



SAVT SASKATCHEWAN ASSOCIATION of Veterinary Technologists

Annual Report 2019-2020

To Promote and Advance Registered Veterinary Technologists

Contents

| | |
|----|---|
| 3 | 2019-2020 Board of Directors |
| 5 | President Report |
| 7 | Executive Director Report |
| 8 | Awards Committee |
| 9 | Governance Committee |
| 10 | Public Relations Committee |
| 11 | Student Network Committee |
| 12 | VTS/Mentorship Committee |
| 13 | Conference Report |
| 14 | Ministry of Agriculture Report |
| 16 | Saskatchewan Veterinary Medical Association Report |
| 19 | SAVT/SVMA Liaison Report |
| 21 | RVTTC Director Report |
| 22 | Second-Year Saskatchewan Polytechnic Liaison Report |
| 23 | First-Year Saskatchewan Polytechnic Liaison Report |
| 24 | Financial Reports |
| 29 | Committee Members |
| 30 | By the Numbers |
| 31 | Award Recipients |
| 33 | Service Awards |
| 35 | ABVTA Report |
| 37 | OAVT Report |
| 39 | MVTA Report |
| 40 | Thank Yous |

2019-2020 Board of Directors



Lois Ridgway, RVT, President & SVMA/SAVT Liaison

Lois works at Prairie Diagnostic Services and holds various positions on provincial, national, and international boards in the veterinary medical profession.

Breanne Barber, RVT, President-Elect & RVTTC Director

Breanne works at Valleyflats Animal Hospital in Moosomin, SK. She currently sits on Sask Polytech's Program Advisory Committee and enjoys the Riders, slow pitch, and her animals.



Jennifer Epp, RVT, Past President

Jennifer works as a Unit Manager at Fast Genetics hog barns near Spiritwood, SK. She has three children, loves to garden, and camp. She is also the RVT appointed to the Animal Protection Services of Saskatchewan Board of Directors.

Shannon McCallion, RVT, Financial Officer

Shannon previously served in the Canadian Armed Forces and brings to the board an eclectic work history with a global perspective. Her current interests include board governance, strategic planning, and organizational change.



Marlayna Morgan, RVT, Secretary

Marlayna works at VCA Canada Central Animal Hospital. She was born in New Brunswick and has spent the last several years with the SAVT on various committees.

Tara Holland, RVT, Member-at-Large

Tara works at VCA Canada Frontier Animal Hospital and teaches part-time at Saskatchewan Polytechnic in Saskatoon. She has one daughter and enjoys sports, crafts, painting, reading, and gardening.





Janine Kernaleguen, RVT VPM, Member-at-Large

Janine manages Gateway Veterinary Clinic in Melfort, SK. She has a strong interest and experience in management, planning, business growth, HR.

Mabel Ng, RVT, Member-at-Large

Mabel works at Moose Jaw Animal Clinic. She previously completed a degree in Animal Bio Science at the University of Saskatchewan. She has a passion for mentoring, promoting, and furthering the VT profession.



Marta Van Camp, RVT, Member-at-Large

Marta works at the WCVM in Saskatoon. Marta enjoys volunteering, snowboarding, and pottery. Before moving to Saskatoon she previously worked in Vancouver and Boston.

Teresa Nahachewsky, RVT, Member-at-Large

Teresa lives in Regina and is currently one of the few Family Paws Parent Educators in Canada and the only one in Saskatchewan. She enjoys Spartan Races, reading, and travelling to visit family and friends.



Darlene Ford, RVT, RVTTC Director

Darlene has worked as an RVT for over 30 years. She is dedicated to promoting veterinary technologists at the national level and increasing awareness of what the profession includes.

Ashley Martin, Second-Year Saskatchewan Polytechnic Student Liaison

Ashley is a student at Saskatchewan Polytechnic. She grew up on a farm near Delisle and currently lives in Warman. She enjoys travelling, spending time at the lake, music, anything Disney, and gardening.



Daniel O'Hara, First-Year Saskatchewan Polytechnic Student Liaison

Daniel grew up in Saskatchewan and has been an active student voice on the board helping to bridge between students and the SAVT. He enjoys gaming and spending time with his dogs.

President Report

I am pleased to report that the SAVT is a vibrant, growing organization. Membership numbers have increased since last year and finances are in good order. Each Director, Liaison and Representative on the 2019 – 2020 Board of Directors has provided thoughtful, creative solutions to every challenge presented... and there were many this year. Here is a review of the past year's highlights.

The 35th Annual SAVT Conference and AGM were held November 1 – 3, 2019. The theme was “*Charting the Course*”. This was the final conference organized under contract by Ms. Kenzie Makowsky – attendance was a record high and programming was expanded overall to include more VT students, sessions on Friday afternoon, a Job Fair and Marketplace, a full day of sessions on Saturday and wet labs at the WCVM on Sunday.

Committees have been utilized effectively in recent years and this year was no exception. During the Board of Directors' Retreat held at the Wapiti Resort in January 2020, a SWOT and PESTLE were undertaken and from those exercises goals and objectives for the year were identified. To extend the range of work and activities that the Board of Directors is able to accomplish, Committees were struck to address matters in specific domains such as Public Relations, Governance, Veterinary Technician Specialties (VTS)/Mentorship, Student Network, Advisory, Recruitment, Executive Interview and Awards. Additionally, Committees serve as a mechanism to pique member interest in volunteering for opportunities arising in the Veterinary Technology profession.

The SAVT expanded its social media presence on Facebook, Twitter and Instagram and unveiled new booth banners to better reflect the role of RVTs in animal wellness, animal welfare and other common career pathways. The SAVT attended several large public events including Vetavision, Agribition and Pet Expo to communicate with the public in promoting the role and value of RVTs in delivering veterinary services in Saskatchewan. Member eblasts have been sent out weekly to ensure member communications are timely, frequent and offer current industry related information. A “kudos” program has been established to provide a forum for recognition of member accomplishments.

A wage and job satisfaction survey was conducted in 2019 with ~65% of members responding; survey results are very interesting and available at www.savt.ca. Survey results were shared with the SVMA; employers are known to review this information in determining salary and benefits for RVTs.

The world changed in March 2020 with the arrival of COVID-19 in Canada. Amid lockdowns, travel restrictions and social distancing veterinary professionals emerged on all provincial governments' “Essential Services” lists. This designation was in part

a result of the work of the CVMA at the national level; the SVMA Council, its administration and the SAVT at the provincial level. RVTs and DVMs relied on scientific knowledge and their understanding of pathogen transmission, disinfection, and proper use of personnel protective equipment to develop protocols that enabled animals to receive at least basic veterinary services during the early days of the pandemic through such modalities as Curbside Service and Telemedicine. In addition, the SAVT operations required a number of adjustments. The SAVT office has temporarily moved into the Executive Director's residence and with the recognition that travel and in-person meetings will be extremely limited for the foreseeable future. Zoom meetings have so far replaced in-person meetings.

