



## Towards a More Resilient Veterinary Workforce for Africa 2024

Continental Conference  
26 – 28 November 2024 Nairobi, Kenya

# DETAILED CONFERENCE RECOMMENDATIONS *Compiled from all conference sessions* 28 November 2024

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## 7. Wellbeing and Mental Health

### Summary:

The recommendation on **Wellbeing and Mental Health** highlights the importance of creating a supportive and healthy work environment for the veterinary workforce. It calls for improving mental health and psychosocial resilience by offering flexible work arrangements, stress management resources, professional counselling, and peer support networks. Emphasising work-life balance, family-friendly policies to foster resilience, motivation, and a healthier work environment, ensuring the workforce remains supported and capable of handling the challenges of veterinary practice.

### 7. High Lever Recommendation

**Promote the psychosocial resilience of the veterinary workforce by ensuring comprehensive workforce planning, targeted training, adequate staffing, and improved working conditions as well as fostering a supportive infrastructure, an**

**inclusive decision-making environment and integrating mental health support mechanisms.**

### **Granular Details**

**7.1 Create work environments** that promote mental health and well-being and ensure appropriate staffing levels, work schedules, adequate resources, and support systems to minimize stress and improve job satisfaction.

**7.2 Establish Comprehensive Work-Life Balance and Mental Health Support Systems** in veterinary workplaces and address gender-specific challenges and promote mental well-being through the following:

**7.2.1 Family-Friendly Policies:** Implement policies that support employees with families, including parental leave and caregiving flexibility.

**7.2.2 Flexible Working Arrangements:** Create opportunities for flexible hours or remote work to accommodate personal needs.

**7.2.3 Mental Health Support Programmes:** Develop programs that offer resources and coping strategies for mental health.

**7.2.4 Stress Management Resources:** Provide tools and techniques to manage work-related stress.

**7.2.5 Equitable Workload Distribution:** Ensure that workloads are fairly distributed to avoid burnout.

**7.2.6 Parental Support Mechanisms:** Implement support systems for new parents, such as parental leave and childcare assistance.

**7.2.7 Professional Counselling Services:** Offer access to confidential counselling services for emotional support.

**7.2.8 Regular Workplace Well-being Assessments:** Conduct regular assessments to monitor the well-being of the workforce and identify areas for improvement.

**7.3 Provide Professional and Peer Support Mechanisms** that enhance the welfare and emotional resilience of veterinary and animal health professionals and help professionals manage stress, prevent burnout, and ensure mental well-being within the workforce.

**7.4 Implement Structured Professional and Peer Support Networks** that include formal mentorship programs, professional coaching opportunities, and peer support groups and forums to foster emotional resilience, promote continuous professional growth, and strengthen the overall support system for veterinary professionals.