



Mental Wellbeing for Veterinary Teams Symposium

Four-Words, Forwards!

This exciting one-day symposium is aimed at promoting wellbeing within veterinary teams and tapping into resources we may not know we have. Our speakers come from a range of professions and will provide bite-sized insights with a focus on positive action you can take to build resilience and support colleagues.

FOUR-WORDS, FORWARDS!

In addition to their talks, each speaker will give FOUR WORDS of advice to help us move forwards with our lives and careers. We feel that any small, suggested change can be summarised in four words. Not all of these will be for everyone, but if each person can take away one or two pieces of four words advice that will lead to positive, tangible changes in their daily lives, then we've made a difference.

This initiative has been made possible by proceeds from the *Vet Cookbook*, a collaboration designed to promote sharing of stories and snacks, published by the CVE in 2017, as well as our generous *Vet Cookbook* sponsors.

This is a unique initiative and we have negotiated a subsidised rate to ensure an affordable experience.

Nurses are encouraged to register for this event by calling the CVE customer service team +61 2 9351 7979

Symposium

Wednesday 16 October 2019
8.00 – 6.00

Location

TAG Family Foundation Grandstand
Oval Number 2, The University of Sydney
(Opposite Veterinary Science
Conference Centre)

Speakers

Ben Bjarnesen	Edward Annand
Helen Stallman	Miles Downie
Barry Kipperman	Helen Willoughby
Miko Kadota	Deborah Monks
Michelle McArthur	Frances Carleton
Edward Johnson	Jenny Weston

Organising Team

Anne Fawcett	Robert Johnson
Deepa Gopinath	Lis Churchward

7.30 REGISTRATION

8.00 **Welcome**

Organising Team

8.20 **Welcome to Country**

Metropolitan Local Aboriginal Land Council

8.40 **Put Your Health First**

Miko Kadota

9.00 **Align Values With Workplace**

Barry Kipperman

9.20 **Make Your Workplace Inclusive**

Ben Bjarnesen

9.50 MORNING TEA

10.10 **Care. Collaborate. Connect. Always.**

Helen Stallman

10.30 **Deriving Pleasure At Work**

Michelle McArthur

10.50 **Making Pleasure a KPI**

Deborah Monks

11.10 **Power of Standing Still**

Ed Annand

11.30 **Be Your Own Friend**

Jenny Weston

11.50 **Get Better in Bed**

Miles Downie

12.30 LUNCH

1.30 **Not Your Usual Suspects**

A series of rapid-fire short talks focusing on a range of topics which will complement the theme of the day. The idea of the 'Not Your Usual Suspects' series is that no-one is an experienced speaker, and each talk is only eight minutes long!

3.50 AFTERNOON TEA

4.10 **Calm Minds Bring Resilience**

Helen Willoughby

4.30 **Speak Your Own Language**

Ed Johnson

5.10 **What's Your Oxygen Mask?**

Frances Carleton

5.30 WRAP-UP

6.00 END

Join the CVE community today!

We offer significant and relevant membership benefits to those committed to becoming better Vets through lifelong continuing education.

There's a Member type for whatever stage you're at in your veterinary career.

For further details on membership types and the benefits, visit:

cve.edu.au/membership



Speakers



Edward Annand

Ed Annand is an equine veterinarian and epidemiologist who attended the first two known cases of Australian Bat Lyssavirus (ABLV) in horses (2013). Ed obtained his Bachelor

in Veterinary Science with Honours from the University of Queensland (UQ) (2007). Since then he has worked in referral, stud and first opinion equine practice in Queensland, New South Wales, Victoria and the UK including thirteen equine breeding seasons. He has performed clinical teaching of equine reproduction and general equine practice for UQ and the University of Sydney as well as lectured in epidemiology. Ed has held great interest in mental health issues over the last decade with involvement including engagement with the Suicide Prevention Pathways (formally CAPS) organisation for which his father is chairman, first-hand experience with burnout and other occupational stress, mentoring of fellow veterinarians and trombone performances in the name of veterinary mental health.



