

Pet Dogs in the Workplace



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Pet dogs at work – why?

- Dogs already found in the workplace



Assistance dogs*



Visitation dogs



Therapy dogs



Teddy is top dog at care home

Resident dogs



Pet dogs

Universities and the NHS must join forces to boost student mental health

Mental health problems are on the rise in universities, but support is too fragmented



▲ 'Not many people have severe mental illnesses, but lots have milder mental health problems.' Photograph: Fabio de Paoto/Fabio De Paola

In universities, mental health problems such as depression and anxiety afflict **one in four** students, while student suicides have reached a record level in recent years and dropouts have **trebled**. The burden of mental health illnesses is only likely to **increase** as stigma recedes and more people come forward with their sufferings. According to the Institute for Public Policy Research, **five times as many students as 10 years ago** have disclosed a mental health issue to their university.

Higher education staff suffer 'epidemic' of poor mental health

Research shows steep increase in referrals to counselling and occupational health services



▲ The University and College Union called on institutions to deal with the causes of rising stress levels for lecturers. Photograph: Alamy Stock Photo

The number of university workers accessing counselling and occupational health services has shot up, according to research which describes “an epidemic” of poor mental health among higher education staff.

Higher education staff suffer 'epidemic' of poor mental health

Research shows steep increase in referrals to counselling and occupational health services



How pets improve mental health issues, from depression to PTSD

Cuddle power should not be underestimated: a growing raft of studies shows that furry friends can help people experiencing a host of issues

Tuesday 4 December 2018 00:00 |



▲ The University a lecturers. Photogr

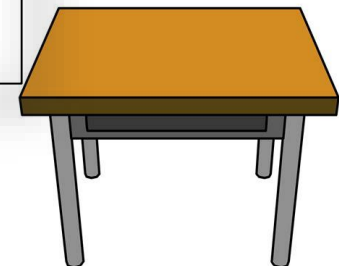
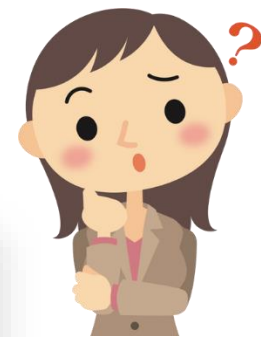
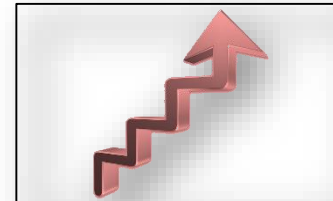
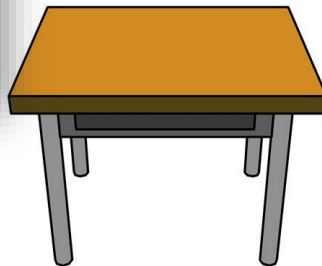
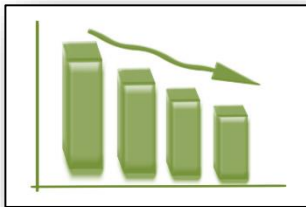
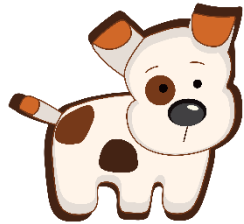
The number health servic

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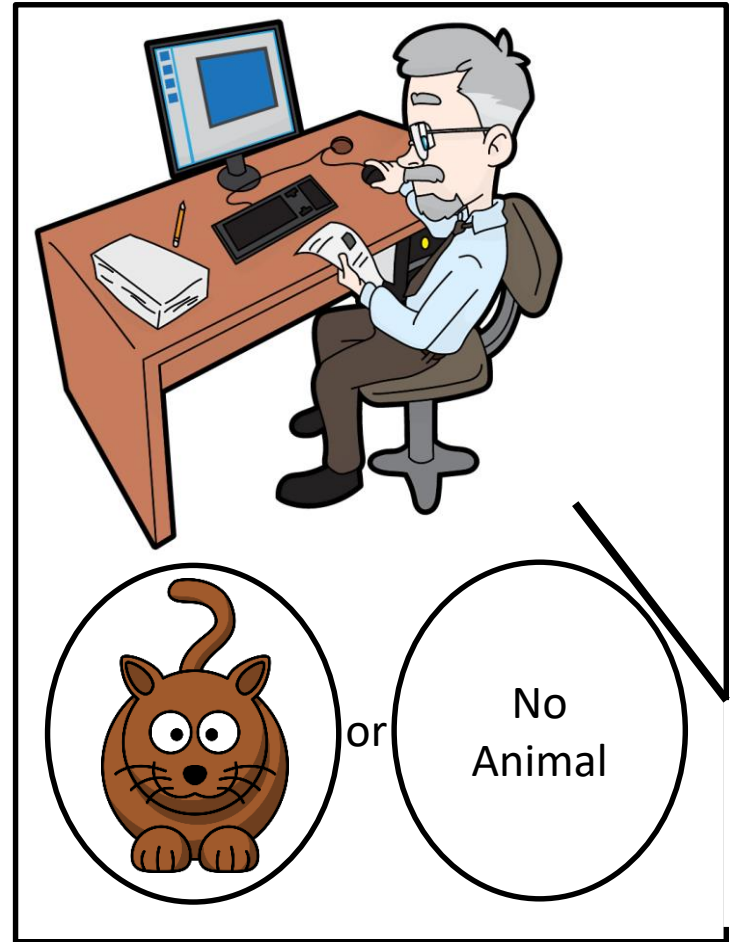
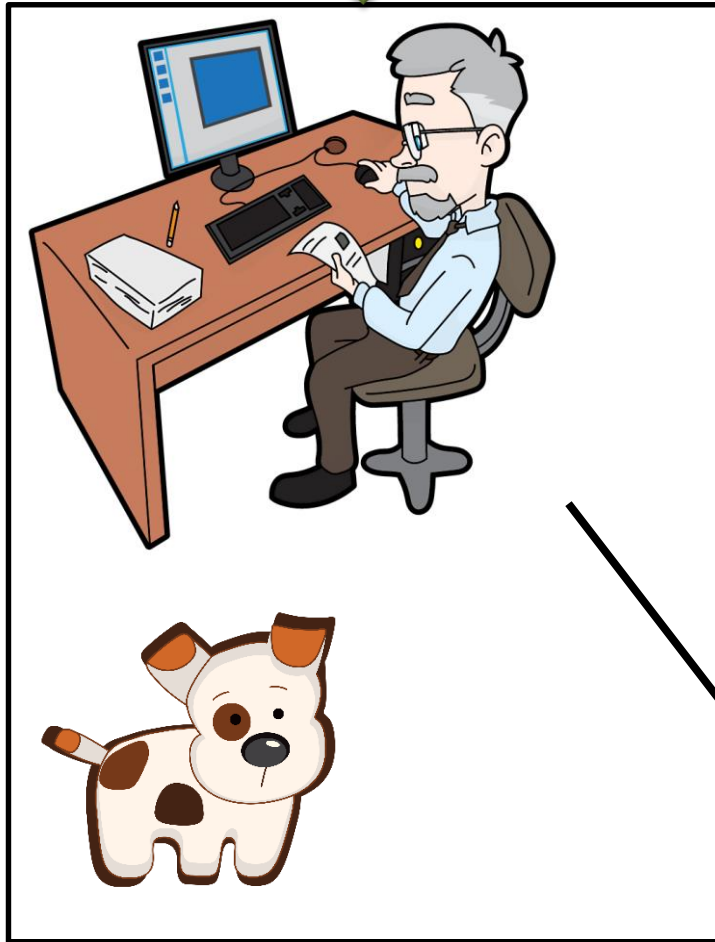
levels for

Occupational s “an

Dogs are
perceived to be
non-judgemental



Friendlier, more comfortable



Pet dogs at work – why?

