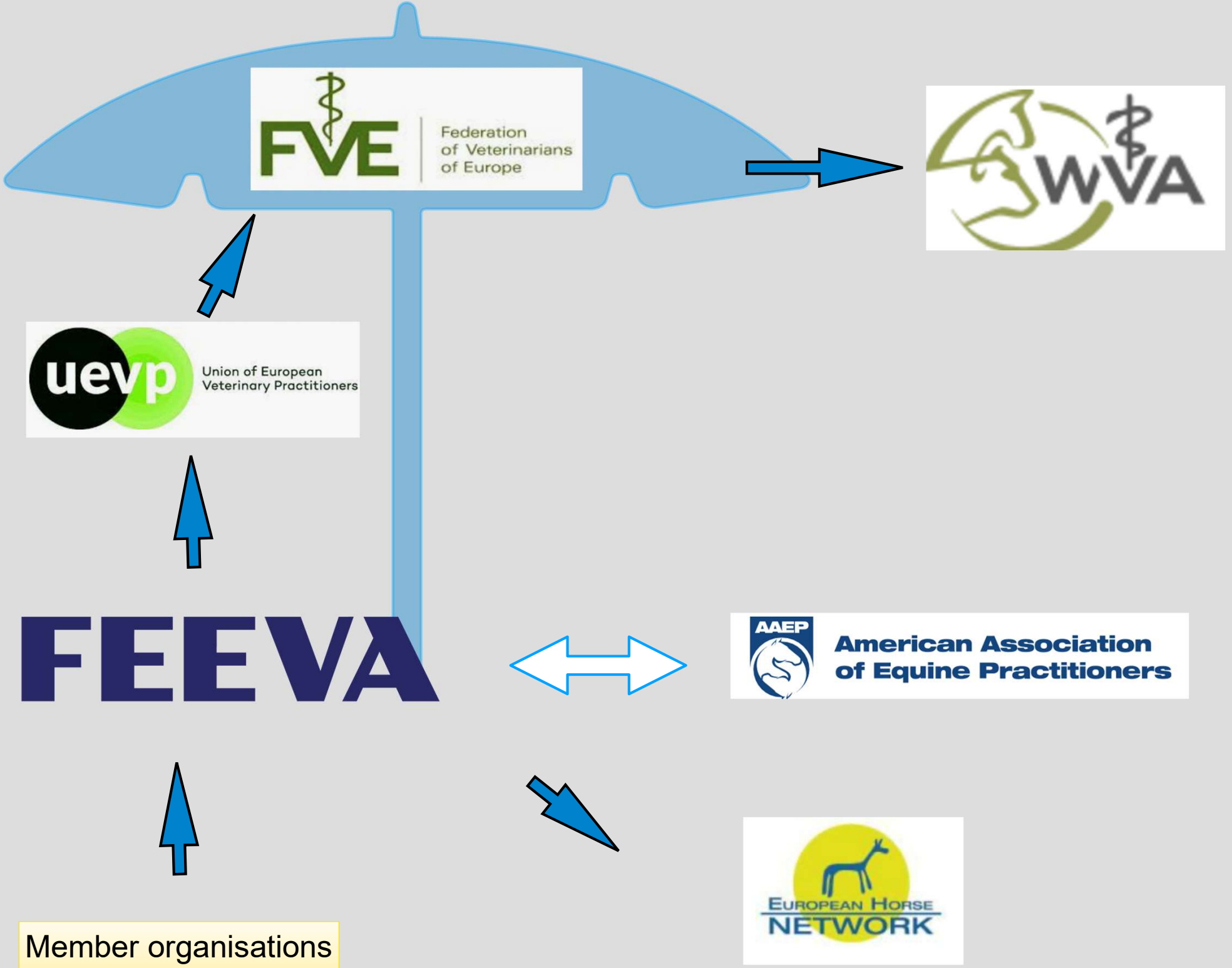


Organisation Puzzle

->influencing

->networking

->co-working


FVE
Federation of Veterinarians of Europe
WVA
uevp
Union of European Veterinary Practitioners
FEEVA
AAEP
American Association of Equine Practitioners
European Horse Network
Member organisations