The presence of SK Polytechnic Veterinary Technology (VT) student representatives on the SAVT Board of Directors stimulated numerous conversations regarding the curriculum alterations required to adhere to COVID-19 pandemic restrictions, ensure CVMA Program accreditation criteria were met and enable timely program completion for the Class of 2020. Many SAVT and SVMA members stepped forward to offer practicum placements for second year VT students to fill arising curriculum gaps. I believe this was a feat accomplished successfully, without any pre-existing template, because of the willingness of the SAVT Board of Directors, SVMA Council and administration and SK Polytechnic leadership to collaborate, communicate and think "big picture". To celebrate this accomplishment, the SAVT reached out to Dr. Andy Roarck, DVM and Ms. Jolene Watson, RVT to provide the Class of 2020 with a Zoom platform based, virtual graduation ceremony and message – the first of its kind!

The Board of Directors determined the need to avoid financial risk to the organization and its members in the context of the COVID-19 pandemic and has approved the postponement the 36th Annual Conference until at least 2021. The recruitment of an additional individual to assist with administration and conference planning has also been postponed. Efforts are now being re-directed toward sourcing, advertising and preparing alternative virtual Continuing Education opportunities to ensure all members are enabled to meet their CE requirements.

The course of the COVID-19 pandemic in Saskatchewan and its longer term effect upon the SAVT and veterinary medicine in general is yet unknown. I encourage each of you to keep your wits about you, rely on our training, and continue to educate yourself – read the information coming out from bona fide medical experts, the CVMA, and the SVMA which may assist you in your work, improve work conditions and enable us to continue offering quality veterinary care to animals. Please wear your PPE properly -- always conscious of correct procedures for acquisition, storage, donning, use, doffing and disposal. Be safe.

Sincerely,
Lois Ridgway, RVT
SAVT President

Executive Director Report

Another year with the SAVT has come and gone and oh what a year it was! It has been a great year working with RVTs, the SAVT Board of Directors, SAVT Committees, the Saskatchewan Veterinary Medical Association, and other organizations, associations, and stakeholders. This collaborative work was done to ensure that RVTs were supported and recognized as COVID-19 became a part of our day-to-day lives.

The SAVT Committees this past year were the Advisory Committee, Awards Committee, Executive Interview Committee, Governance Committee, Public Relations Committee, Recruitment Committee, Student Network Committee, and the VTS/Mentorship Committee. These committees accomplished a number of projects which include reimaging the look of the annual awards, creating a grievance process and policy, developing marketing materials for use with the public and within the veterinary medical community, delivering student sessions, and developing and producing the VTS Project.

The SAVT continued to focus on communication, collaborative external relationships, and board development; however, COVID-19 forced adjustments to how this work was carried out and what it looked like. Communication was crucial and it was continually supported and through virtual channels to provide up-to-date information for RVTs. Many of our collaborative relationships focused on providing continuing education opportunities. This was successful and has been a valuable asset to our association. Board development continued through the creation of many manuals, documents, and education that included organization roles, structures, and tracking documents.

Different projects and programs were completed and participated in over the last year that positively impacted the association. These projects and programs include member engagement survey, VTS Project, creation of a national student network, participation in international veterinary conversations, RVT Month, participation in program development, national RVT association Executive Director group, completing different educational programs, Kudos program, and RVT Practitioner Working Group.



Jasmin Carlton
Executive Director

Awards Committee Report

For the 2019-2020 year the focus for the awards committee was to review and update student awards, annual awards and create new projects or programs.

We successfully reviewed and updated all awards in policies and created new ones! A detailed description of each award can be found on the SAVT website. Current SAVT awards are:

- Graduating Year Veterinary Technologist
- SAVT Registered Veterinary Technologist of the Year
- Appreciation Award
- Conference Appreciation Award
- SAVT Veterinarian of the Year
- Merck Mentorship Award
- Emerging Leader Award
- Volunteer Award

This year the committee introduced an online platform to submit award nominations. It was well received and was created to simplify the nomination process. We received more nominations this year for all awards which is great to see everyone being so involved in promoting this amazing profession through being kind to others. We want to thank everyone for their nominations and congratulations to the winners!

Our winners will receive a new plaque this year. With this year being different in so many ways we thought it was time for a change of design for the SAVT annual awards. Due to the cancellation of the conference we will be acknowledging all service awards and annual awards via our social media outlets. Stay tuned to our Facebook and Instagram pages! We all look forward to seeing you in 2021.

Committee Members: Breanne Barber, Karen Laventure, Jennifer Epp, Breanne Barber, Lois Ridgway, and Jasmin Carlton

Submitted by
Breanne Barber, RVT
Committee Chairperson

Governance Committee Report

This committee was struck in 2018 with the mandate to align the SAVT Bylaws with the updated SVMA Bylaws. Following a complete review and rewrite, and adoption of the revised Bylaws by the membership at the 2018 AGM, 2019 saw committee focus shift to reviewing Policies. The final third of the cycle focused on Standard Operating Guidelines, or SOGs, in 2020. The team has generated, to date, 70 SOGs that are basically 'how-tos' describing the activities necessary to complete certain operational tasks or processes. And with that, 2020 marks the end of the first major 'governance literature' review cycle. This 3-year cycle will begin anew in 2021, and will include determining how changes to the RVTTC/TTVAC Bylaws affect SAVT Bylaws.

Other projects in 2020 included the:

- Creation of Terms of Reference (TOR) for BOD positions, all committees, and other association liaison positions, such as the Lakeland Program Advisory Committee representative. These TORs facilitate clear expectations by outlining the role, duties, reporting requirements and composition of positions and committees.
- Creation of the formal Grievance Tracking & Reporting form and process for submitting a grievance regarding a Board member, a committee member or the Executive Director of the SAVT. The intent is to reduce the burden on the SVMA complaint process, time-wise and financially, by providing a route for SAVT members to address, within the SAVT, grievances pertaining to SAVT members. This process does not replace, supersede or preclude use of, the SVMA complaint process.
- Conference 2020 disposition in response to COVID-19 restrictions, whereby team members have had numerous discussions around bylaw or policy amendments, voting and reporting requirements and necessary format changes to deliver the AGM through an on-line format.

I have had the privilege of serving as Chair of this committee since 2018. I like to think it is primarily due to my self-proclamation as a 'Governance Geek', but it is equally likely that no one else wanted the job! I have been very lucky to share the work with excellent volunteers, and wish to extend a sincere thank you to committee members, Breanne Barber, Lois Ridgway, Bernice Ruff, Marta van Camp and Jasmin Carlton. These ladies have asked the hard questions, debated all sides of issues playing devil's advocate and worked diligently to represent SAVT members in the completion of our tasked duties. And last, but far from least, a HUGE personal thank you to our ever-efficient Executive Director, Jasmin Carlton. She has acted not only as the committee secretary, guide and coordinator, but has been an innovative and knowledgeable driving-force in encouraging the SAVT to be at the forefront of many governance issues. Thank-you Jasmin, for all you do for the SAVT.

Respectfully submitted by
Shannon McCallion, RVT
Governance Committee Chair

Public Relations Committee Report

The SAVT Public Relations Committee is a committee that focuses on the image of the SAVT and its RVTs. We design marketing materials such as merchandise, banners, brochures, and posters.

The Public Relations Committee this year focused on brochures that appeal to different audiences.

The first brochure we made was directed toward DVMs and/or office managers. We included information on what RVTs can and cannot do in the clinic setting and how they could be utilizing their RVTs to the best of their abilities. Hopefully various people can learn from this brochure to create a well organized and balanced place of work.

The brochure created for RVTs focused on associations. It provided information on all the organizations that contribute to the further education and support of RVTs. It also incorporated how the SAVT works, what it does for RVTs, and how to use the benefits of their memberships.

A card was created this year for high school students as well. The card has a set of frequently asked questions about becoming an RVT. We hope that this will encourage more students to join the veterinary medicine industry.

Although it couldn't be used this year, one of our members, Marlayna Morgan, has been working on our public booth. She has been adding some specimens and images to it that will gain interest whenever used. So thank you to Marlayna for the great improvements you've done and the ones to come.

As the board is well aware, things moved a bit slower for everyone this year. As there is no conference or many public gatherings, there was less for our committee this year. However, I think we did a great job getting some information out at this time and keeping up with the committee routine. It was great to get to see everyone on zoom and talk about how each of us in different areas were affected by the pandemic.

Submitted by
Jenna Powell, RVT
Chairperson of SAVT PR Committee

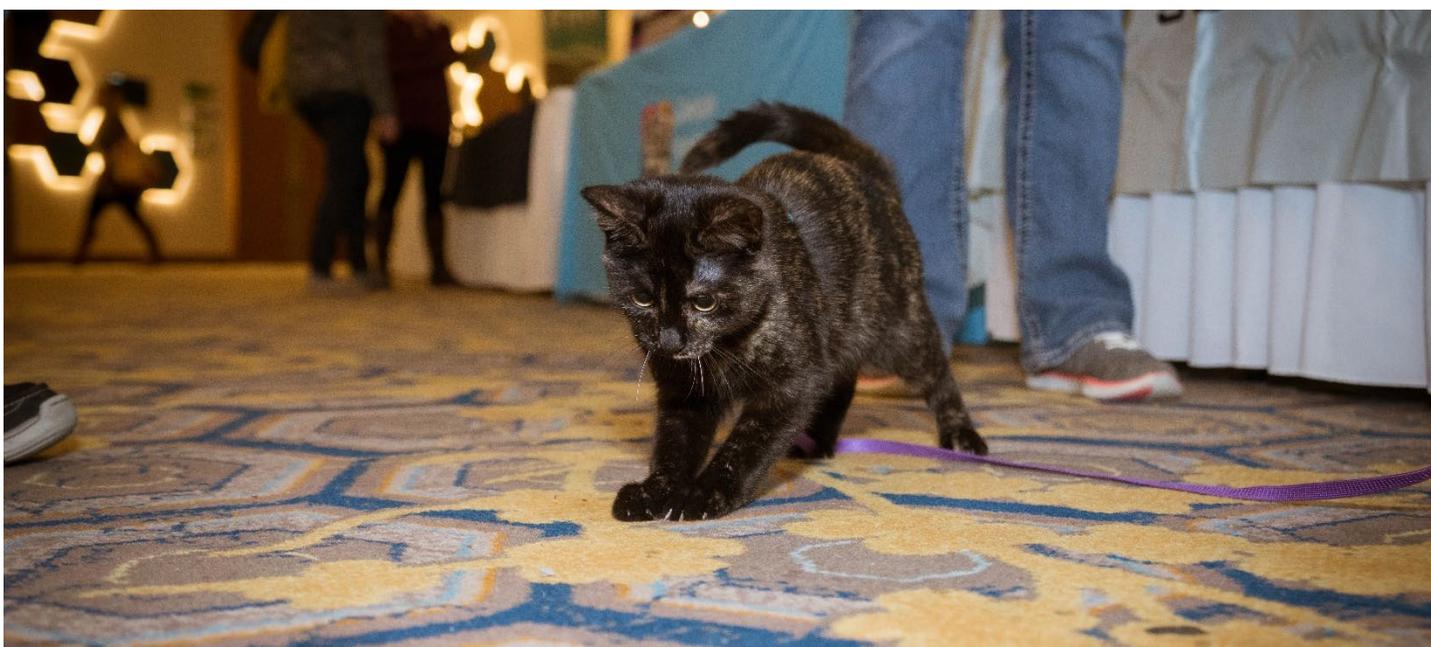


Student Network Committee Report

What a year 2020 has been! And particularly for the Student Network Committee which has accomplished so much in the past 10 months. The committee's first year of existence began with brainstorming ways to achieve our main goal and vision – to form a supportive network for VT and AHT students across Western Canada. When the COVID-19 pandemic was declared, we took advantage of life in quarantine by launching our first set of virtual events – a series of DIY simulation labs with which to practice technical skills at home with Bernice Ruf, RVT. Since then, the committee has hosted approximately one online event per month with topics ranging from personality-typing, to career stress management, to equine medicine. We have also had the privilege of recruiting world-class guest speakers like Dr. Andy Roark, DVM Msc, and Dr. Cody Creelman, DVM, and have also celebrated accomplished Canadian RVTs like Jolene Watson, RVT, and Rebecca Johnston, RVT VTS (Equine). Within the first few months of existence, we were able to connect students from not just Western Canada, but students in a few Eastern provinces as well – far surpassing our initial goal.

Having achieved so much in such a short amount of time, I am most excited to see how the future of the Student Network Committee will unfold in coming years. If you enjoy planning virtual events for students across Canada, or if you have ideas for future events, please consider joining this committee!

Mabel Ng, BSA RVT
Student Network Committee Chair



VTS/Mentorship Committee Report

The SAVT Board of Directors retained the VTS/Mentorship Committee this year to ensure that their work continued. This committee includes Danielle Mierau, RVT; Domini Wilkinson, RVT; Mabel Ng, RVT; Sharlene April, RVT; and Breanne Barber, RVT.

The SAVT office receives requests for mentorship and assistance throughout the year. The office refers these requests to the VTS/Mentorship Committee where they contact the member and provide them with resources and a mentor to assist them. The majority of requests that the VTS/Mentorship Committee receives is from students who are seeking assistance with the VTNE. We have amassed a list of resources that we can offer students and recent graduates and we have individuals who have recently been successful with the VTNE willing to step in and assist.



Conference Report

The 35th Annual SAVT conference was held November 1-3, 2019. There were approximately 275 conference registrants.

The conference continued to develop and grow with Friday afternoon sessions being offered again and over 150 people taking part in these sessions. Friday evening was the large networking event that saw over 200 people attend and interact with the 47 exhibitors. These exhibitors and sponsors are crucial to the success of the conference. Please take any opportunity you can to thank the organizations that support the SAVT Conference. Friday evening also included a job fair and marketplace that was successful and provided opportunities for clinics, RVTs, and stakeholders.

Saturday sessions focused on many different aspects of veterinary medicine. Some of the highlights included dermatology, communications, behaviour, nutrition, and large-animal. Saturday also included the Annual General Meeting as well as the banquet. The entertainment at the banquet was Dueling Pianos and sponsored by Royal Canin Canada.

Sunday saw a first for the SAVT with a Nutrition Escape Room! This escape room was joined on Sunday by labs and sessions that focused on dental instrument sharpening, anesthesia, reproductive ultrasound, and equine first-aid. Thank you to the WCVM for their continued support and use of their facilities for this event.



