



**FEEVA**

Every horse matters

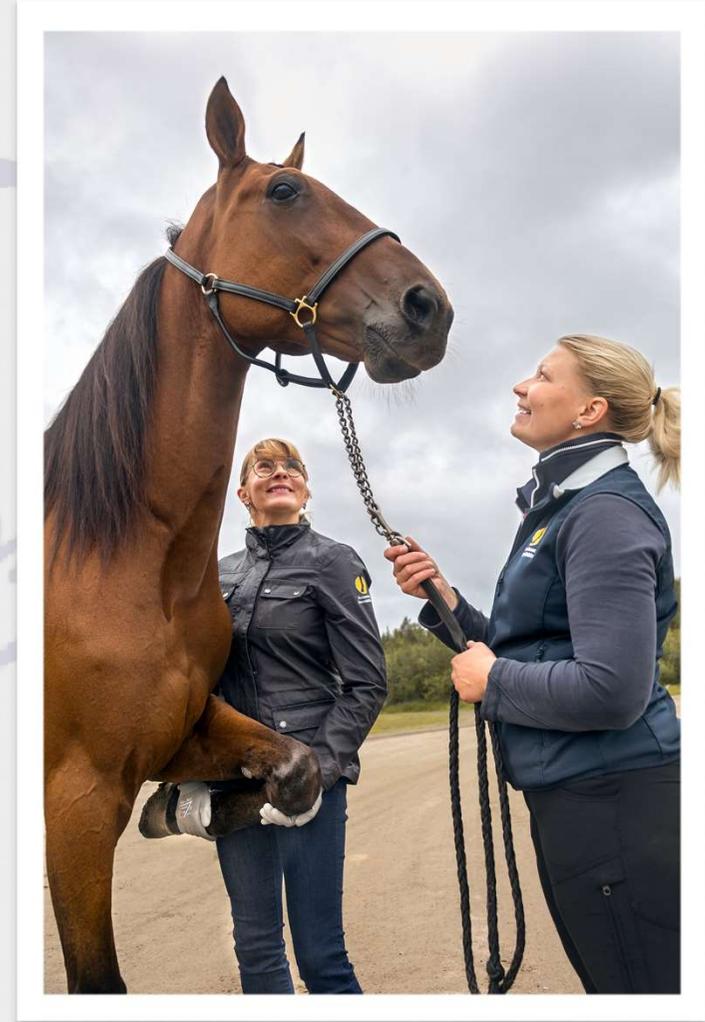
Heidi Kellokoski-Kiiskinen  
FEEVA President

