

---

# **EQUINE VETERINARY WORKFORCE**

**What challenges are we facing?**

**Lucy Grieve MRCVS**

---

# BACKGROUND



➤ **Increasing cost of living**

➤ **Undercharging**

➤ **Underpaid**

➤ **Large debts**

➤ **Long hours**

➤ **Physical risk**

➤ **Feminisation**

➤ **Corporatisation**



---

# DATA



- **AAEP & Amy Grice**
- **BEVA Recruitment & Retention Survey 2019**
- **BEVA Recruitment & Retention Survey 2022**
- **FVE Survey 2022**



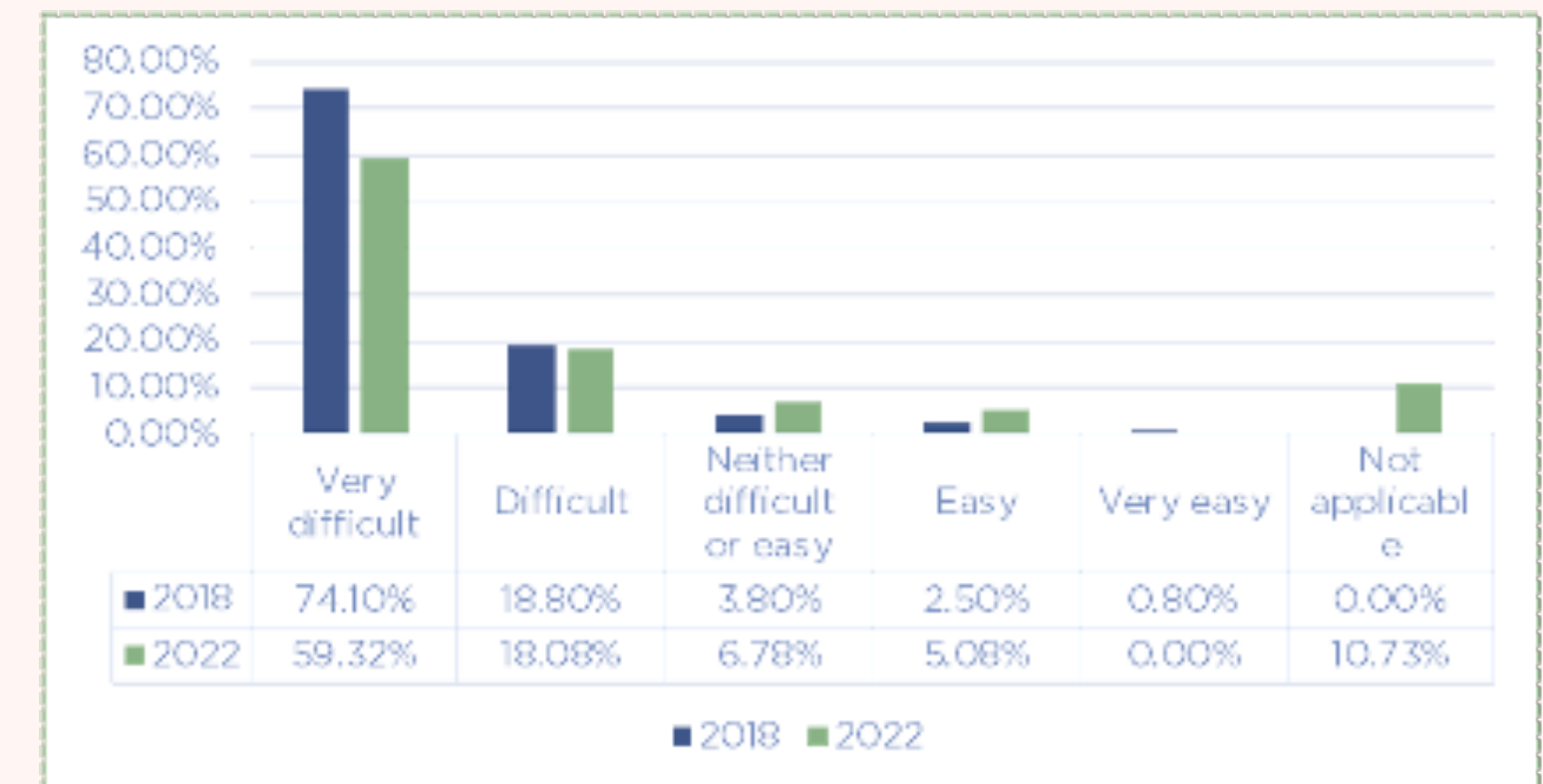
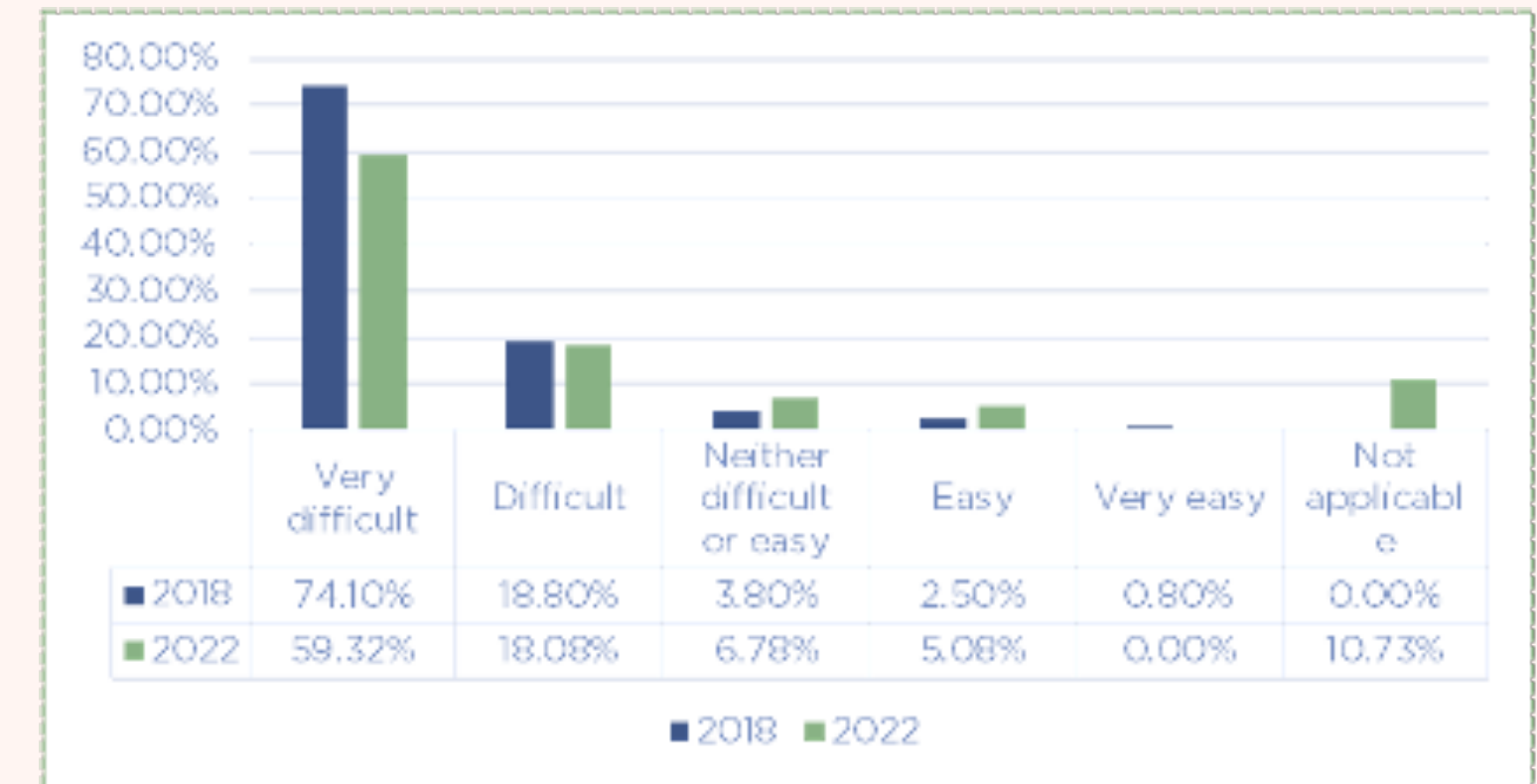
# BEVA SURVEYS - RETENTION