Ministry of Agriculture Report

Submitted by Dr. Stephanie Smith, Chief Veterinary Officer

Legislation and Regulation Changes:

The *Animal Protection Act* and its regulations came into force on November 15, 2019. The Act replaces the old *Diseases of Animals Act* and *The Control of Animal Diseases Regulations*, as well as *The Diseases of Domestic Game Farm Animals Regulations*.

Updated *Domestic Game Farm Animal Regulations* took effect fall of 2019.

The *Veterinary Services Act* was repealed as part of Omnibus repeal legislation in March 2020.

Provincial Disease Response:

As of November 15, 2019, provincial reportable and notifiable animal diseases are incorporated into regulation. Changes to the disease lists include adding *Salmonella Dublin* and American Foul Brood to the notifiable diseases list, and moving anthrax, rabies, and chronic wasting disease to the reportable diseases list. For both reportable and notifiable diseases, all confirmed cases must be reporting to the CVO within 24 hours.

Anthrax: A provincial response program is in place, involving testing support, reporting, quarantines, and ensuring proper carcass disposal. There were no new anthrax cases detected in the last 12 months. Carcass-side field test kits are available on request from the CVO. If you currently have test kits on hand, please check the expiry dates on the foil envelopes. These tests are considered valid for up to one year past the original expiry date. If you have expired anthrax tests, please contact our office for replacement.

Rabies: The Ministries of Agriculture and Health co-fund the provincial rabies response program, overseen by a Rabies Risk Assessment Veterinarian, Dr. Clarence Bishop. Clinics submit their invoices for expenses occurred directly to the Ministry at agprograms@gov.sk.ca. Invoices must be submitted using the Ministry-approved template which is emailed to all submitters along with the directions for submitting samples by Dr. Bishop. This year (2020) has been a relatively slow year for rabies, with just five cases (three bats, one skunk, and one dog) confirmed under the provincial response program, and an additional five bats detected under the surveillance program (no human or domestic animal contact).

West Nile Virus: At the time of writing, 2020 has also been a slow year for WNV infection in horses. Only one case has been confirmed so far. 2019 was also a low WNV year, with just two confirmed cases in Saskatchewan.

Porcine Epidemic Diarrhea: Site surveillance continues in the province, with regular sampling at high risk sites. There are contingency plans, developed with industry, and funds to respond to any positive production site. So far, Saskatchewan

production sites remain PED-free; however, in 2020 there have been two instances where the environment at two separate high-risk sites were found to be highly contaminated with the virus. The source of the virus is believed to be asymptomatic, but shedding, pigs brought in from Ontario. A substantial investment of time and human and financial resources was required to clean up these facilities.

Infectious Laryngotracheitis (ILT): This has been an active year for ILT in the province, with eight confirmed outbreaks to date in 2020. All involve small backyard or hobby flocks and all owners agreed to voluntarily depopulate the infected flocks or self-quarantine until the normal slaughter date arrived. It is believed that ILT circulates in the small flock/hobby industry, so please be aware of this disease when dealing with your poultry-owning clients. It is important to be aware of the risks associated with vaccination for ILT. ILT vaccination is commonly used for disease control in areas where the disease is endemic. However, vaccinated birds can spread the disease to non-vaccinated birds and certain vaccines have also been associated with subsequent ILT outbreaks. ILT vaccination is not currently used by the commercial poultry industry in Saskatchewan and we do not recommend ILT vaccination at this time. It is possible that the increase in ILT cases seen this year reflects increased use of veterinary/diagnostic services rather than an actual increase in disease prevalence.

Prudent Antimicrobial Use:

Changes to antimicrobial access, led by the Veterinary Drug Directorate of Health Canada, came into effect on December 1, 2018. We are not aware of any major issues related to the change, and the livestock and poultry sectors appear to have largely adapted to the change. Small holders/hobbyists have perhaps been hit the hardest, as they were the sector least likely to engage veterinary health services to begin with and struggled to justify the cost compared to the value of their animals.

Animal Welfare:

The annual Animal Welfare Engagement meeting was held in the fall of 2019 to look at action item progress and determine how to further involve stakeholders in the planning process. A working group was then created and consists of a broad range of stakeholders that expressed interest in becoming more involved. This working group will aid in planning the annual meetings and ensure that action items continue to progress. Planning is underway to determine how the annual meeting can be held, while respecting guidelines in place for COVID-19.

An Interagency Task Force involving Ministries of Social Services, Justice, Corrections and Policing, and Health along with Ministry of Agriculture, Animal Protection Services of Saskatchewan, RCMP, SARM, and the WCVM are exploring ways to better respond to cases of animal neglect with underlying human health issues, such as mental health concerns, hoarding, or domestic violence.

The Ministry continues to provide \$800,000 annually to Animal Protection Services of Saskatchewan and this funding is secured until March 2021. The Ministry of Agriculture continues to work with APSS to support animal protection and animal protection officer training.

Saskatchewan Veterinary Medical Association Report

Shortage of veterinary professionals

As in previous years, the Saskatchewan Veterinary Medical Association (SVMA) has continued this past year to work collaboratively with the Ministries of Agriculture and Advanced Education to address the shortage of veterinary professionals in rural and remote Saskatchewan through increasing both their recruitment and retention. In the first phase of this work, the government and SVMA identified numerous barriers to recruitment and retention through broad engagement with veterinarians and registered veterinary technologists (RVTs) working in rural areas. Barriers noted frequently included the difficulty of balancing work with family life, the lack of livestock experience in many new graduates, and a general lack of familiarity with “rural life” for many new graduates. This work has progressed to a new phase where a range of potential solutions are being explored to determine their feasibility, including increasing the number of seats at the Western College of Veterinary Medicine and Saskatchewan Polytechnic, increasing the scope of practice for RVTs, increasing the recruitment of DVM and VT students from rural areas, and the development of a “forgivable loan” program for graduate DVMs and VTs who choose to work in rural and remote areas.

Complaints process review

The professional regulatory consultant, Dr Glenn Pettifer, initiated his review of the SVMA’s complaints process in February 2020 by traveling to Saskatoon to conduct interviews with an assortment of individuals representing all aspects of the complaints process, the Council, and the SVMA office. In addition, he attended meetings of Council and the Professional Conduct Committee (PCC), a Discipline Committee (DC) hearing, and a one-day training session for members of the PCC and DC. Since February, Dr Pettifer has been reviewing and collecting data from complaint cases processed by the SVMA over a 3-year period from 2017 to 2019. We anticipate receiving Dr. Pettifer’s final report and recommendations during fall 2020 at which time it will be made available to members and the public on the SVMA website.