**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

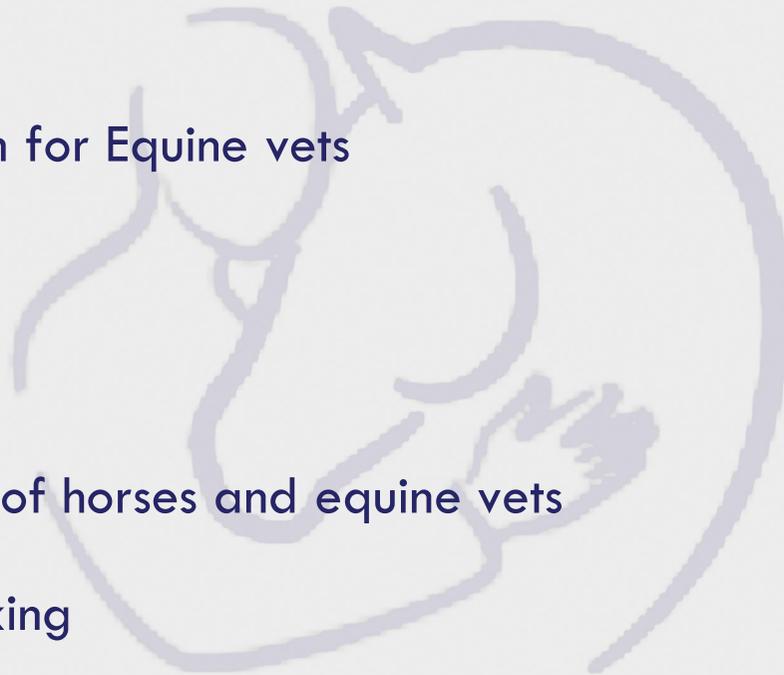
- Umbrella organisation for Equine vets

- >8000 members

- 23 countries

- wellbeing and health of horses and equine vets

- influencing policy making



# Organisation of FEEVA

# FEEVA

President  
Treasurer, VPs

Medicine

Welfare

Di  
Surveillance

PPE

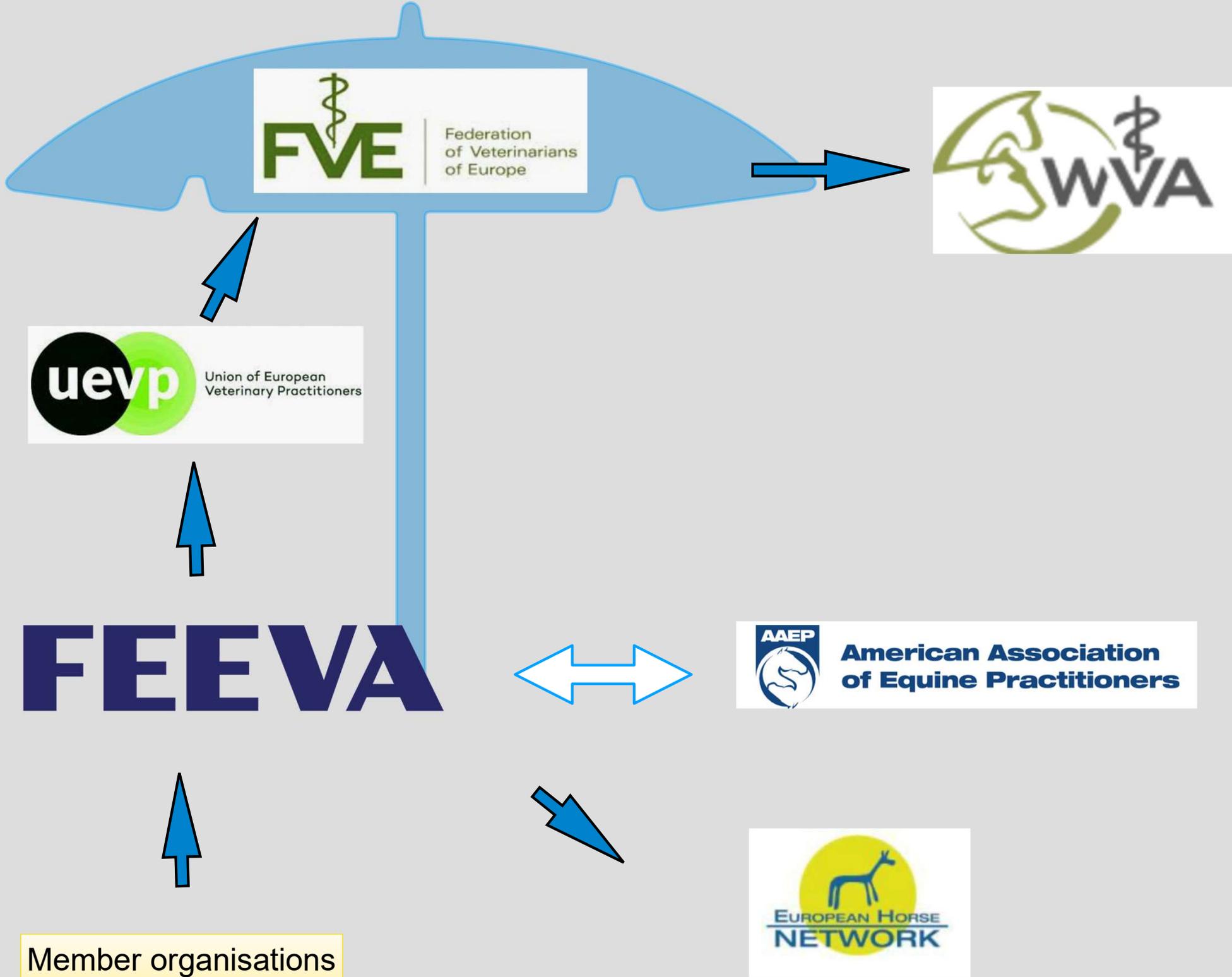
# Organisation Puzzle

->influencing

->networking

->co-working





**FEEVA**



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



## KEY FACTS:

WHAT VETERINARIANS PREDICT FOR  
THE NEXT FIVE YEARS



**Growth**  
in demand for  
veterinary services for  
**companion animals  
and exotics**



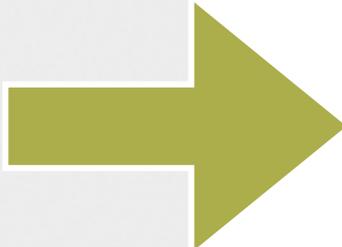
**Growth**  
areas of practice:  
**specialist services  
and  
telemedicine**