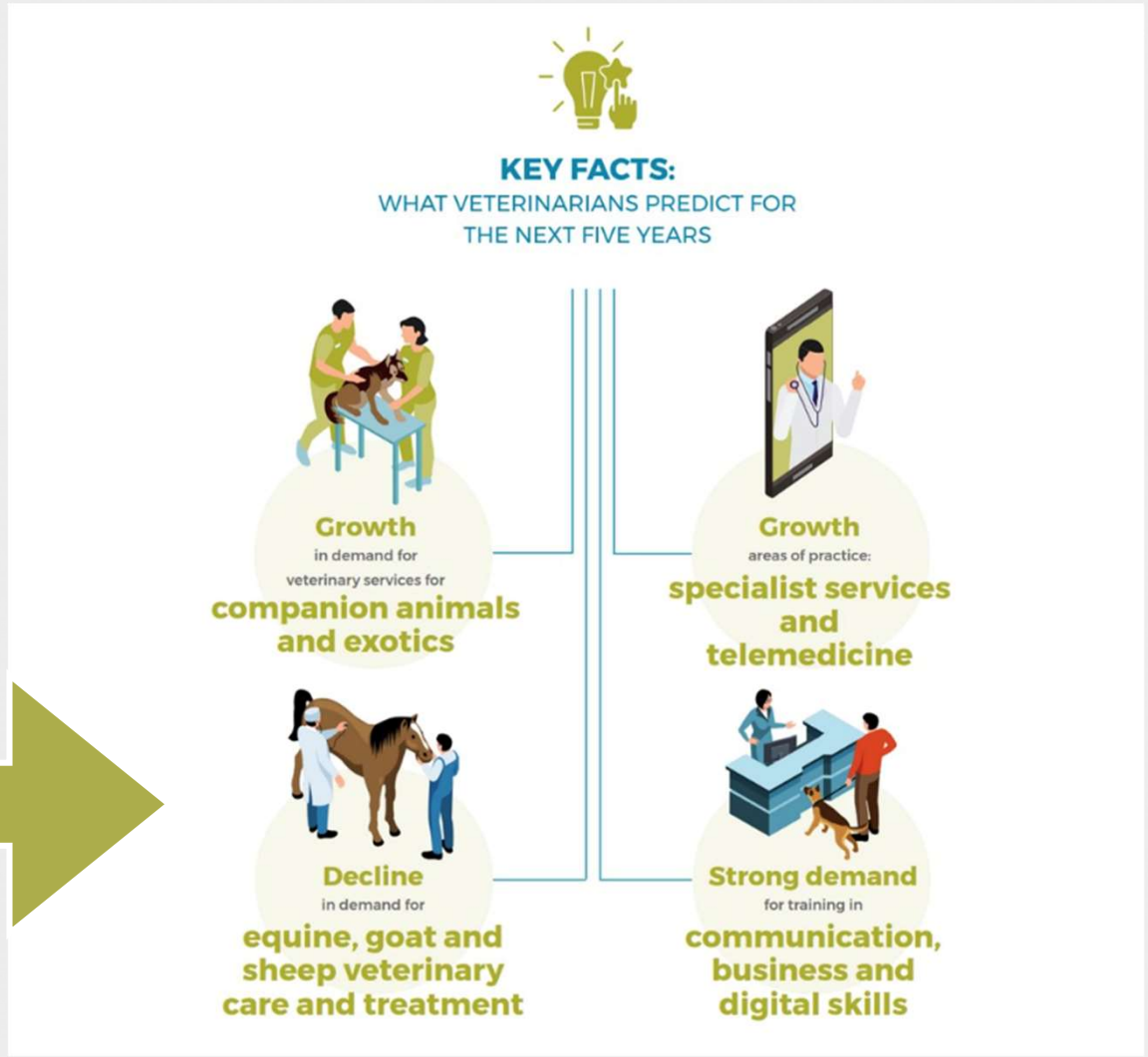
FVE VetSurvey

2015
2018
2023

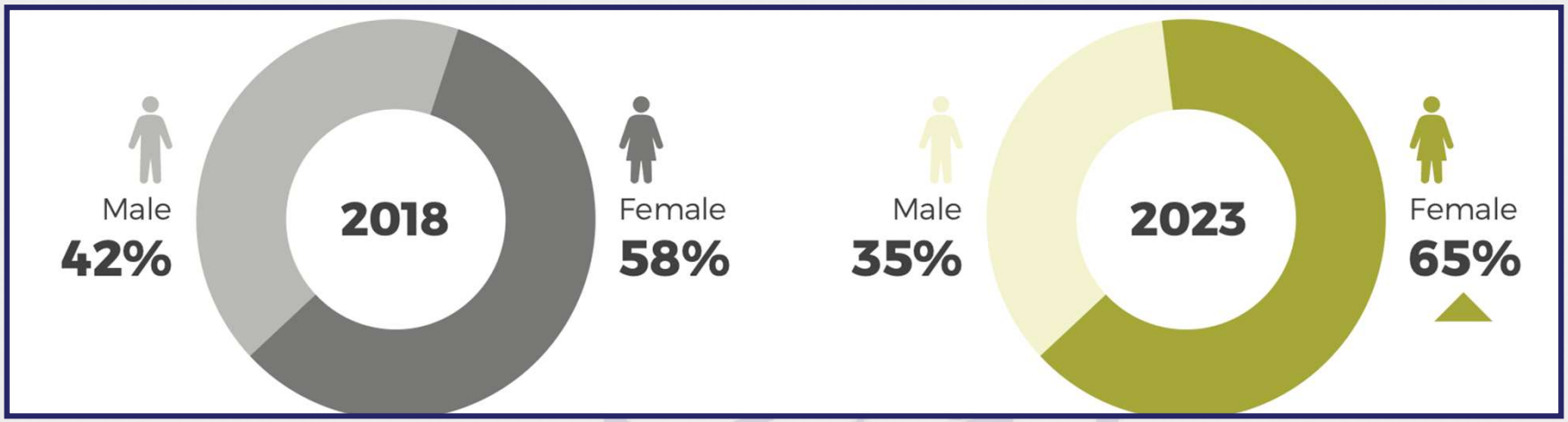
12,397 *responses from FVE members in* **37** *countries*

