



for all creatures **great & small**

Overcoming Obstacles

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My Obstacles

- No sight in right eye
- Limited sight in left eye
- Trained tax lawyer –
what's that got to do with
animal welfare??

So where is Canberra?



Canberra is 372 km south west of Sydney.

The national capital has a population of only 350,000 and is only 2,400 Square kilometres in size, 85% of that is bushland.

Their obstacles

- I've been surrendered
- Where am I?
- I'm sick, please help me!
- How should I act?
- I'm a Pit Bull!

I've been surrendered

- Why
- Intervention – Help Desk and Information
- Slow/Stem/Stop the inflow
- Solutions
 - Look outside the shelter
 - Access to support services

Where am I?

- I'm scared
- I'm hungry
- I'm in pain
- Settling in
- More animals through – why delay desexing?

I'm sick, please help me!

- Compassionate vets
- Euthanasia is the last option
- It's about culture in your shelter
- Consider herd health

How should I act?

- Temp Testing as a tool for euthanasia is rubbish
- Modification programs are essential
- Give them time

I'm a Pit Bull!

- Don't be fooled by stigmas
- Be the voice of change
- Be the voice of reason

Our Obstacles

- Space
- Money
- Resistance to Change
- Why Bother?
- What about my welfare?
- We've tried all that already

Space

- Always an issue. The more you have, the more you can care for, the more disease control issues you face, the higher your salary.
- Wait lists
- Help people help themselves

Money

- Always an issue
- Good shelter v bad shelter
- Invest in animal welfare
- Be vocal about your successes

Resistance to Change

- Staff turnover is not a bad thing
- Some people aren't suited
- Push through change
- It's better to lose poor staff than compromise animals

Why Bother?

- My first day
- We can fall into the trap of not bothering
- Remove obstacles
- Remove excuses
- Every animal matters

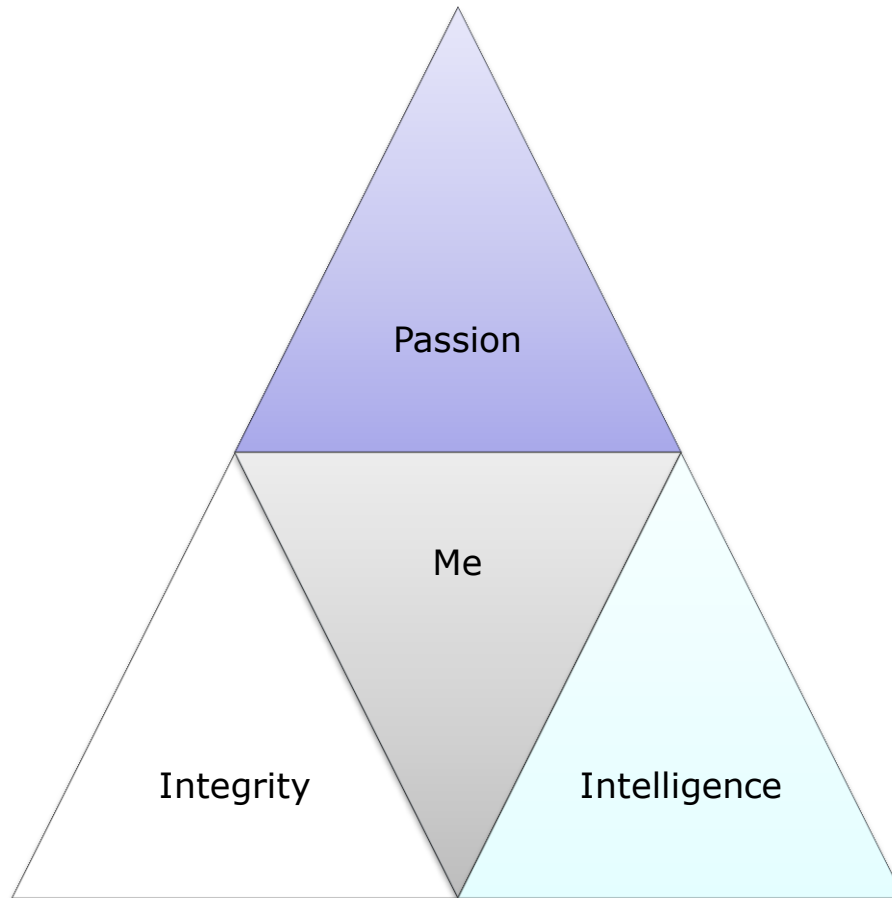
What about my welfare?

- You need a balance
- Recruitment practices need to screen out poor options
- Support your team – EAP
- Offer a pressure valve

But we've tried all that!!

- Have you really?
- Its about trying it all and getting the ingredients right
- RSPCA Tasmania
 - 56% increase in adoptions
 - 20% reduction in euthanasia

And Finally...



As an employee in a leadership role am I modelling behaviours that influence my team in line with RSPCA core values and policies?