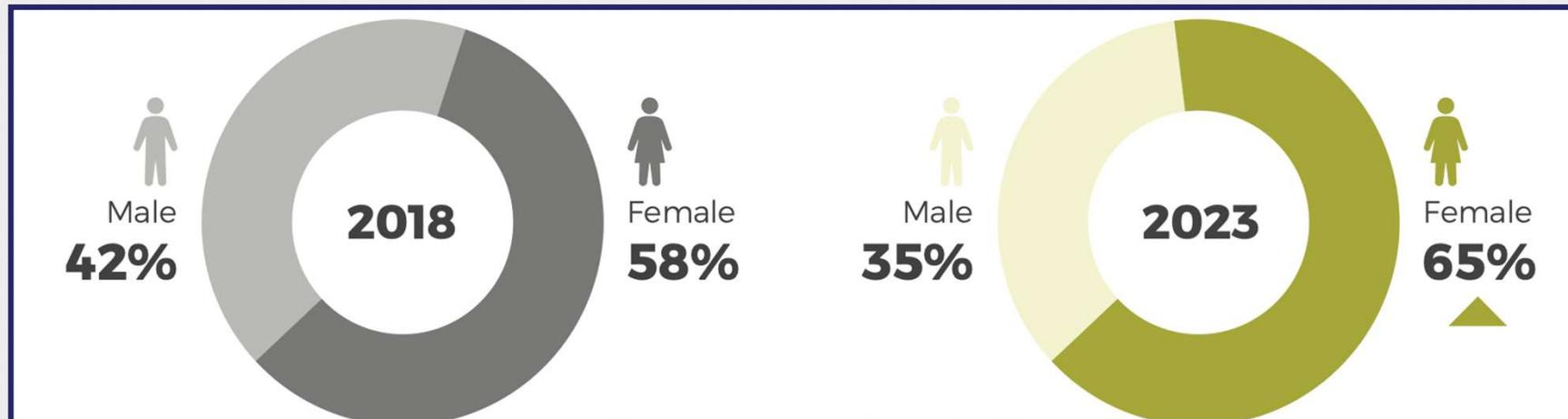
**Decline**  
in demand for  
**equine, goat and  
sheep veterinary  
care and treatment**