Demographics, the labour market, and financial indicators

FVE VetSurvey

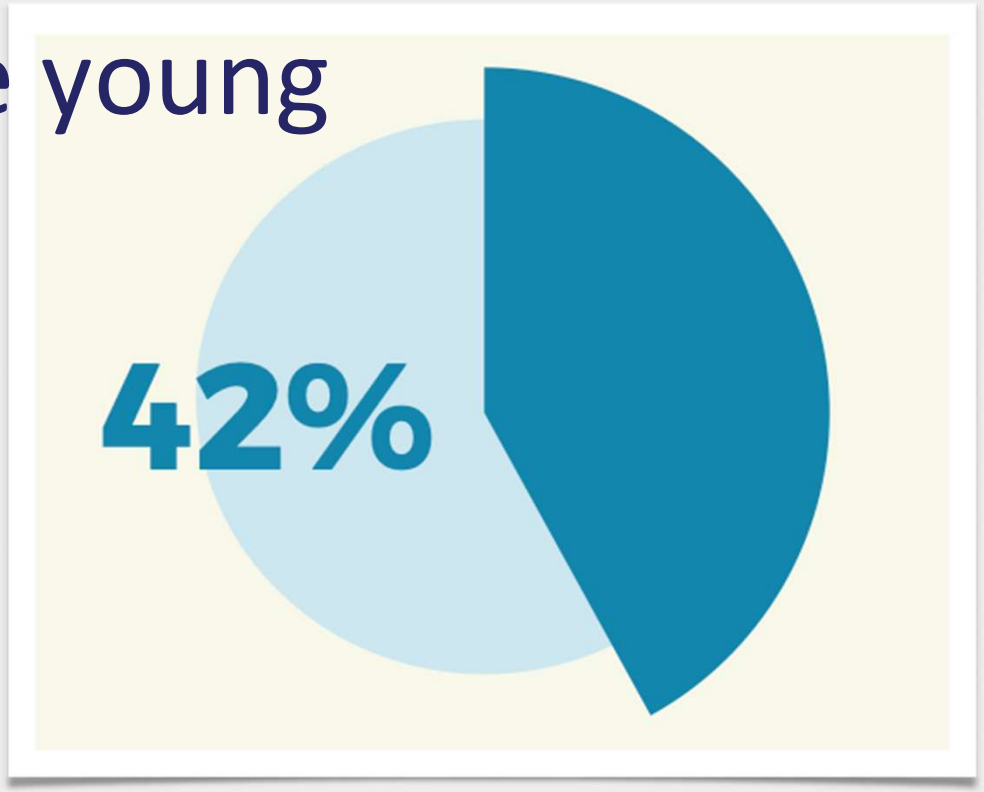


FVE VetSurvey; Feminisation



FVE VetSurvey; Age

Vets are young



42% under 40 y.