- **More going self-employed (Covid, corporatisation?)**
- **Over 80% vets and nurses work 'full-time'**
- **Working 30-55hr weeks (max 100)**
- **Over 34% vets and 54% nurses likely to change jobs in the next 2yrs**
- **Reasons for leaving: WLB, family & salary (reverse order for nurses)**
- **15% / 10% would not choose career again**



# BEVA SURVEYS - RECRUITMENT

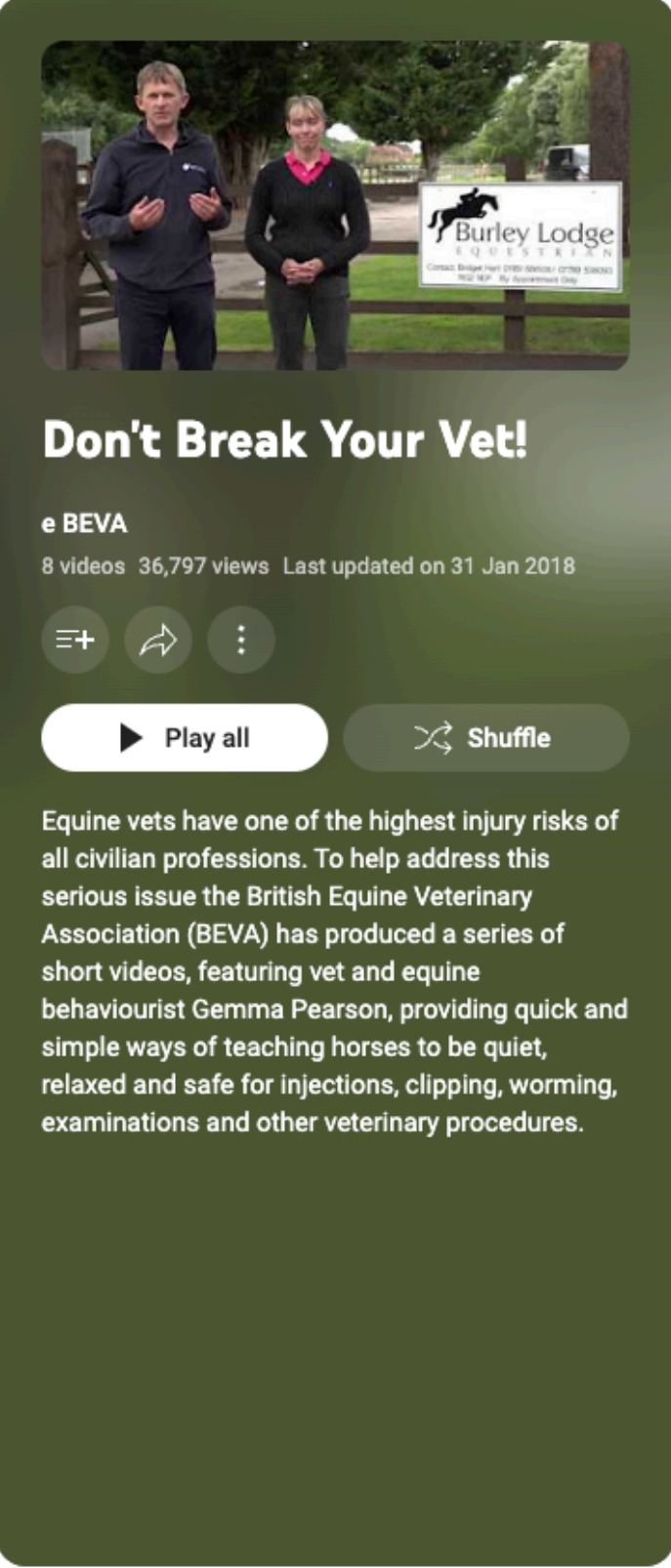
- **Over 50% struggling to recruit new grad vets**
- **77% for experience vets**
- **15% trainee nurses**
- **45% experienced nurses**