Frances Carleton

After nearly 20 as a change management consultant Frances retrained as a therapist six years ago. With a specialist interest in the mental health of wildlife carers and others that

work with animals she works with grief, loss and trauma recovery. This interest came out of working with animals as a volunteer carer for domestic and wildlife rescue and forming close friend and working relationships with vets across the East Coast. Frances has spoken at the 2018 Australian Wildlife Rehabilitation Conference and teaches self-care and mental health awareness training in Sydney, Canberra, Hobart and Launceston.



Miles Downie

BExSSc. MExerSc(Strgth & Condg)

Miles is a passionate Exercise Scientist with a drive to improve the health and performance of everyone he works with. He holds a Masters in Exercise Science Strength and Conditioning. Miles is a Fitness Instructor for the Asian Football Confederation running courses throughout Asia and works day-to-day as a Strength and Conditioner at the Arena Gym and teaches nutrition on campus here at Sydney Uni as well as coaching endurance athletes. Miles played Futsal as a professional in Brazil, Portugal and Japan as well as representing the National Team for a number of years. He also played Football in the old National Soccer League before the A-League.



Edward Johnson

Ed is an accidental speech pathologist, linguist, and start-up founder, and has practiced across rural and remote Australia for the last decade advocating for the Rogerian

person-centred approach to supporting people with disabilities and mental illness in the bush.

Ed is Co-Founder of Umbo (an online therapy service), Adjunct Senior Lecturer at the Faculty Health Sciences at the University of Sydney, Councillor at the National Rural Health Alliance (NRHA), and Non-Executive Director at Services for Australian Rural and Remote Allied Health (SARRAH).

In his spare time, you'll probably find Ed playing cricket, talking cricket, or watching cricket (with his cat, Katich, who is named after his favourite cricketer of course). He has also been known to integrate cricket and cricket trivia into his work with clients who share his passion.

Ed is keen to learn from people with disabilities and mental illness about how allied health can support them to live the life that they want and would like to support them to advocate on their terms, especially in rural and remote areas. In doing this, he is inspired by the words of everyone's favourite Czech existential anarchist, Franz Kafka, who said

"Start with what is right rather than what is acceptable."



Yumiko Kadota

Dr Yumiko Kadota graduated from UNSW Medicine in 2010 and worked as a Plastic Surgery registrar. She found herself burnt out and unable to negotiate safer working hours

at the hospital. Eventually she resigned in June 2018 and became hospitalised after continuing to decline in physical and mental health. She now works as an Academic in Anatomy and advocates for wellbeing amongst health professionals.



Barry Kipperman

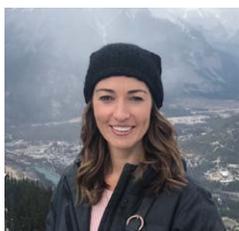
DVM DACVIM MSc DACAW

Dr. Barry Kipperman is a board certified specialist in internal medicine and animal welfare, and is staff internist and the

founder of a 24 hour specialist/emergency practice in the San Francisco Bay area.

After 26 years in practice, Dr K decided to devote the remainder of his career to animal welfare and ethics. He received a masters degree in animal welfare, ethics and law in 2017 from the University of Edinburgh. He teaches veterinary ethics at the University of California at Davis School of Veterinary Medicine, and animal welfare and ethics for the University of Missouri.

Dr Kipperman serves on the Board of Directors of the Humane Society Veterinary Medical Association, and MightyVet. His research interests include the influence of economics on animal welfare and veterinarian wellbeing, and the ethical dilemmas and moral stress faced by veterinarians.



Michelle McArthur

BA (Psych) Hons, D (Clin) Psych

Dr Michelle McArthur is a Senior Lecturer in the School of Animal and Veterinary Science at the University of Adelaide.

She developed and leads the clinical communication and wellbeing program across the veterinary bioscience and DVM degrees. She is called upon nationally and internationally to provide skills-based communication workshops as well as mental health and wellbeing seminars in the veterinary medicine

setting. She actively researches and publishes in the field of wellbeing in veterinary medicine. She is also a practicing clinical psychologist. In her spare time, she loves being with her family, friends as well as exploring new places and foods.