FVE VetSurvey; equine

21%

of practicing vets work with Equine

FVE VetSurvey; Stress

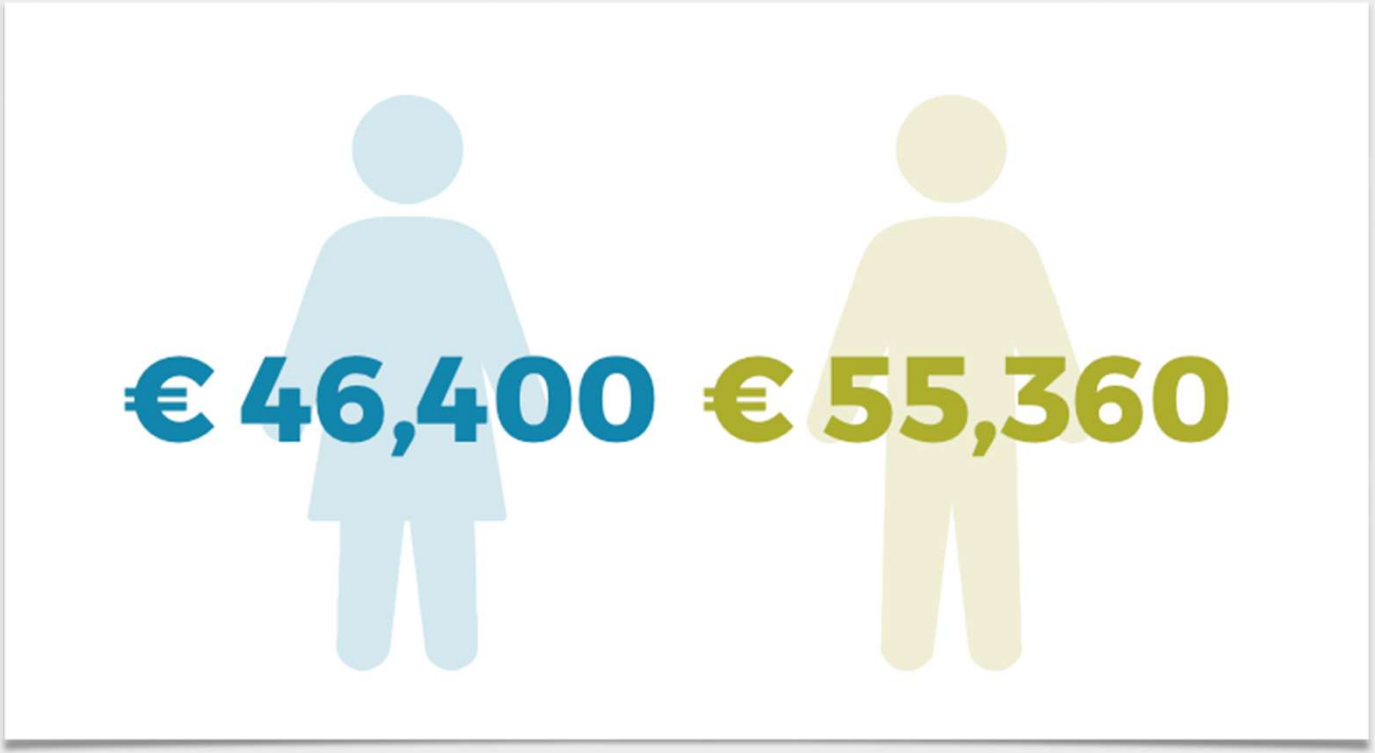
90%

Experience stress in their work

- 1/4 vets have taken 2+ weeks of work due to mental issues
  - -depression
  - -burn-out
  - -exhaustion
  - -compassion fatigue

