



Destigmatisation from the top - &Me

Lizzie Lockett

Director Mind Matters/RCVS CEO

A systems approach to alleviating work-related stress

26 April 2018



Royal College of Veterinary Surgeons

Setting, upholding and advancing the educational, ethical and clinical standards of veterinary surgeons and veterinary nurses.

FIND OUT MORE



Code of Professional Conduct for Veterinary Surgeons

Supporting guidance

Code of Professional Conduct for Veterinary Nurses

Code of Professional Conduct app

Veterinary Nurse

Code of Professional Conduct for Veterinary Surgeons

The *RCVS Code of Professional Conduct for Veterinary Surgeons* is set out in full below - clicking the linked contents will drop down to the corresponding section. The supporting guidance may also be accessed via the menu.

Introduction

- [The Royal College of Veterinary Surgeons](#)
- [Declaration on professional conduct](#)
- [About the Code](#)

Animal owners

VN training

RCVS Knowledge

vet Code tools

3. Veterinary surgeons and the profession

3.1 Veterinary surgeons must take reasonable steps to address adverse physical or mental health or performance that could impair fitness to practise; or, that results in harm, or a risk of harm, to animal health or welfare, public health or the public interest.

[\[15. Health Protocol\]](#) [\[16. Performance Protocol\]](#) [\[20. Whistle-blowing\]](#)

3.2 Veterinary surgeons who are concerned about a professional colleague's fitness to practise must take steps to ensure that animals are not put at risk and that the interests of the public are protected.

[\[15. Health Protocol\]](#) [\[16. Performance Protocol\]](#) [\[20. Whistle-blowing\]](#)

RCVS Day-One Competences

- **Understand the economic and emotional context in which the veterinary surgeon operates**
 - *Veterinary surgeons need to be resilient and confident in their own professional judgements to withstand the stresses and conflicting demands they may face in the workplace. They should know how to recognise the signs of stress and how to seek support to mitigate the psychological stress on themselves and others.*
- **Demonstrate ability to cope with incomplete information, deal with contingencies and adapt to change**



mind matters



Our work-streams

Prevent

Protect

Support

Our principles

Innovative

Collaborative

Evidence-based

Destigmatising

Outward-looking

Accessible



Who is behind Mind Matters?



Supported by a Taskforce,
comprising...



Instigator, funder and manager of the programme









Learning from other professions

www.vetmindmatters.org/past-events/



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#andme

DOCTORS' SUPPORT NETWORK

A peer support group
for doctors with mental
health concerns



Dr David Bartram
Council Member - RCVS

& me

DOCTORS' SUPPORT NETWORK

A peer support group for doctors with mental health concerns

eating disorder

stress

psychosis

depression

me

we all have mental health





Rob Pettitt

19/06/2017 / in [&me](#) / by [MMI Press Office](#)

Senior Lecturer in Small Animal Orthopaedics, University of Liverpool

My life 'rapidly' changed a few years ago when I had a serious mental illness. I say rapidly as it resulted from an elongated period of high stress at work and the breakup of my family life. I had always been a 'get on with it' person who could always be relied on to make deadlines, organise and generally be someone who you would turn to in a crisis. My previous career in the Royal Navy was very much about putting on a brave face in adversity – 'it pays to be a winner' was much quoted during my time.



&Me Live at BSAVA 2018



KilmanyBirder

@kilmanybirder

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Thanks to [@BSAVACONGRESS](#) for a superb [#BSAVA18](#) I've been educated, entertained, challenged, amused, exhausted, enthused and inspired by it all...and truly moved by the vets' and doctors' stories in the [#&Me](#) session yesterday [@vetmindmatters](#)

1:48 AM - 8 Apr 2018

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16



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Josh Langlois @joshylangl... · 1d

Fantastic seminar this morning with [@vetmindmatters](#) [@BSAVACONGRESS](#) Honesty, openness and vulnerability is what our profession needs. Break the stigma of mental health issues meaning weakness. [@theRCVS](#) doing a great job of moving us forward [#BSAVA18](#)



2



11





IN JAPAN, BROKEN OBJECTS
are OFTEN REPAIRED WITH
GOLD. THE FLAW is SEEN
as A UNIQUE PIECE OF *the*
OBJECT'S HISTORY, WHICH
ADDS TO *its* BEAUTY.

CONSIDER THIS
WHEN YOU FEEL BROKEN.



What next?

**“Adapt if you need to because of the illness,
but never because of the stigma of the illness”**

**Rebecca Lawrence, consultant psychiatrist,
&Me Ambassador**

**www.vetmindmatters.org/andme
#AndMe**