- Positive effects:
 - Workplace environment
 - Enhanced social atmosphere
 - Increased social interactions
 - Greater trust
 - Enables those who can't have a dog themselves to benefit
 - Individual pet-owner
 - Reduced stress
 - Dog care arrangements
 - The dog
 - Not left alone for long periods

Pet dogs at work – why?

- Positive effects:
 - Staff recruitment & retention
 - ‘Perk’
 - Students
 - Reduced stress (especially at exam time)
 - Research



<https://www.youtube.com/watch?v=tdkj-qlp5T4&feature=youtu.be>

Considerations I - Allergies

13-19%*



Contact with dander is primary trigger (not airborne)



At least 5m radius (not in same office space)

Dog-free spaces (food areas, social areas, meeting rooms)

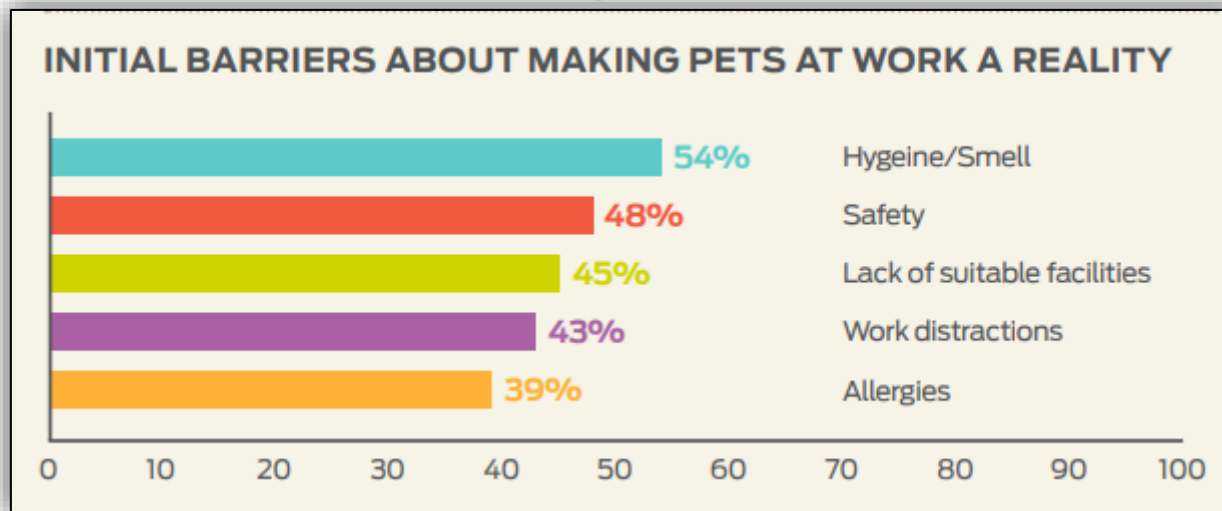
Considerations II - Phobia



Control Measures

- Sign in/out sheet
- Sign on door indicating dog in room
- Behavioural assessment
- Dog free routes into and out of the building
- Dog-free spaces
- Dogs on lead in corridors

Considerations III – Dogs are dirty!

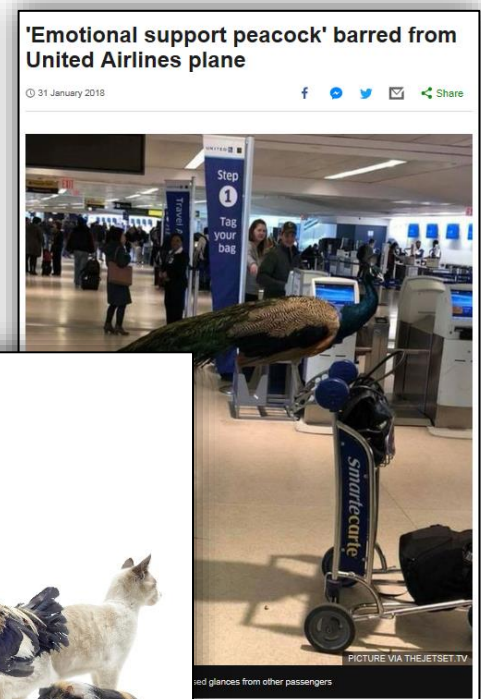


Control Measures:

- Wash hands
- No dogs in food preparation/storage areas
- Regular worming/parasite control
- Regular vaccination
- Dry wet dogs on the way in; enzymatic room spray

Considerations IV – The slippery slope

- Specifically dogs
 - Social species with strong bond with ‘owners’
 - Live on the floor
 - Easy to contain

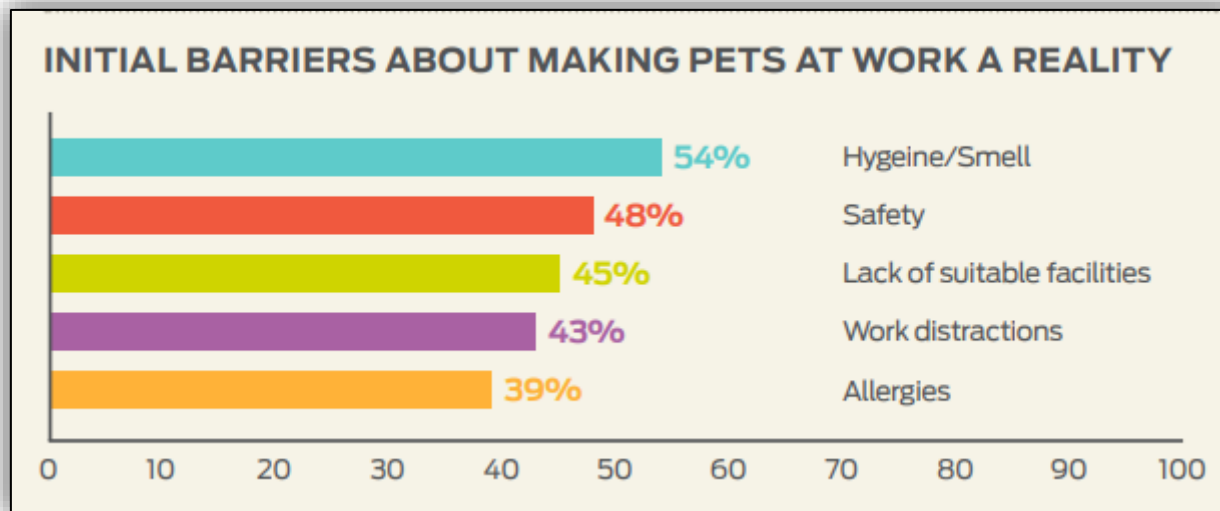


Considerations IV – The slippery slope



- Unfair to those with children?
 - Children need supervision and entertainment
 - Unethical to have them on a small mat under your desk on a 3m lead

Considerations V – Noise and disruption



Control Measures:

- ‘Pawbationary’ period (3 months)
- Train the dog to settle in the work environment
- Responsible pet ownership
- Use ‘do not disturb’ sign/set visiting periods/close office door/leave dog at home

Considerations VI - Aggression



Control Measures:

- Behavioural assessment
- Dogs under control at all times

Pets At Work Schemes Elsewhere - Purina

- Allowed dogs at work since 2003
- 1000 staff, all open plan, hot desks (across 3 floors)
- ~150 dogs on the scheme (15%)
 - Average of 8-12 dogs at work each day (1% of staff)
- No complaints, no incidences of aggression, no dogs failed their pawbation
- Established the ‘Pets At Work Alliance’

<https://www.youtube.com/watch?v=nyBSTWexnmk&feature=youtu.be>

How About in the School of Psychology?