Deborah Monks

Graduating in 1995, Deborah initially worked in small animal practice before starting an avian residency in the UK in 2002. She passed her Fellowship Examinations in

Avian Medicine in 2006, as well as her European College Zoological Medicine Avian examinations. She also obtained a Certificate in Zoological Medicine (UK) and a Avian Membership along the way. She started her own practice in October 2006, which now has 5 full time veterinarians, 7 full time nurses and three part-time nurses.



Helen Stallman

Dr Helen Stallman is an award-winning Clinical Psychologist, Senior Lecturer at the University of South Australia and Hospital Research Foundation Fellow at the Basil Hetzel Institute.

Dr Stallman is a specialist in the development and evaluation of interventions aimed to optimise health and wellbeing. Her focus has included suicide prevention, university health and wellbeing, parenting, and e-psychology. The quality and impact of Dr Stallman's research has been recognised with 11 awards and honours, including Uniquist Trailblazer and an Education Association of Australia Award.



Jenny Weston

Jenny has worked as a dairy cattle clinician in private practice and then back at Massey University for about 20 years. She coordinated the final year clinical rotations

for several years and was then appointed Academic Dean in the Veterinary School in 2016. She has been a member of VSAAC since 2013 and has participated in seven site visits for AVBC accreditation. Her research interests include a range of infectious diseases of cattle as well as veterinary wellbeing, and the demographics of the veterinary profession in NZ.



Helen Willoughby

Helen Willoughby has had more than 20 years experience working at senior executive levels in the public and private sector. Helen began her career as a journalist before

becoming a Ministerial advisor in Federal and State Governments. She was the first Chief Executive Office of the Outdoor Media Association and has managed groups of up to 400 people as a senior public servant. Helen has worked across a range of portfolios including health, transport and climate change. She is also an accredited Iyengar yoga teacher who has been teaching yoga for more than 5 years. Helen is married with two adult children and a cattle dog.



Kate Clarke

Dr Kate Clarke believes we all have more to offer than technical veterinary skills. Since graduating from the University of Queensland in 1997, Kate's worked in mixed and small

animal practice in regional Victoria and England. She gained her Membership of the Australian and New Zealand College of Veterinary Scientists in Small Animal Medicine in 2003, and spent 18 years working at Eureka Veterinary Hospital in Ballarat. Raising 2 children with her veterinarian husband, she became frustrated by the limited career growth options that support a work-life balance for experienced vets. However in 2017/18, Kate's inclusion in the global Homeward Bound Project and it's second Antarctic expedition changed the way she understood leadership, purpose and values. She loves mentoring vets and nurses, is now completing her Masters of Business Administration, and this year was appointed to the Veterinary Practitioners Registration Board of Victoria. Through outreach, education and coaching, Kate advocates for collaborative leadership, open-minded human resource management and empathetic communication.

'Not Your Usual Suspects' Speakers



Amy Churchouse

Amy grew up in Wellington, New Zealand, and being outgoing with lots of interests, she has done lots of different things over the years. By the age of 30, she had a BSc

in Sports Science and Psychology and explored a number of different industries and roles. Then at 31 Amy decided to follow her childhood dream of becoming a vet, and after obtaining her BVSc from Massey University, moved to Melbourne in 2015 and started her career as a vet. After experiencing some challenges in her own life and seeing a lot of suffering in the lives of others around her, Amy decided to stop working as a veterinarian and focus on making a difference in other people's lives. In typical veterinary problem-solving fashion, she found a new way of using social media and started the 'Good Karma Effect' flowing. Today, she will be sharing how 'Introducing the Pause Button' gave her the opportunity to help people help each other, and how it could help you and your team.



Rebecca Faris

Rebecca Faris graduated from the University of Melbourne in 2004 after which she followed her plan to work in rural practice in Western Victoria and hasn't left. She's flexed her

resilience muscle many times throughout her career and even managed to gain Memberships in Dairy Medicine and get married in the same year!

In 2016, Bec discovered something she wish she'd learnt way back at the beginning of her career, she learnt about neuroplasticity (how the brain changes itself) and began working to move her fixed mindset about her abilities into one of a growth mindset that accepts mistakes as learning opportunities. She has become so fascinated in this area of science that she returned to The University of Melbourne to complete a Professional Certificate in Positive Psychology in 2019. Recently she has taken a courageous leap of faith joining The Big Life team teaching resilience skills to her local Primary and Secondary school communities, working as a companion animal and emergency vet "on the side".