In past 3 years

FVE VetSurvey; Salary



FVE VetSurvey; Salary

37%

feel their financial situation is worse than previously

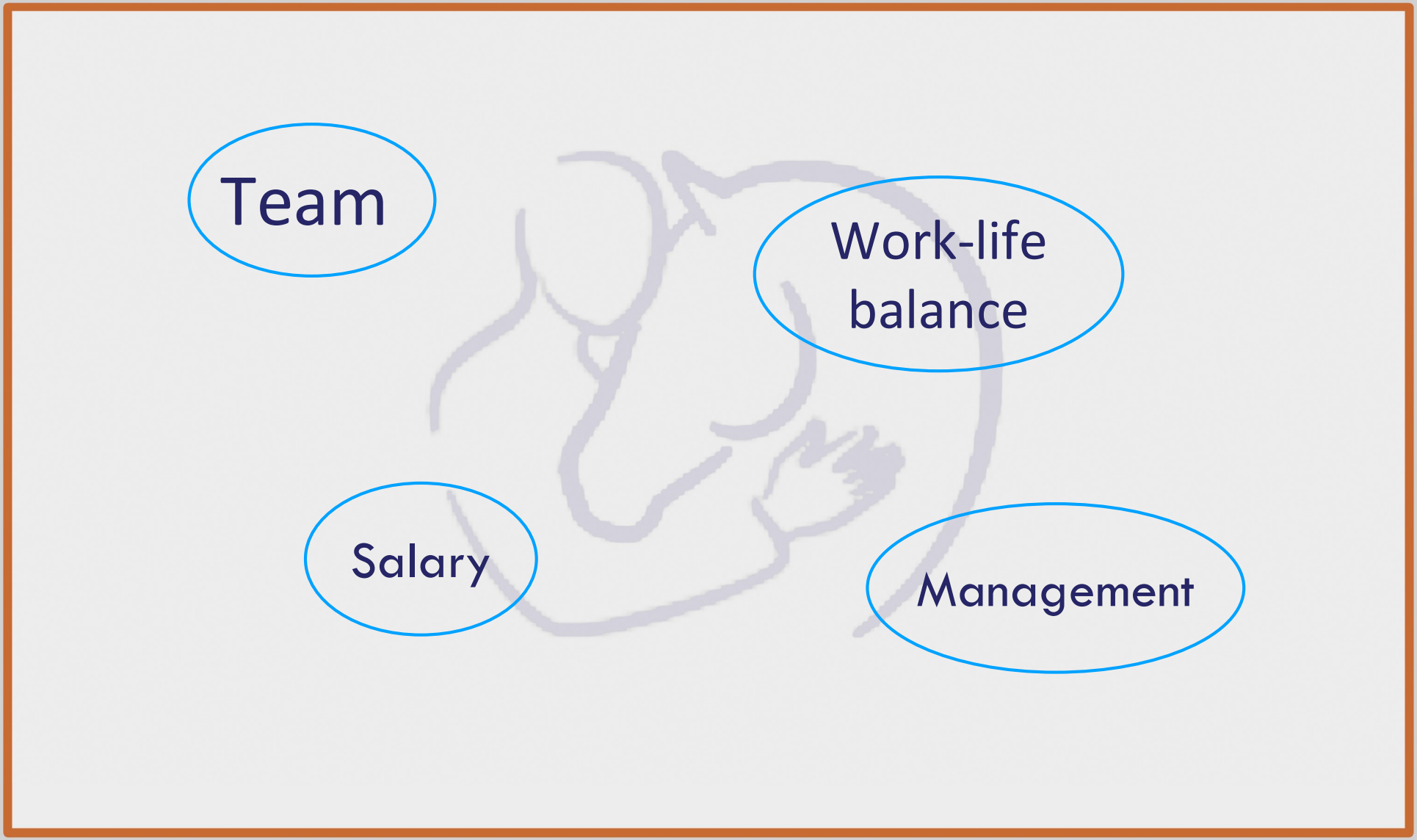
FVE VetSurvey; part-time

66%

Work full time

Females > Males

Factors affecting Job satisfaction



Values

In general vets have an interest on animals

But…clients, business, ethical conflict

What to do? Brainstorming

Team

-Every X pregnant mare pop a Champange

-End of season incentive trip

-enforce feeling of belonging!

What to do? Brainstorming

Work-life balance