**Strong demand**  
for training in  
**communication,  
business and  
digital skills**

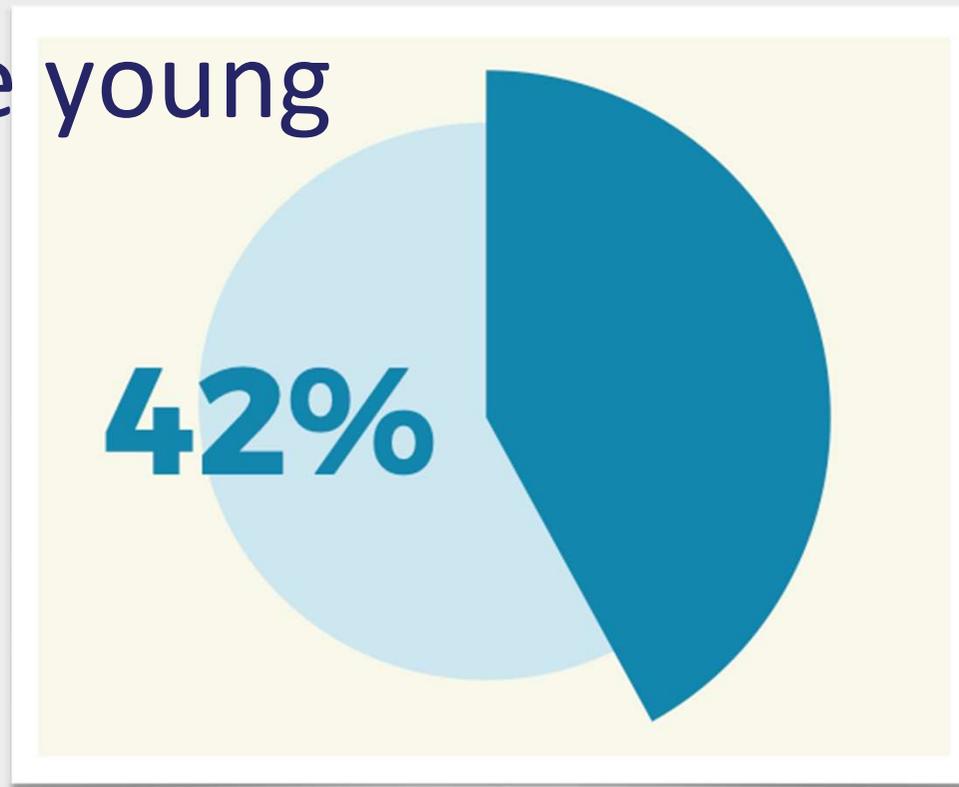


# FVE VetSurvey; Feminisation



## FVE VetSurvey; Age

Vets are young

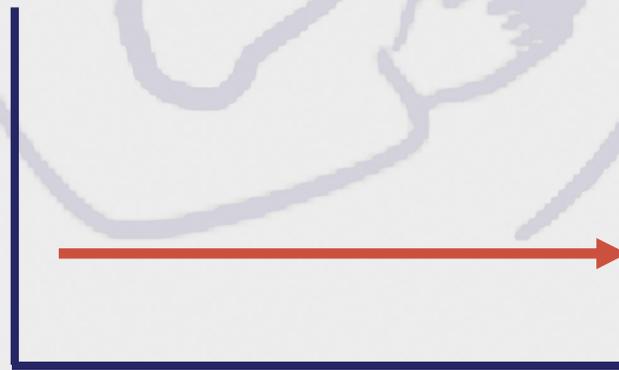


42% under 40 y.

# 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

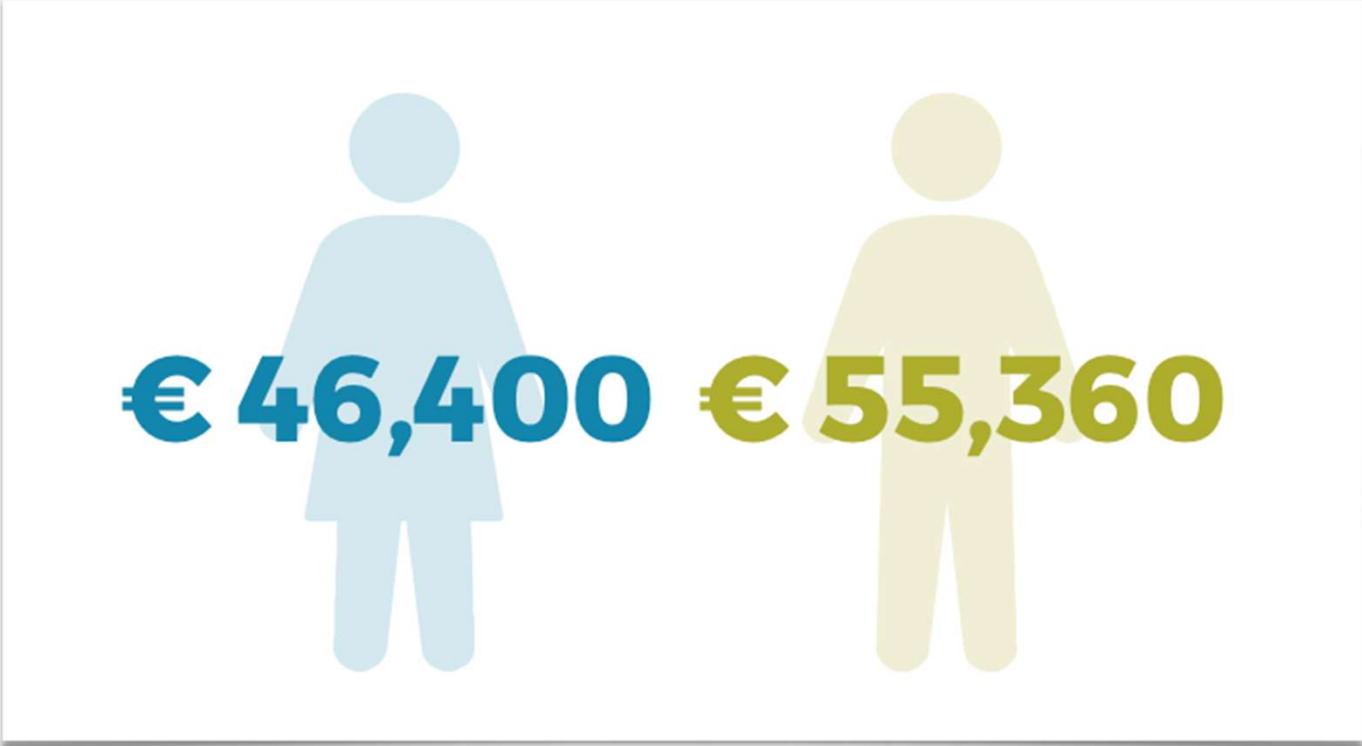
- burn-out

- exhaustion

- compassion fatigue

In past 3 years

## FVE VetSurvey; Salary



The infographic features two stylized human figures. On the left is a light blue female figure with the salary € 46,400 written in blue text. On the right is a light yellow male figure with the salary € 55,360 written in yellow-green text. The entire graphic is set against a white background within a larger light gray frame.

Gender	Salary (€)
Female	46,400
Male	55,360

## 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

Team

Work-life  
balance

Salary

Management

# 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 Champagne
- 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