# BEVA STRATEGY

- **Supporting members**
- **Affiliate organisation members**
- **Student engagement**
- **Client education**
- **Make the work fit the workforce,  
not the workforce fit the work!**



**Don't Break Your Vet!**

e BEVA  
8 videos • 36,797 views • Last updated on 31 Jan 2018

Equine vets have one of the highest injury risks of all civilian professions. To help address this serious issue the British Equine Veterinary Association (BEVA) has produced a series of short videos, featuring vet and equine behaviourist Gemma Pearson, providing quick and simple ways of teaching horses to be quiet, relaxed and safe for injections, clipping, worming, examinations and other veterinary procedures.

- 1 **Don't Break Your Vet Introduction**  
e BEVA • 13K views • 5 years ago  
0:41
- 2 **Don't Break Your Vet - Easy Injections**  
e BEVA • 33K views • 5 years ago  
6:27
- 3 **Don't Break Your Vet - Learning to Stand Still**  
e BEVA • 12K views • 5 years ago  
4:30
- 4 **Don't Break Your Vet - Calm Clipping**  
e BEVA • 10K views • 5 years ago  
7:39
- 5 **Don't Break Your Vet - Leading & Trotting Up**  
e BEVA • 7.2K views • 5 years ago  
4:46
- 6 **Don't Break Your Vet - Happy Heads**  
e BEVA • 7.2K views • 5 years ago  
5:11
- 7 **Don't Break Your Vet - Clicker Training**  
e BEVA • 6.5K views • 5 years ago  
4:44
- 8 **Don't Break Your Vet - Worry-Free Worming**  
e BEVA • 12K views • 5 years ago  
4:15

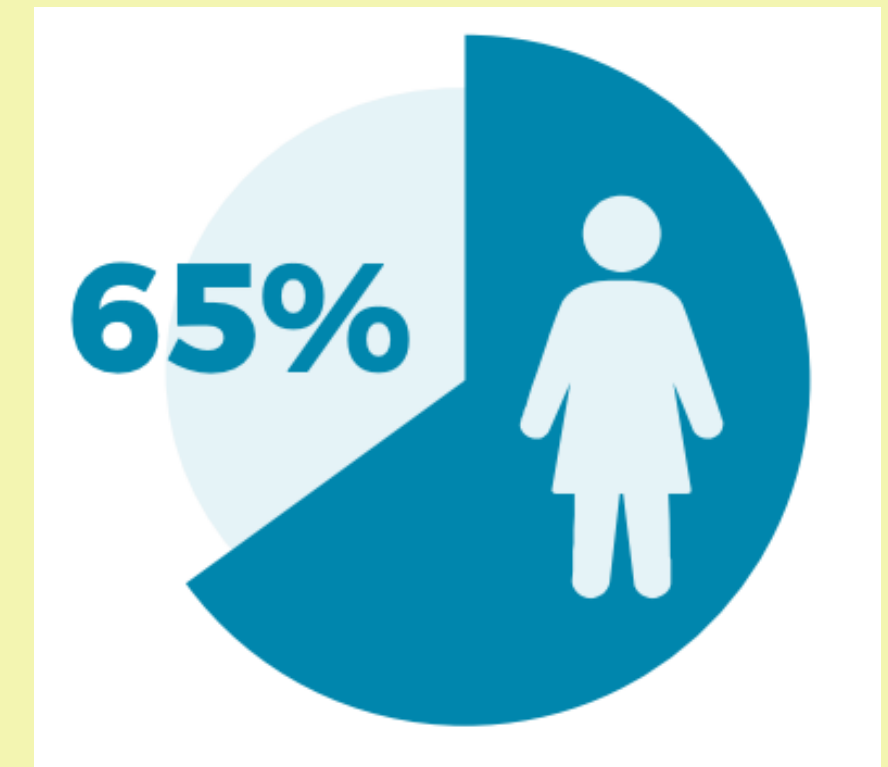
---

# FVE SURVEY 2023

- **Estimated 6.99 million horses in Europe**
- **328,494 vets in Europe (all species/disciplines)**
  - **21% were working in equine**
  - **% of vets working in equine by country varied from 8% (LT) to 47% (RO)**
  - **7% of all cases treated were equine**
- **12,397 respondents across 37 countries in Europe**