-Work in teams eg. 2-3 vets

-1 week work 1 week of

What to do? Brainstorming

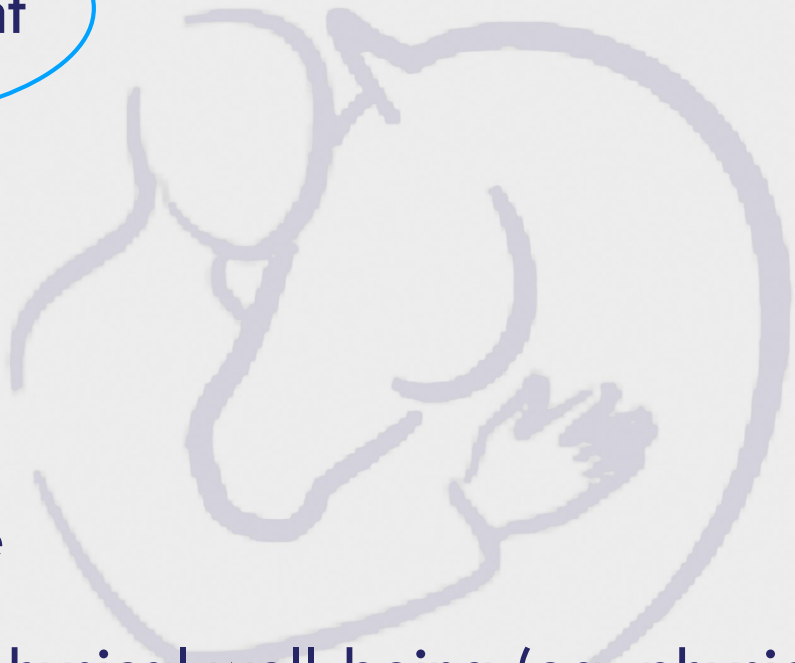
Salary

-full year contract/salary

-Breeding season remuneration enough for the whole year

What to do? Brainstorming

Management



-organise child-care

-support mental & physical well-being (eg. physiotherapy)

What to do? Brainstorming

Other

-attract non-horsey people

-Scholarship Programme

Thank you!

http://feeva.fve.org/ FEEVA

FEEVA - the Federation of European Equine Veterinary Associations