Her presentation hopes to encourage us all to share our difficult lived experiences in an authentic way, so we can foster a growth mindset amongst our working team.



Bronwyn Hayward

Bronwyn Hayward likes nothing better than to talk about the meaning of life, which makes her the best or worst person to sit next to on a plane, depending on your perspective.

Bron is a veterinary nurse, theology student and spiritual care practitioner. A vet's daughter, she spent her childhood dragging stray animals home and helping with after hours surgeries. After a brief dalliance with a psychology degree Bron gained her vet nursing qualification in 2009 and went on to work in emergency & critical care at both the University of Bristol and the University of Melbourne.

A growing interest in the human stories encountered in ECC settings led Bron to start a theology degree with a view to moving into healthcare chaplaincy. After training at the Austin Hospital she now works for Baptcare, providing spiritual support to older people across Melbourne's western suburbs.

Bron is passionate about empowering people to find meaning and live with purpose. She is interested in grief and palliative care and hopes to explore the human-animal bond in spiritual care.



Alicia Kennedy

Dr Alicia Kennedy is a social-hearted veterinarian driven to fulfill her purpose to enable the benefits of healthy companion pets to be accessible to everyone. Alicia has innovated

an award-winning, collaborative social service that is delivered through Cherished Pets, a unique social veterinary enterprise. Alicia is a passionate advocate for the role companion pets play in human health and wellbeing, particularly the role of pets in healthy ageing. Alicia recognises the importance of pets to vulnerable people and the need to provide additional support to those who might lack the capability to maintain their cherished pets' wellbeing. Alicia is leading the way as a One Welfare practitioner, and through the charity, Cherished Pets Foundation, is supporting research in this emerging space.

Cherished Pets is the world's first certified B Corporation

veterinary service (a global certification for ethical business practice) positioning this company alongside ethical global business leaders such as Patagonia, Intrepid Travel and Australian Ethical. Alicia has been heavily involved with The Jane Goodall Institute and is guided by Dr Jane's key message, that each of us has a role to play through the everyday conscious choices we make, towards a kinder, sustainable and just planet.



Radha Ravi

B.V.Sc (Hons)

Radha is a 2006 University of Sydney Graduate who spent the first 10 years of her career in general and emergency practice. She then worked in Veterinary Business Support, which created an in-depth understanding of how to grow and sustain a Veterinary Hospital. When the opportunity arose to work with and support New and Recent Graduates in the industry, it was an offer too good to refuse. Radha is passionate about creating sustainable working environments for New Graduates and supporting clinics who have welcomed a New Graduate to their team. This space is ever-evolving and the opportunity to have a positive impact on such an integral part of the profession, is what drives Radha and her team to do what they do.



Kate Toyer

Kate graduated from the University of Sydney last century (1995!) with a BVSc and in 2007 gained Membership into the ANZCVS in Surgery, also being awarded the College Prize that

same year. She and her wife currently own a small practice in Batemans Bay on the NSW South Coast, she is the Web administrator for the Surgery Chapter of the ANZCVS and President of Australian Rainbow Veterinarians and Allies, a support and advocacy group for LGBTIQ+ identifying people in the veterinary industry. Most of this stuff was relatively easy though compared to telling her wife and then the world that she is trans.

Organising Team



Lis Churchward

Engagement Communications Specialist

Lis celebrated 25 years working for the CVE in July 2016. Building a strong CVE

professional community has long been a key focus, to which end she completed a Masters of Marketing at the University of Sydney in 2016. Her capstone consulting project was based around surveying veterinarians in Australia and overseas to discover how they experienced the CVE both as a membership organisation and participants in continuing professional development. Lis was awarded the Australian Marketing Institute Prize for Best Consulting Project in 2016 for the most outstanding research project in her graduating class. The vast volume of data generated in this research project is being used to assist the CVE to adapt, improve and innovate to ensure that membership remains as relevant and as accessible today as when Tom Hungerford and colleagues first established the CVE in 1965.



