

# Kernow Veterinary Group

117 employees  
Mixed-Practice Veterinary Group



Healthy Workplace

## What we do:

Kernow Veterinary Group is a mixed practice Veterinary group combined of 6 well established Veterinary surgeries across Mid-Cornwall. In 2019 we integrated with Independent Vetcare, a leading veterinary services provider in Europe. Pooling our resources has allowed us to combine the traditional values of a local veterinary practice and offer the wider range of services offered by bigger specialist practices. We have many long standing employees across the company. At Kernow Veterinary Group we focus on developing and training staff throughout all areas of the business and are proud to be a Nurse training centre.

Kernow Veterinary Group are accredited by the Royal College of Veterinary Surgeons practice standards scheme which quality assures practices and their facilities. We are a dedicated, professional team, working together with our clients to provide high quality veterinary services and healthcare for their animals 24 hours a day, 7 days a week. Our high-tech clinics and caring personal service mean that we have everything you need to keep your animals healthy and happy for years to come.

## Why we became a healthy workplace:

At Kernow Veterinary Group we recognise that as an employer we have a responsibility to create a workplace that creates health and wellbeing strategies. Being part of a bigger organisation has given us wider access to many wellbeing initiatives. The Healthy Workplace framework has enabled us to access support and resources locally to improve the health and wellbeing of our employees. The award showcases the progress the organisation has made and the criteria allows us to make ongoing improvements for the future.



## Recent health and well being activities:

HALT (Hungry, Angry, Lonely, Tired) Campaign- A weekly budget has been initiated which sees a weekly fruit delivery across all

sites, allowing staff to access fresh fruit. We also have a box of healthier snacks for our out of hours team.  
Mental Health First Aiders- The HR Coordinator and Practice Director have completed MHFA training  
Health and Wellbeing Champions- Each surgery now has a designated champion who work alongside the Health and Wellbeing coordinator and staff.  
Combining training sessions- Team wellbeing and resilience and Supporting Mental Health as a team  
Social Fund- each staff member is allocated £40 annually in which they can use to socialise with other staff members, a firm favourite is Horse Riding.  
Other activities include;  
Over 40's Health Checks  
Pilates and Boxercise classes  
My Benefits  
Perkbox  
Social events

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changes within Kernow Veterinary Group. We appreciate the ongoing efforts of all those who have contributed to this success." Renay Rickard, Practice Director

### Quote feedback from Staff:

"I think it is a superb idea, it shows the company care about the welfare of its employees and encourages us to think about our health and wellbeing." Carol, Kernow Veterinary Group

### Success Story:

Our HR Coordinator- Jade Trevenna, has made a brilliant start to her role promoting staff health and wellbeing at Kernow Veterinary Group. It has been a busy time in the organisation over the past 12 months with lots of structural changes. Through Jade undertaking various training and development opportunities, working with the Healthy Workplace programme and utilising the extensive support and resources available, it has enabled Kernow Veterinary Group to demonstrate good practice by embedding wellness and implementing successful initiatives, creating a positive and healthy workplace culture for our KVG family.

### Plans aims for the next year:

To continue to contribute to the health and wellbeing of our employees by embedding what we have currently achieved. Throughout 2020 we would like to gauge more from staff as to how we can work together to develop future initiatives and continue to access the wide range of workplace health topics, support and resources that are available.

### Quote feedback from Director:

"We are really proud to have achieved a bronze award. By working together as a team and alongside the Healthy Workplace, it has allowed us to implement positive

