**INTRODUCTION** In 2017, the majority of RVNs in the United Kingdom were aged between 26 and 35 (RCVS, 2017). The high number of RVNs leaving the profession has created a shortage across the UK, leading to an increase of untrained, unregulated and unregistered support staff taking on some responsibilities of an RVN in practices (Waters, 2017; Johnson, 2017; Coats, 2015).

Research into the wellbeing of veterinary professionals has shown that RVNs face many of the same risk-factors for occupational stress as VVs (Deacon & Brough, 2017; Macdonald, 2014). Research undertaken around the subject of veterinary wellbeing suggests that there are many different factors that contribute to occupational stress in RVNs, with many stating reasons including fear of professional mistakes, financial circumstance, time management within the working day, working relationships and management issues (Bedford and Anscombe-skirrow, 2018; Hunt, 2018; Johnson, 2017; Hunt, 2017; Deacon and Brough, 2017; Bonnema, 2017; Coats, 2015; Macdonald, 2014; Ackerley, 2014).

The multitude of themes identified from all participant responses leads to the idea that there are many factors that could be improved or changed in order to increase the wellbeing of RVNs within their role in practice. There is unfortunately still distance to be travelled to ensure RVNs feel valued and rewarded in their roles.

---

**RESULTS** 100% of the participants stated that the low salary was a contributing factor to them leaving the profession. 66% stated that under utilisation of their skill set was also a factor. Whilst 50% said that the hours also contributed to them changing their career path.

50% of participants said that they knew about the Mind Matters and Vet Helpline resources, however, they felt support was lacking in practice. Only 1 participant had felt the need to use the publicised resources.

---

**CONCLUSIONS** Occupation stress was not the main reason given for RVNs leaving the professional, however, it does still need to be taken into consideration because stress can be exacerbated by factors such as those identified as common themes in this study.

The references are as follows: