

Background

I work at Manor Veterinary Clinic in Folkestone, Kent. We were purchased by Independent Vetcare (IVC) in March 2014. Since then I have had the opportunity to work as part of the nurse committee. A group of 8 nurses from across IVC who meet quarterly to discuss how we can improve the lives of nurses within the company. One of the first steps in this process was identifying what nurses do and what they want for their future careers. As part of this I conducted a survey of nurses within IVC, receiving 182 response. Spurred on by the results I redesigned the survey and asked nurses across the UK to take part. We received a huge response (454) showing just how much nurses want their voices to be heard. I have now gathered together this information and would like to share it with the industry, in the hope that we can not only improve nurses careers within IVC but across the industry as a whole!

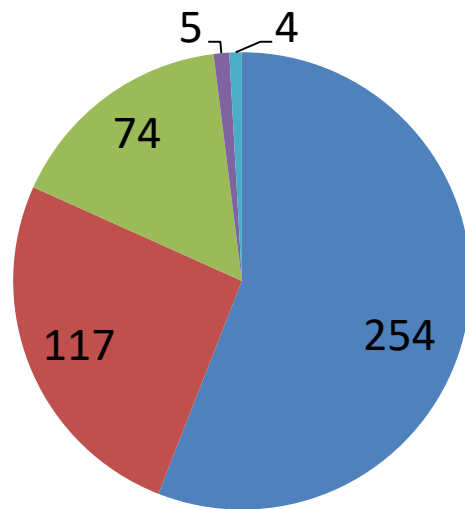
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UK Wide VN Survey

IVC Nurse Committee

Who took the Survey?

- There were **454** valid responses



■ RVN - 55.9%

■ Student VN - 25.8%

■ Head Nurse (RVN) - 16.3%

■ Practice Manager (RVN) – 1.1%

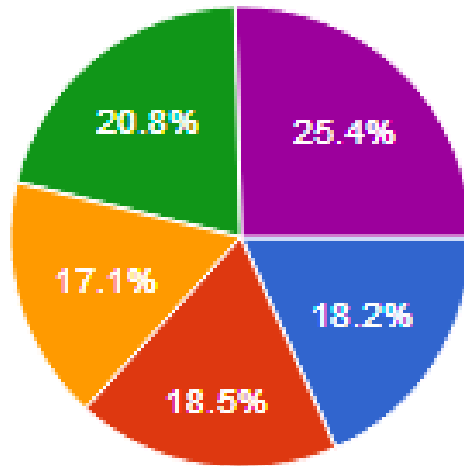
■ Veterinary Nurse (Not RVN status) – 0.9%

- 93.9% of respondents are currently working in practice (this figure includes some students on work placements).
- 98.7% of respondents were female
- 44.4% were between 25-34yrs old

Employed nurses

- Of 433 nurses currently employed in practice 241 (55.7%) had been working for over 5 years.

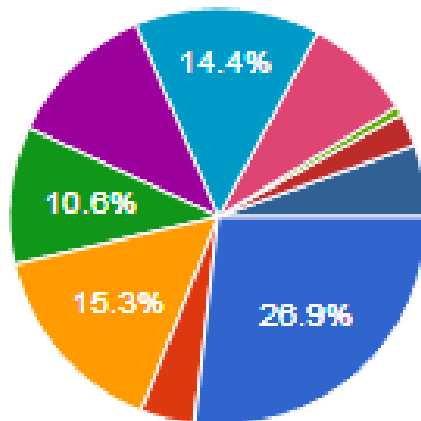
How long have you been qualified?



Under 2 years	79	18.2%
2-5 years	80	18.5%
5 - 10 years	74	17.1%
10 years plus	90	20.8%
Does not apply	110	25.4%

Regions

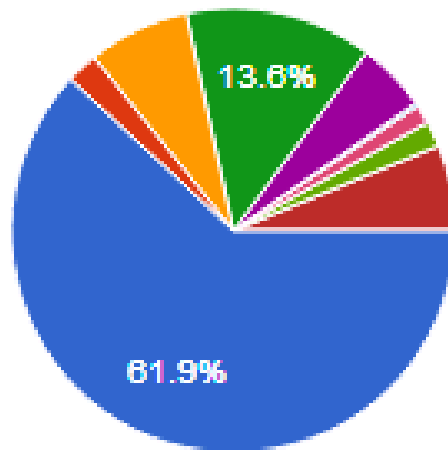
Which region do you work in?



South East England	116	26.9%
London	18	4.2%
South West England	66	15.3%
East of England	46	10.6%
Central England	50	11.6%
North England	62	14.4%
Scotland	36	8.3%
Ireland	3	0.7%
Wales	11	2.5%
Other	24	5.6%

Types of Practice?

Please indicate the type of practice you work for.



The majority of nurses worked in private practices.

Private/Independent	268	61.9%
Group Medivet	10	2.3%
Group CVS	32	7.4%
Group Vets4Pets/Companion Care	59	13.6%
Group IVC	22	5.1%
Group Pet Doctors	1	0.2%
Charity PDSA	6	1.4%
Charity Other	8	1.8%
Other	27	6.2%

Tasks carried out

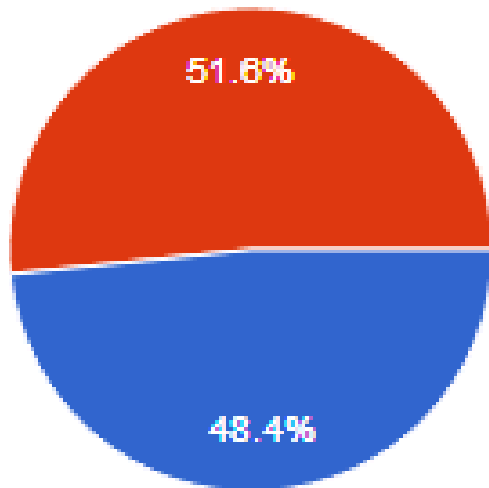
- The results from the survey indicate over 90% of nurses asked were:
 - clipping and scrubbing patients for ops
 - taking x-rays
 - blood sampling
 - placing i/v catheters
 - monitoring GA's
 - administering meds (all routes).

This matches the findings of the IVC nurse survey.
- The lowest tasks were digit amputations (3.2%), lump removals (5.8%), stitch ups (12.5%) and FNAs (15%).

Task Feedback

- Nurses surveyed felt:
 - Further schedule 3 training would be beneficial.
 - They need the opportunity to do lump removals & stitch ups.
 - “Vets don’t refer enough” for nurse consultations
 - Consider employing kennel assistants/cleaners so nurses can nurse.
 - Understaffing was a major issue.
- Over 50% of nurses want to do more stitch ups and lump removals. This correlates with the findings of the IVC nurse survey.

Does your practice use you to your full potential?



Yes	209	48.4%
No	223	51.6%

More IVC nurses felt they were being used to their full potential (57.9% of 183) in the previous IVC nurse survey.

Recognition

In which order:

- 1) Salary
- 2) Recognition from vets
- 3) Recognition from clients
- 4) CPD
- 5) Recognition from other nurses

This varies from the IVC nurse survey where it was identified that our nurses looked for recognition from clients first, then vets, salary, other nurses and CPD.

Moving on...

- 63% of nurses had held previous jobs within the industry.
- 24.8% moved for career progression
- 15.3% didn't feel appreciated and 9.8% due to low job satisfaction.
- 7.4% listed salary as the main factor

Not Practising?

- 29 (6.4%) nurses surveyed were no longer working in practice.
- Of these 21 (72.4%) were still working within the industry.
- 21 (72.4%) had previously worked in practice for over 5 years.
- 41.4% had moved into the field of education.
- The most common reason for leaving was salary (20.7%)

CPD

- The main areas of interest were:
 - Emergency and Critical Care
 - Anaesthesia
 - Schedule three
- 75.8% of nurses surveyed did not hold any postgraduate qualifications.
- 54.1% of nurses worked in practices that held in house CPD.
- 43.3% of nurses surveyed would like to complete the Advanced Diploma.

Congress

- 37.9% of nurses felt attending a congress was important
- 62.5% preferred to attend BVNA nurse congress

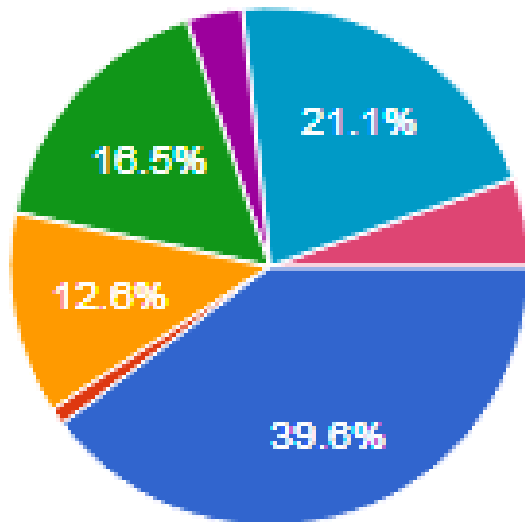
Best part of the job

- “Caring for inpatients”
- “Variety”
- “All aspects!!” My team are amazing and vets are second to none.. I’m used to my full degree potential and am learning to do stitch ups and minor mass removals.. I love my job and clients”
- “Job satisfaction”

Worst part of job

- “Euthanasia”
- “Salary”
- “Under staffed”
- “practice politics”
- “Feeling patronised and underused”
- “long hours”

Key factor in considering a new job?



Salary is the main factor when considering a new job.

Salary	180	39.6%
CPD offered	5	1.1%
Location	57	12.6%
Hours	75	16.5%
On call	16	3.5%
Staff team	96	21.1%
Other	25	5.5%

Further comments by respondents

- “There are more reasons to leave the profession...than stay, with money, recognition, hours and expectations being the main reasons I left clinical and am considering leaving my VN career completely”

Further questions

If anyone has any further questions about the survey please feel free to email me:

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