# FVE SURVEY 2023

- **Median age 44**
- **65% female**
- **66% work full time**
- **49% have 15+ yrs experience**
- **67% work in private sector**
- **44% UK vets employed (corporatisation) Vs only 6 EU countries >20% (SE, NO)**





# EARNINGS

- **€48,000** vet average year earning
  - **highest CH & IE**
  - **Lowest RS & RO**
- **Highest paid vets work in education & research**
- **38% of vets aged >40yrs earn €70,000+ (median €60,000)**
  - **13% of <40yrs earn €70,000+ (median €38,400)**
  - **Slow to rise? Mortgage/house, family/kids...**
- **Female median €46,400 Vs Male median €55,360**

**€ 48,000**

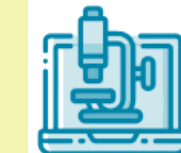
*average year earnings of  
European veterinarian*

**€ 85,000+**

*highest income in  
Switzerland and Ireland*

**€ 14,500**

*lowest income in Serbia  
and Romania*



**€ 59,000**

*education and research is  
the highest paid work*



*the full time equivalent  
median salary of female  
and male veterinarians*

# HOURS

- **Average 36.9 hrs/week**
- **1/3 do not work 'out of hours'**
- **Lack of skills at graduation?**
  - **Takes 2yrs to achieve economic independence following graduation**

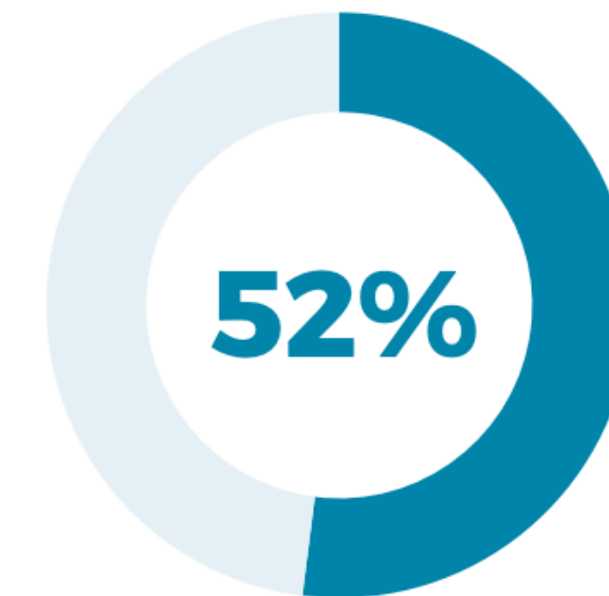


**36.9 h**

*average working week for  
European veterinarians*



*1/3 of veterinarians do not  
work out-of-hours*



*of veterinarians who  
started to work within the  
past 5 years say they lack  
sufficient clinical skills*

# SATISFACTION & WELLBEING

- **Average score 7/10 for choice of profession**
  - **CH, DK & FI most satisfied**
- **5/10 for work-life balance**
- **5.5/10 for income**
- **90% are stressed**
- **23% have taken >2 weeks off work due to...**
  - **depression, burn-out, exhaustion or compassion fatigue**
- **25% likely to leave profession + further 18% 'somewhat likely'**