Student engagement

The SVMA undertook several new initiatives over the past year to increase the direct interaction of veterinary technology (VT) and DVM students with the Association. The primary goal with these initiatives was to increase student’s awareness of their role and responsibilities as self-regulated professionals irrespective of where they end up, be it Saskatchewan, their home province, or elsewhere. A secondary goal was to reinforce to students they become professional members when they begin their academic training. These initiatives included:

- Requiring all VT and DVM students to complete and submit their new/renewal membership applications directly to the SVMA (VT students have been doing this since Sept 2017 while DVM students started more recently in Sept 2019; there was 100% compliance with both groups in 2019);
- Requiring all VT and DVM students attend one of four half-day licensing seminars in each year of their studies (four sessions were held in January and March involving approximately 250 students);
- Requiring VT and DVM students to complete the SVMA's online licensing training and exam in the summer prior to their final year (104 students successfully completed the online licensing training during summer 2020);
- Sending students weekly e-News updates on matters of interest to the veterinary profession in Saskatchewan and across Canada; and
- Identifying a student from both Saskatchewan Polytechnic and the Western College of Veterinary Medicine to serve as a liaison between the SVMA Council and the student associations at the respective academic institutions (this will occur in October 2020).

Licensing seminar and exam

The SVMA made significant changes to the content and format of the licensing seminar and exam this year. With content, we redirected the focus of the seminar and exam from understanding specific laws and bylaws to providing new members with: (i) the basics on being a self-regulated profession; (ii) an orientation on where to find key SVMA regulatory information, including *The Veterinarians Act, 1987*, the SVMA Bylaws, and the SVMA Practice Standards; (iii) an overview of the SVMA Practice Inspection process; and (iv) an overview of the SVMA complaints process.

With format, we hired a professional video production company to record our last in-person licensing seminar in November 2019. The product of this effort was a 4-hour online licensing course composed of four videos and an exam which has replaced in-person licensing seminars. Now new members are required to complete the online licensing course within 30 days of their approval. This helps ensure they receive regulatory information that is current. It also results in less travel, less work time missed, and less expense to new members.

The course is also approved for four hours of Continuing Education (CE) credit that is available to all existing SVMA members, at a cost of \$75, through self-enrollment in the Online Classroom. It provides an opportunity for any SVMA veterinarians or veterinary technologist to refresh their knowledge about the regulation of veterinary medicine in Saskatchewan. Please note that if you enroll in this course, you will only have 30 days to complete it.

New registrant portal

Throughout this past year, SVMA office staff have been working closely with information technology specialists at Thentia (www.thentia.com/) to overhaul our website, including the registrant portal (i.e., member's side), and database system. Members are now able to access the new registrant portal by following an activation process outlined in the SVMA's weekly eNews. Through this new portal, members will be able to:

- update contact information,
- update employer information,
- view the veterinary resource binder, fee guides and council minutes in the 'Resource Library',
- request and pay for letters of standing,
- apply for practice names and professional corporation names,
- apply for first-time registration (membership) with the SVMA,
- renew annual registration (this will be the only way to renew beginning fall 2020), and
- submit complaints online.

Submitted by:
Dr. Marc Cattet, SVMA Registrar & CEO



SAVT/SVMA Liaison Report

In January 2018, the SAVT Board of Directors and the SVMA Council completed the processes associated with formally creating the terms of reference and granting of approvals for the formation of a SAVT-SVMA Council Liaison position. These terms were reviewed in early 2020 to ensure alignment with other non-voting members of the SVMA Council.

The function of the SAVT – SVMA Council Liaison position is to support the relationship between the SVMA and the SAVT given the emerging understanding of the legal requirement for the SVMA to regulate Veterinary Technologists as identified in the *Veterinarians Act, 1987*.

In the context of regulation and inclusion of veterinary technologists in the SVMA, I would like to emphasize the value for each of us in understanding the current Legislation and Bylaws – under which public protection is assured and RVTs are protected, governed and regulated. To this end, the SVMA Council and the SAVT Board of Directors supported the requirement for all Active members to write and pass an “open book” SVMA Licensing Seminar prior to December 31, 2019. A generous eighteen-month time frame was provided for this purpose. RVTs are now included in several of the SVMA’s Committees, including but not limited to the Professional Conduct Committee and the Animal Welfare Committee.

In SAVT- SVMA Council Liaison role,, I ensure that accurate and timely SAVT related information (generally from Board of Directors meetings and/or outcomes from Committee meetings) are shared with SVMA Council ...and, vice versa, with due respect for confidentiality of information. I prepared written reports and presented each verbally for each SVMA Council meeting and for most SAVT Board of Directors meetings.

The SVMA and SAVT are keenly aware of the shortage of RVTs and DVMs in Saskatchewan. Many SVMA Staff and Council member volunteer hours have been dedicated to this topic, including brainstorming new program ideas; surveying members; researching methods used by external veterinary associations and cultivating political relationships – all with the intention of improving public access to veterinary services. At present, the SVMA is working closely with the WCVM, Ministries of Agriculture, Advanced Education and Health.

The SVMA and SAVT recognize that sufficient numbers of RVTs must be available to support veterinary practices and veterinary service delivery in Saskatchewan. SVMA Council and staff have supported:

- The recent SAVT wage and benefits survey and promoted it for use by DVMs to ensure competitive RVT salaries and benefits - the hope being that when implemented, this is one mechanism that may result in longer RVT career lifespans.
- The value of Continuing Education and in enabling RVTs to “specialize” in a particular Veterinary Technician Specialty (VTS).
- Improvement in veterinary workplace factors – including work-life balance and mental health. To this end, the SVMA continues to offer a variety of insurance and benefits options to RVTs through its provider, Blue Cross.
- A Recertification Policy and Procedure, which was developed by the SAVT to enable Veterinary Technology Program graduates, who have passed the VTNE but left the profession, a pathway back to Active Membership. Mentorship if required, is also available.

The COVID-19 pandemic has altered most veterinary workplaces in ways neither the SVMA nor SAVT could have imagined a year ago. Together, we have identified challenges, shared information, discussed solutions; studied pathogen transmission information and mitigation strategies, and most importantly, supported one another. In March 2020, Veterinary Services were deemed “Essential Services” by the provincial government and DVM and RVT members alike worked the “front lines”. The value in collaboration was further exemplified when student classes and programming had to be altered at both SK Polytechnic and the WCVM to a virtual delivery format. Many SVMA members stepped forward to provide learning opportunities to students when campuses were locked down and/or faculty were unable to offer in-person, hands on training – thus enabling the Classes of 2020 to graduate.

I believe there are many more opportunities that will arise in 2020-2021 where the SAVT and the SVMA will mutually benefit from sharing information and collaboration. In my opinion, the measures of an ongoing successful SAVT-SVMA relationship will be in the ready availability of veterinary services to the public; an overall improvement in animal welfare and, where needed, improvement in the quality of life for veterinary professionals.

