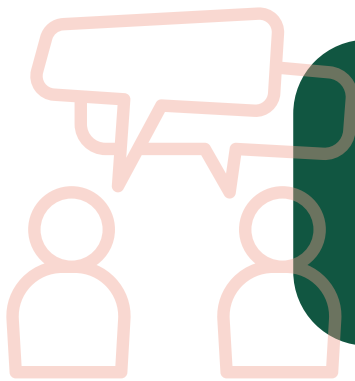


NEW GRADUATE SUSTAINABILITY GUIDE



As a New Graduate you will likely be finding your feet in your new role, but hopefully you will still have some space to get curious about your practice's sustainability efforts to date. Strike up a conversation with the team to find out more, and remember it might be worth speaking to several team members to get different perspectives. This will help you to better understand how you could support the Veterinary Sustainability Goals in your work and practice.



Your new practice might already be working hard on their sustainability commitments and/or there might be areas you want to help support. Equally your practice might not have thought about all of these topics yet, and that's ok, remember having these conversations are really important first steps to take.

TOPICS TO CONSIDER

What is your practice doing to champion sustainability? Where does the responsibility/leadership for sustainability lie within the practice - what opportunities might there be for you to engage with this? Does your practice know about the [Greener Veterinary Practice Checklist](#) from Vet Sustain?



Discuss responsible medicine use and disposal. What are the practice policies in place for antimicrobial and parasiticide products? And how does your new employer review their stock-keeping?

How does your practice minimise the impact of anaesthetic gases? What agents are used and are they practising lower flow rates?

How does your practice approach waste management and product sourcing? Have they ever done a waste audit? Or do they know about the [Green Procurement List](#) from Vet Sustain?

Are routine calls booked to minimise total distance travelled overall? How is travel planning reviewed?



What social, welfare or environmental policies are in place? Have your practice team seen the [Vet Sustain Environmental Policy Guide](#) to support writing one? Has your practice performed a welfare audit (for in-patients or out-patients) recently?



What does your practice offer to support staff mental health and wellbeing?

Discuss different practice accreditation schemes: Investors in the Environment, RCVS PSS Environmental Sustainability modules and award, BBVA Bee Friendly Practice Scheme, etc.

Looking more widely at sustainability in the community, **how does your practice communicate their sustainability efforts to their clients or engage with local projects in the community?**



You could start or contribute to a 'sustainability wish list', and revisit topics with the practice Green Group (or form a Green Group) when you feel a little bit more settled in your role and keen to take on some of these tasks! Sustainability in practice is a wider team and profession effort, and you're not alone. Whilst the eco-anxiety experienced by many can sometimes lead to feelings of guilt of not doing 'enough', settling into your role as a newly qualified Vet or Vet Nurse comes with lots of new responsibility and pressures, and looking after your mental and physical health first is a top priority.



As you're juggling a lot and navigating the learning curve during your first couple of years in practice (and beyond!), it can help to identify easy things that you can do to support your practice on their sustainability journey which are not too time consuming.

QUICK WINS TO CONSIDER:

- **Can you walk, cycle or take public transport to work?** This isn't feasible for everyone, but can make a big difference if it's an option (plus walking or cycling to work is also great for your physical and mental health).
- **Bring or ask for your own reusable scrub hat!**
- **Refuse single use plastic for your lunches** - pack your lunches ahead or utilise leftovers from home and bring your reusable water bottle.
- If not already displayed, encourage the practice to put up "please switch off" stickers next to lights and other equipment or appliances commonly left on
- **Ask for sustainability to be on your team meeting agendas.**
- If not already displayed encourage the practice to put up posters of the [Greener Veterinary Practice Checklist](#)