**7/10**

*an average score the  
veterinarians give to their  
choice of profession*

*Veterinarians in*

**Switzerland,  
Denmark,  
Finland**

*are the most satisfied  
with their choice of  
profession*

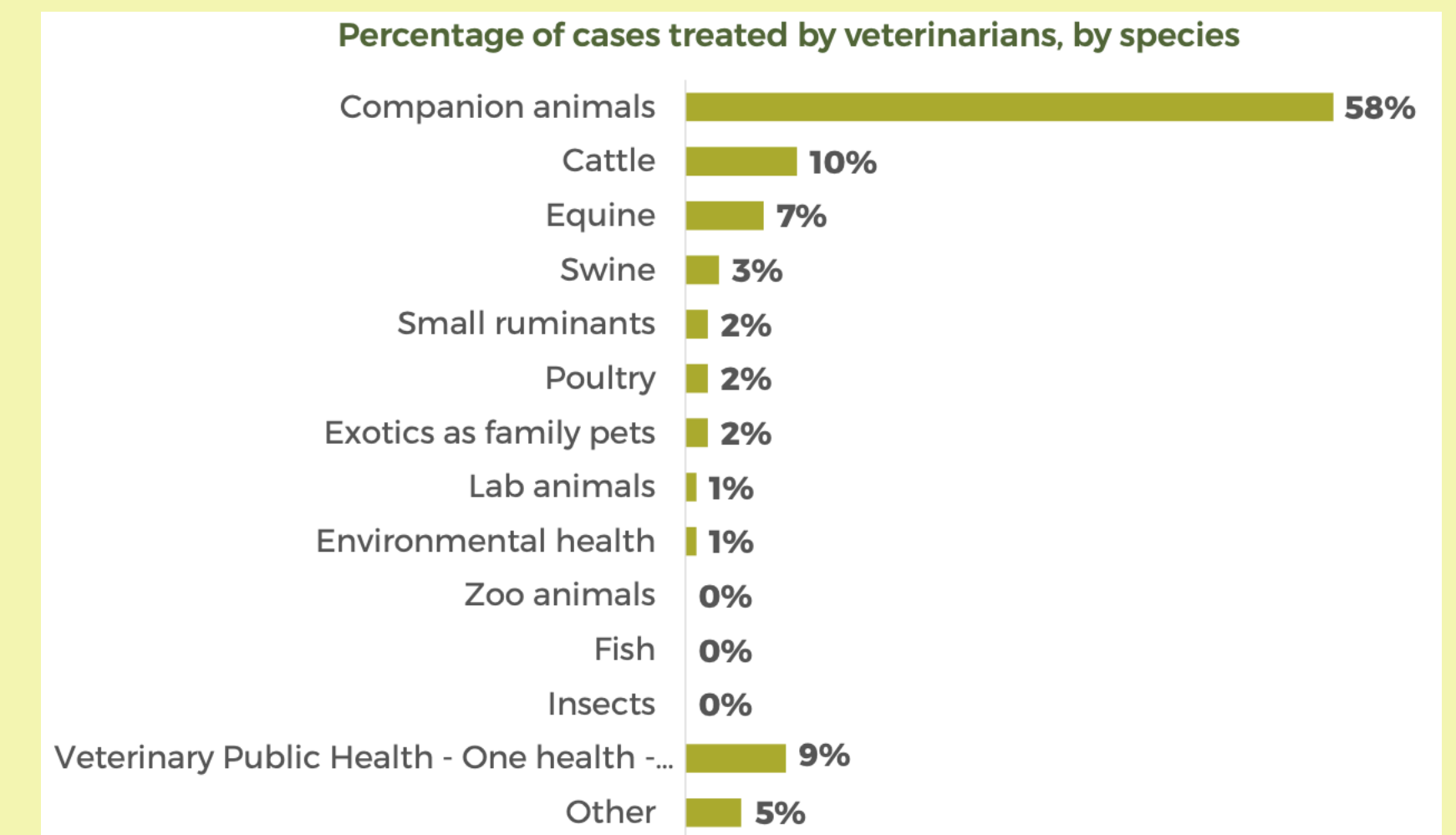
**90%**

*of veterinarians say they are  
stressed*



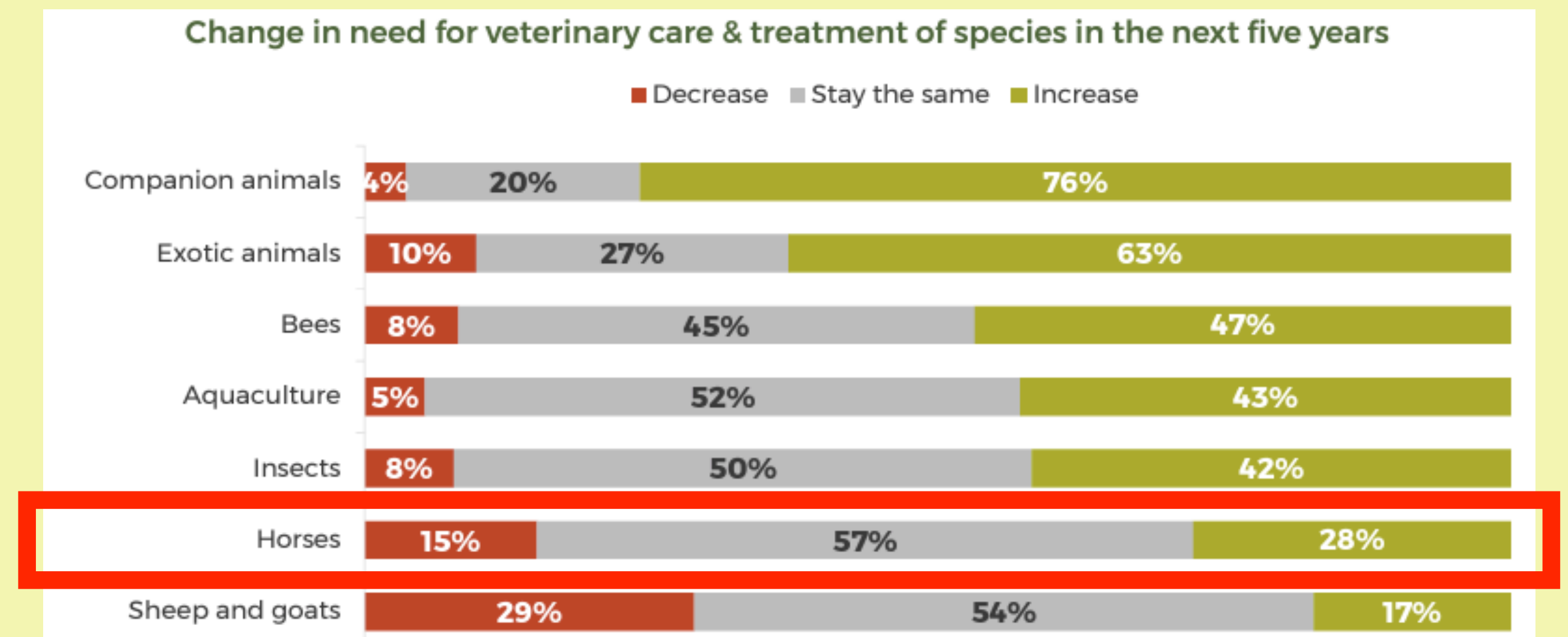
# EXPECTATIONS FOR THE FUTURE

- **Increased demand for SA/CA & exotics**
- **Decreased demand for equine, goat & sheep**
- **Growth of specialism & telemedicine**
- **Increase in costs (products, medicines, administration)**
- **Increase in clients unable to pay their bills**
- **Increase in corporatisation**
- **8/10 in favour of One Health agenda**
  - **'As a profession we need to stand out globally and demonstrate our One Health commitment'.**



# THE CHALLENGES FOR EQUINE

- **Future demand?**
- **Graduates choosing small animal over equine**
- **Loss of experienced vets**
- **Inflexible working**
- **Feminisation**
- **Corporatisation**
- **Social license of equestrian sports?**



---

# REFERENCES

- **UK Government Report of research on the horse industry in Great Britain**
  - <https://assets.publishing.service.gov.uk/media/5a796ea2e5274a2acd18cc92/pb9255-bhic-report-040318.pdf>
- **BEVA 2018 and 2022 Recruitment & Retention Surveys**
- **FVE Survey of the Veterinary Profession in Europe 2023**
  - [https://fve.org/cms/wp-content/uploads/FVE-Survey-2023\\_14-Nov.pdf](https://fve.org/cms/wp-content/uploads/FVE-Survey-2023_14-Nov.pdf)





# THANK YOU