Respectfully submitted,

Lois Ridgway, RVT

RVTTC Director Report

Submitted by Darlene Ford, RVT & Breanne Barber, RVT

This year has certainly had its share of challenges but has also provided us with a new perspective on what really matters. RVTTC has continued to be active for RVTs across Canada. RVTTC has representation on the following national associations and committees:

- Canadian Animal Health Coalition (CAHC)
- American Association of Veterinary State Boards (AAVSB) VTNE Committee
- Canadian Veterinary Medical Association
- Animal Welfare Committee
- World Veterinary Association
- World Small Animal Veterinary Association (WSAVA)
- International Veterinary Nurse and Technician Association (IVNTA)
- CVMA Professional Development Committee (PDC)
- Canadian Veterinary Reserve (CVR)

New RVTTC member benefits include:

- Discounted enrolment for Fear Free Certification
- New RVT Locum insurance protection is available to all RVTs as they expand their career path
- The 2019 RVTTC Travel Bursary has had a successful year raising \$5,000 to award to RVTs to provide financial assistance to attend CE opportunities of their choice
- New e-newsletter “RVT Talk” shares events and activities both nationally and internationally to our members and stakeholders and has just celebrated our 1-year anniversary
- As we continue working in partnership with the CVMA, RVTs now have an opportunity to be included in the development process of all CVMA position statements

This year, RVTTC’s strategic plan includes initiatives to empower Registered Veterinary Technologists:

- Initiated a task force to create and develop a new RVT Career Ladder tool to assist in identifying a broad pathway for long term RVT career progression specifically skills, experience, and personal contribution
- Launched a mentorship guide “*From Experience, advice to my younger RVT self*” providing support and advice from our RVT community. Check it out!
- Developed and created National Standards of Practice for RVT profession. Check it out on our website www.rvtcanada.ca

The RVTTC AGM and strategic plan scheduled to take place in July 2020 in Quebec City in conjunction with the CVMA conference was cancelled due to COVID-19. RVTTC held a virtual AGM on September 13, 2020. The 73rd CVMA is planned to take place in Calgary, Alberta from July 22-25, 2021.

Second Year Saskatchewan Polytechnic Liaison Report

This past year I held the position as the second year Saskatchewan Polytechnic Student Liaison on the SAVT Board. Some highlights of the year include taking part in the 2019 SAVT Conference, attending Vetavision and the Saskatchewan Pet Expo, and holding SAVT student sessions with the first and second year Saskatchewan Polytechnic classes.

The SAVT continues to make great strides in engaging and supporting students. They have created a new Student Network Committee this year which I am also excited to be a part of. The Student Network Committee has hosted some fantastic sessions for students and RVTs across the country, including a few sessions on how to practice technical skills at home, a student trivia night, and a session with Dr. Andy Roark and Jolene Watson, RVT.

This was quite a unique year to be a student. As COVID-19 progressed, our WCVN rotations were cancelled, leaving our class with uncertainty over how or when we would graduate. Luckily, many RVTs, veterinarians, and veterinary clinics throughout the province stepped up and took students under their wing to help us complete our education. I am proud of my fellow classmates for persevering and I am so grateful to the SAVT and the veterinary community for the support and mentorship that we received this year.

I am proud to have held the position of Student Liaison for the past two years. I met some wonderful people and made some good friends along the way. I would like to thank the SAVT Board for giving me such a great experience.

Thank you,
Ashley Martin



First Year Saskatchewan Polytechnic Liaisons Report

It has certainly been a crazy year for everyone in the industry, and the impact of all that craziness has extended to us as students. We were lucky enough as first years to get around a semester and a half of on campus classes before Covid-19 really hit with full force. We also were afforded with some great opportunities during this time, with chances to take part in events such as CatSNIP, Vetavision, student sessions with the SAVT and the SAVT Conference.

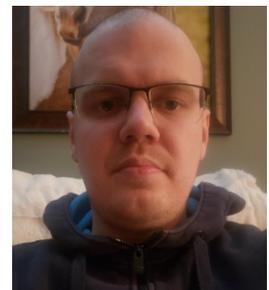
The time we had in the first semester and part of the second has been a positive for us moving forward into online learning. Having time to build relationships with both our classmates and our instructors helped the transition move forward as smoothly as possible, even when there were bumps and twists along the way.

I have enjoyed my opportunity to provide a student voice to the board and help assist in providing resources for students through these unprecedented times immensely. In addition to being student liaison for the first-year class, I have also sat on the Student Network and VTS/Mentorship committees. The Student Network committee in particular has been incredibly rewarding. The amount and variety of student sessions that have been held over zoom for vet tech students from across the country has been phenomenal, with more exciting opportunities to come. It is really affirming as students to see our association being the one to step up and fill a niche that desperately needed filling in the initial uncertainties of this pandemic.

It has also been both affirming and validating as a student to see the SAVT, SVMA, and clinics around the province be willing to step up and help students complete their education. From providing resources and CE for students, to assisting the 2020 graduating class in the completion of their studies, to willingly taking on practicum students for 2021 despite the uncertainty of the timeframe, the support has been incredible. We are incredibly grateful for all that you have done and continue to do to support us in our education as we move towards becoming RVTs.

I look forward to the next year of working with and learning from the board and having the opportunity to bring a student voice to the table. It has been a great opportunity and experience to date, and I know that it will continue to be. Thank you to everyone again for all your support as we move into the final year of our education and a class of fresh faces begins their journey.

Submitted by
Daniel O'Hara



Financial Officer Report

As a relatively small, not-for-profit (NFP) association, with a voluntary Board of Directors, the majority of day-to-day financial transactions for the SAVT are handled by the Executive Director according to governmental, regulatory and board directives. So what is left for the Financial Officer to do?

The Financial Officer position is more than just a 'designated-checke-signer'. I believe the Financial Officer's primary responsibility should be to protect the continued financial viability of the SAVT Association. This means overseeing that:

- financial transactions conducted on behalf of the SAVT adhere to legislation;
- regulatory compliance requirements are met;
- proposed expenditures are fiscally responsible and viable within budgetary limits;
- effective cost-reduction measures are considered and applied where possible;
- the Board of Directors is informed about financially-relevant governance issues, and has the necessary information to make educated decisions;
- no business or financial conflicts of interest exist involving board members, SAVT employees or third-party participants; and
- Budgets are structured to survive unexpected changes and expenditures.

The ED and I have worked closely throughout this term to accomplish our duties on behalf of the Board and the membership. Some of the financially-related impacts this year have included:

- quarterly in-person, detailed audits, including spot-checks tracking randomly-selected transactions;
- a reduction in the number of categories used to record revenues and expenses, streamlining the financial reporting and auditing processes;
- a transition to a third-party merchandise provider, reducing monies tied to merchandise on-hand, eliminating sales transaction charges and shipping costs, while still receiving a per/unit percentage from the online sales of SAVT merchandise;
- over \$3,000 in CE opportunities developed in response to COVID-19 restrictions;
- a necessary, yet unexpected switch to new website host, Quadrant Media; and
- the appointment of a new Lakeland Program Advisory Committee liaison

October 2020 brings me to the end of my 2-year term as Financial Officer for the SAVT. This position can be intimidating. Some level of comfort with accounting and finances beforehand is beneficial, but there are opportunities to learn and develop while in the position. To bolster my knowledge of finances, I undertook several courses during my term, including *Fundamentals of Accounting*, *Understanding Financial Statements for Non-Financial NFP Board Officers* and *Auditing I: Conceptual Foundations of Auditing*. My level of comfort with not-for-profit financials has benefited from this additional education, and I hope my contributions to SAVT operations have substantiated that learning. I believe the ability to understand financial statements is so fundamental to providing effective oversight of an organization's financial affairs, that I have proposed a budget for financial training for future incumbents be a part of any subsequent recruitment and succession planning.

SASKATCHEWAN ASSOCIATION OF VETERINARY TECHNOLOGISTS INC

STATEMENT OF CASH FLOWS

YEAR ENDED SEPTEMBER 30, 2020

| | <u>2020</u> | <u>2019</u> |
|---|-------------------|------------------|
| Cash flows from operating activities | | |
| Excess of revenues over expenditures | \$ 62,223 | \$ 13,750 |
| Net change in non-cash working capital items: | | |
| Accounts receivable | - | - |
| Inventory | (1,564) | (2,548) |
| Prepaid expenses | 4,125 | 2,073 |
| Accounts payable and accrued liabilities | 8,417 | 6,701 |
| Unearned revenue | (4,960) | (4,973) |
| | <u>68,241</u> | <u>15,003</u> |
| Cash flows used in investing activity | | |
| Purchase of investments | \$ (17,500) | \$ (65,852) |
| Proceeds on sale of investments | <u>5,588</u> | <u>75,977</u> |
| | <u>(11,912)</u> | <u>10,125</u> |
| Net increase in cash during the year | 56,329 | 25,128 |
| Cash, beginning of year | 93,808 | 68,680 |
| Cash, end of year | \$ <u>150,137</u> | \$ <u>93,808</u> |

SASKATCHEWAN ASSOCIATION OF VETERINARY TECHNOLOGISTS INC

STATEMENT OF CHANGES IN FUND BALANCES

YEAR ENDED SEPTEMBER 30, 2020

| | | <u>2020</u> | |
|--------------------------------------|--------------------------|----------------------------------|--------------------------|
| | <u>General Fund</u> | <u>Internally Restricted</u> | <u>Total</u> |
| Balance, beginning of year | \$ 87,557 | \$ 45,300 | \$ 132,857 |
| Excess of revenues over expenditures | <u>62,223</u> | - | <u>62,223</u> |
| Balance, end of year | \$ <u>149,780</u> | \$ <u>45,300</u> | \$ <u>195,080</u> |

| | | <u>2019</u> | |
|--------------------------------------|-------------------------|----------------------------------|--------------------------|
| | <u>General Fund</u> | <u>Internally Restricted</u> | <u>Total</u> |
| Balance, beginning of year | \$ 73,807 | \$ 45,300 | \$ 119,107 |
| Excess of revenues over expenditures | <u>13,750</u> | - | <u>13,750</u> |
| Balance, end of year | \$ <u>87,557</u> | \$ <u>45,300</u> | \$ <u>132,857</u> |

SASKATCHEWAN ASSOCIATION OF VETERINARY TECHNOLOGISTS INC

STATEMENT OF FINANCIAL POSITION

SEPTEMBER 30, 2020

| | <u>2020</u> | <u>2019</u> |
|--|-----------------------|-----------------------|
| <u>ASSETS</u> | | |
| Current assets | | |
| Cash | \$ 85,327 | \$ 93,808 |
| Short-term investments | 28,024 | 5,571 |
| Inventory | 4,958 | 6,522 |
| Prepaid expenses | <u>4,125</u> | <u>6,161</u> |
| | 122,434 | 112,062 |
| Investments | <u>71,506</u> | <u>81,075</u> |
| | <u>193,940</u> | <u>193,137</u> |
| <u>LIABILITIES</u> | | |
| Current liabilities | | |
| Accounts payable and accrued liabilities | \$ 8,417 | \$ 8,475 |
| Unearned revenue | <u>4,960</u> | <u>51,805</u> |
| | <u>13,377</u> | <u>60,280</u> |
| <u>FUND BALANCES</u> | | |
| General Fund | 135,263 | 87,557 |
| Internally Restricted Fund | <u>45,300</u> | <u>45,300</u> |
| | <u>180,563</u> | <u>132,857</u> |
| | <u>193,940</u> | <u>193,137</u> |

SASKATCHEWAN ASSOCIATION OF VETERINARY TECHNOLOGISTS INC

STATEMENT OF OPERATIONS

YEAR ENDED SEPTEMBER 30, 2020

| | <u>2020</u> | <u>2019</u> |
|---|-------------------------|-------------------------|
| Revenues | | |
| Conference activities | \$ 95,540 | \$ 123,301 |
| SAVT activities | <u>157,413</u> | <u>152,521</u> |
| | <u>252,953</u> | <u>275,822</u> |
| Expenditures | | |
| Conference activities | \$ 73,311 | \$ 112,183 |
| SAVT activities | <u>117,419</u> | <u>149,889</u> |
| | <u>190,730</u> | <u>262,072</u> |
| Excess of revenues over expenditures | \$ <u>62,223</u> | \$ <u>13,750</u> |

Committee Members

Advisory Committee

Katherine Broker, RVT
Dr. Marc Cattet
Chrissie Engel, RVT
Karen Laventure, RVT
Susan Thiessen, RVT
Dr. Paige Wark
Lois Ridgway, RVT

Executive Interview Committee

Breanne Barber, RVT
Katherine Broker, RVT
Crystal Carter, RVT
Janine Kernaleguen, RVT
Lois Ridgway, RVT

Public Relations Committee

Keesha Blenkinsopp
Darlene Ford, RVT
Erin Jellow, RVT
Marlayna Morgan, RVT
Jenna Powell, RVT
Marta Van Camp, RVT
Lois Ridgway, RVT

Student Network Committee

Holly Couture, RVT
Janine Kernaleguen, RVT
Ashley Martin, RVT
Mabel Ng, RVT
Daniel O'Hara
Lois Ridgway, RVT

Awards Committee

Breanne Barber, RVT
Jennifer Epp, RVT
Karen Laventure, RVT
Lois Ridgway, RVT

Governance Committee

Breanne Barber, RVT
Jennifer Epp, RVT
Shannon McCallion, RVT
Bernice Ruf, RVT
Marta Van Camp, RVT
Lois Ridgway, RVT

Recruitment Committee

Breanne Barber, RVT
Lois Ridgway, RVT

VTS/Mentorship Committee

Sharlene April, RVT
Holly Couture, RVT
Janine Kernaleguen, RVT
Mabel Ng, RVT
Daniel O'Hara
Jane Rathgeber, RVT
Lois Ridgway, RVT

2019/2020 By the Numbers!