Anne Fawcett

BA (Hons) BScVet (Hons)
BVSc(Hons) MVetStud
GradCertEduStud
(HigherEd) MANZCVS
DipECAWBM(AWSEL)

Anne Fawcett is a companion animal veterinarian, and a lecturer at the Sydney School of Veterinary Science. She is a member by examination in the animal welfare chapter of the Australian and New Zealand College of Veterinary Scientists, and is a Diplomate of the European College of Animal Welfare and Behaviour Medicine in Animal Welfare Science, Ethics and Law.

She co-authored the book *Veterinary Ethics: Navigating Tough Cases* with Dr Siobhan Mullan, and is the author of numerous academic publications including peer-reviewed journal articles and book chapters. Her research interests include animal welfare and ethics.

In addition, Anne was co-editor of the *Vet Cookbook*, an initiative to promote mental wellbeing in veterinarians, nurses and others working with animals.



Deepa Gopinath

BVSc MACVSc MBA

Deepa is a small animal and industry veterinarian based in Sydney. She is a member by examination of the small animal

surgery chapter of the Australia and New Zealand College of Veterinary Scientists and a recently minted MBA graduate of Macquarie Graduate School of Management. She spent several years in small animal practice and academia in both Sydney and the UK before moving into industry in 2015.

Deepa's other interests include writing, cooking and food photography. She combined these interests with her desire to promote better mental health within the veterinary profession to co-author *The Vet Cookbook*.



Robert Johnson

BVSc MANZCVS (Feline Medicine) CertZooMed BA

Robert Johnson works in small animal, zoo and wildlife practice in Sydney. He has also worked

as a clinical veterinarian at Taronga Zoo. Robert holds a Certificate in Zoological Medicine from the Royal College of Veterinary Surgeons and is a member of the ANZCVS. His professional interests include clinical practice, particularly reptile medicine and research involving reptilian species of Australia and the South Pacific, and animal welfare. Robert also lectured in reptile and wildlife medicine at James Cook University Townsville. He is the co-author of *A Guide to Health and Disease in Reptiles and Amphibians*, a co-editor of *Reptile Medicine and Surgery in Clinical Practice* and has published and presented widely on matters reptilian. Robert also served as President of The Australian Veterinary Association 2015-2017. He is also a director of the board of Vets Beyond Borders.

Register online

cve.edu.au/mental-wellbeing-veterinary-teams

Or, send us your registration by

Fax: +61 2 9351 7968

Post: CVE – Level 2, Veterinary Science Conference Centre
Regimental Drive

The University of Sydney NSW 2006

1. Registrant details

I am a CVE Member: Yes No

Member Type:.....

First Name:.....

Surname:.....

Practice Name:.....

Address:.....

Suburb:..... State:.....

Postcode:..... Tel:.....

Email:.....

2. Become a CVE Member to claim discounted member rates

	Annual Fee
<input type="checkbox"/> Practice membership	\$695
<input type="checkbox"/> Professional member	\$390
<input type="checkbox"/> Part-time Professional member*	\$195
<input type="checkbox"/> Recent Graduate member*	\$195
<input type="checkbox"/> Academic member*	FREE
<input type="checkbox"/> Student member**	FREE

*Please enclose proof that you qualify for this membership category with your application. E.g. Payslip or statutory declaration.

** Please enclose confirmation of enrolment document as proof for student membership

For more information on benefits, visit: cve.edu.au/membership

Enquiries

For any further enquiries or to speak to a CVE customer service representative, please email: cve.enquiries@sydney.edu.au or call us at +61 2 9351 7979.

3. Registration type

Registration type	Fee
Mental Wellbeing for Veterinary Teams Symposium	
<input type="checkbox"/> Member*	\$160
<input type="checkbox"/> Recent Grad Member	\$100
<input type="checkbox"/> Part-time Member	
<input type="checkbox"/> Student Member	
<input type="checkbox"/> Nurse	\$160
<input type="checkbox"/> Non-member	

Member* includes: Practice, Professional and Academic members.

Note: All course fees will be charged in Australian dollars.

4. Payment

Credit card: Visa Mastercard Amex

Amount authorised to charge: \$.....

Card No:.....

Name on Card:.....

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