Steps:

1. Consultation with Purina
2. Presentation to Departmental Meeting
3. Ballot
4. Steering Group
5. Identify specifics of the scheme as it would apply for us
6. Consult with HR (Health & Safety), Estates, Insurance
7. Risk Assessment
8. Pilot

Dogs For Welfare @ School of Psychology

Key Guiding Principles:

1. Dog welfare
2. Human safety
3. Ongoing monitoring
 - Dog welfare
 - Human welfare
 - Noise & disruption
 - Benefit

Ground rules – 1. Dog Welfare

- Not left alone
- Introduced and habituated
- Has a comfortable space to rest, access to water & outdoor space
- Signed in & out
- Buddy system to cover
- Over 10-months old

School of Psychology Dogs For Welfare



There is a dog in the department today _____

If you would like to drop in to meet them, you can visit at the following times:

There will be an accompanied walk with their owner that you are welcome to join.

Walk details:

If you do not wish to encounter the dog, note that they are in room _____ and are allowed on the 5th floor. The dog comes in and out of the building using the stairs, so please use the lift. If you need to attend teaching in 5.05 please e-mail Lucy.Robinson2@ncl.ac.uk and we will ensure the dog is not in the corridor



About me

Name: Sammie
Breed: Border Terrier
Age: Born in 2015

Favourite things:

Chest tickles, chasing my ball, sleeping in the sunshine, doing agility

Quirky fact:

I know over 50 tricks!

Feel free to come and visit me!



You can drop in and say hi at the following times:

We're going on a walk, please join us:

Need to speak to my owner without meeting me:

E-mail: Lucy.Robinson2@ncl.ac.uk

Phone: 01912087912 (uni extension 87912)

Ground rules – 2. Human Safety

- Behavioural assessment (bi-annual)
- Owner has appropriate public liability insurance
- Evidence of vaccinations
- Dogs are treated for fleas and worms regularly
- Dogs on lead in corridors
- Dog beds are stowed/positioned safely
- Responsible ownership
- Exclusion zone around allergies
- Dog-free spaces and dog-free routes into the building



PETS AS THERAPY

GUIDE DOGS

- Responsible owners
- Exclusion zone around dog
- Dog-free spaces and building

- Approach dog
- Approach bed
- Approach owner
- Takes food gently
- Take food/toy from dog
- Touch (above, behind, pressure)
- Leave alone in office, knock on door
- Exposure to loud noise
- Walk past on stairs
- Behaviour questionnaire
- Walk outside, play sound of dog barking

Ground rules – 3. Monitoring

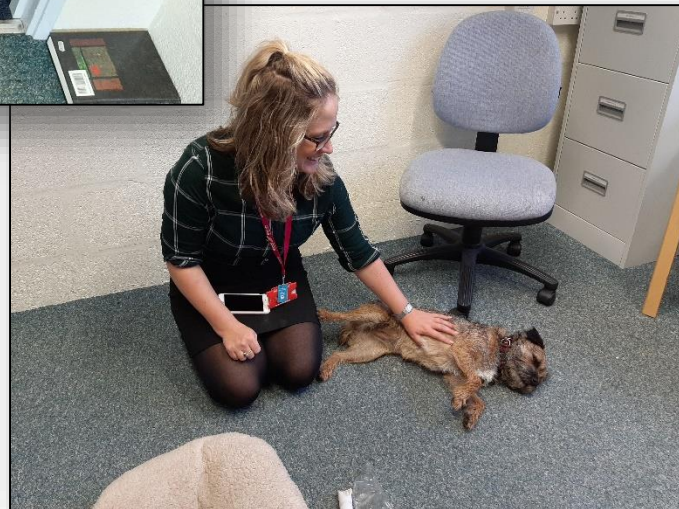
- Dogs for Welfare ‘Champion’
- Ongoing review
 - Of any given dog
 - Of the scheme as a whole (baseline and follow up measures of wellbeing and workplace stress)
- Check
 - Dog welfare
 - Human welfare
 - Noise & Disruption

Pilot Scheme

- One dog in the department 1 day per week since July



since July



Through the dog's eyes...

- Busy urban environment – traffic, sirens, a lot of people
- Unusual objects/things – glass sliding doors, lino stairs, quantity of stairs, lifts, movement and noise past office door
- Variety of handling styles
- Lanyards!

Any Questions?



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 <https://osf.io/bdfpg/>