34 SAVT Board & Committee Meetings

89% Attendance at Board of Director Meetings

89% Attendance at Committee Meetings

100% Completion of Board Member Training

388 Individuals Participated in Member Engagement Survey

8 Different Organizations/Associations with RVTs Included

126 Meetings for the Executive Director

Award Recipients

**SAVT's
RVT of the Year**
Leanne Malec, RVT



**SAVT's
Veterinarian of the Year**
Dr. Tara Hudye

*Pictured from left to right:
Dr. Tara Hudye and Breanne Barber, RVT & President*

**SAVT's
Appreciation Award**
Dr. Kate Robinson

*Pictured from left to right:
Dr. Kate Robinson and Breanne Barber, RVT & President*



**SAVT's
Conference Appreciation
Award**

Paula Mason, RVT

*Pictured from left to right:
Kenzie Makowsky, RVT and Paula Mason, RVT*



**Merck Mentorship Award
Carolyn Cartwright, RVT VTS
(A&A)**

*Pictured from left to right:
Carolyn Cartwright, RVT VTS (A&A) and Breanne Barber, RVT &
President*



Service Awards in 2019

5 YEARS

| | | | |
|------------------|-----------------|-------------------|---------------|
| Amanda Aubert | Kiana Campbell | Lauren Chitwood | Candace Davis |
| Alicia Eide | Nicole Espenell | Jennifer Fortier | Kaylee Getz |
| Megan Isaacson | Danielle Jaspar | Rhonda Kesslering | Tiffany Koene |
| Bethany Kuhmayer | Nikki Mireau | Breanna Olafson | Jenna Powell |
| Crystal Shain | Chantel Steele | Marlee Wiebe | |

10 YEARS

| | | | |
|------------------|-----------------|---------------------|--------------------|
| Rebecca Bandurka | Jessica Bartok | Raeanne Boyd | Laura Breslin |
| Holly Couture | Jaycee Deckert | Sheena Derksen | Elizabeth Doerksen |
| Jennifer Ford | Kimberly Foster | Christina Guillemin | Shanna Hlady |
| Bobbi-Jo Hoffart | Breanna Issel | Kari Killins | Randi LaCharity |
| Erin Meickel | Sarah Richaud | Emily Robinson | Brittany Schneider |
| Katie Smale | Justine Taylor | Shelley Townsend | Mia Turner |
| Domini Wilkinson | Nicole Wood | | |

15 YEARS

| | | | |
|--------------------|----------------|------------------|--------------------|
| Cherie Anderson | Michelle Arndt | Taunia Arthur | Heather Desjardins |
| Danica Forsyth | Beth Loy | Karla Ann Hadlow | Leanne Marin |
| Melissa Nievergelt | Angela Nisbett | Kelsey Rokosh | Melissa Underhill |

20 YEARS

| | | | |
|----------------|-----------------|---------------|------------------|
| Roberta Beuker | Suzane Chandler | Andrea Dewald | Melissa Hall |
| Kevin Hein | Kenzie Makowsky | Cathy Miller | Randean Rubiletz |
| Nicole Slater | | | |

25 YEARS

| | | | |
|---------------|-----------------|---------------|---------------|
| Dione Bachiu | Jennifer Epp | Tania Friesen | Shelinda Hill |
| Sharon Martin | Sherry Presnell | Margo Peel | Lyle Schmidt |

30 YEARS

| | |
|----------------|-------------|
| Cindy Koreluik | Tammy Nixon |
|----------------|-------------|

35 YEARS

Paula Mason

40 YEARS

Marilyn Braithwaite

Mary Ann Hueser

Jane Fitzpatrick



Pictured above are the 40-year service award recipients.



Alberta Veterinary Technologist Association (ABVTA)

Thank you for the opportunity to provide SAVT with an update from the Alberta Veterinary Technologist Association (ABVTA). The entire ABVTA leadership group has done an amazing job at continuing the momentum throughout 2020, even though Covid-19 has presented some unique challenges.

The year started with a new director training meeting where we introduced our four new directors to their roles. Two new task forces, the Wellness Task Force and the Mentorship Task Force were formed at this meeting to satisfy needs that were determined during our strategic planning to enhance member wellness, involvement and sustainability in the profession. The Wellness Task Force provided much needed support to the membership in 2020 and updated the ABVTA website with links to wellness tools and support. The Mentorship Task Force formed two private member Facebook groups. One of the groups is a student mentorship group that has been instrumental in connecting with our student members. The campaign “Why Do You Do What You Do” provided some uplifting pictures and messaging on social media and in the new RVTs of Alberta Facebook Group. In August, the Committee hosted a member virtual Yoga Night to provide members a much-deserved self-care session. At our Board Development Meeting in the Spring, key messages for our 5 goals in the current strategic plan were formed. We are excited to see the benefits of their implementation in the upcoming year as we strive for member wellness and professional development, public awareness and increased engagement with our members.

In February, the ABVTA Executive was invited to attend the annual ABVMA Leadership Weekend in Edmonton. We developed some useful tools as leaders with the information provided by the speakers. The Executive also attended the ABVMA AGM where the ABVTA was invited to bring greetings to the membership. There were several resolutions presented and it was great to see so many passionate RVTs engage in the conversation.

March coming in like a lion was anything but weather related this year. All live events, meetings, CanWest and the annual road trip were cancelled due to Coronavirus and whatever could be changed to a virtual format began to take shape. The successful and amicable working relationship between the ABVMA and the ABVTA was once again showcased as the Associations worked together to provide their memberships with updated bulletins and strategized to be successful as an essential service provider while following Alberta Health guidelines.

The ABVTA is excited to be a partner with the ABVMA and the Government of Alberta to launch the Veterinary Professional Workforce Study and to investigate the shortage of veterinarians and technologists in Alberta. The data from the ABVTA 2019 Wage Survey was compiled by the Wage Survey Task Force into a detailed flyer for our members and stakeholders. This information was also presented by the ABVTA to be used in the Workforce study to describe the workplace environment and the wages of Alberta RVTs.

The CE Committee adapted to meet the needs of the membership during a pandemic. It was decided unanimously in April that all virtual CE be complimentary for the remainder of 2020 to ABVTA members. Wellness and professional development became the focus of many of the sessions. In June, Deb Johansson was overwhelmingly received with a sold-out attendance to her webinar regarding Stress on Frontline Workers. In the spring, Becky Taylor gave a powerful presentation on Performance Portfolio and Self Advocacy for RVTs. This was followed with a summer communication series to help the entire veterinary team with difficult conversations and to provide tools to be successful communicators. Thank you to the ABVMA for partnering with the ABVTA to co-host this incredibly valuable series.

In partnership with all provincial associations, we celebrated RVT Month in October, where our members viewed the lights of the iconic landmarks, Edmonton's High-Level Bridge and Calgary Tower, in honor of RVTs. We were also excited to host the ABVTA AGM virtually this year. We joined the ABVMA during the CanWest Conference where we continued to meet with our members virtually. The ABVTA hosted a pre-AGM presentation with Dr. Kathy Kiel with a discussion on Caring For Others which was so fitting for our times. We managed to have a successful AGM and tradeshow booth, however we all long to be together next year in the beautiful Rocky Mountains.

I am excited to welcome Penny Steffen back as the incoming 2021 ABVTA President. Penny brings extensive experience and enthusiasm to this position.

The ABVTA Board of Directors wishes you a successful AGM and we look forward to what 2021 brings. I want to thank you again for your invitation to provide SAVT with an update. We sincerely encourage you to stay safe, continue to be healthy and to support each other as we move into 2021.

Sincerely,
Fiona Kowalczyk, RVT
2020 ABVTA President



Ontario Association of Veterinary Technologists (OAVT)

We are all in the same ocean, but in different boats. Isn't that the metaphor going around these days?

We are all living through the COVID-19 pandemic, but our experiences are all slightly different.

For the OAVT, we started 2020 with the highest ambitions we have ever had. To celebrate our 50th year (1970-2020), the OAVT launched a brand-new logo in January – along with plans for a big 50th celebration party this fall, and a CE Road Show in six different cities.

Our OAVT 2020 Conference took place March 5-7 in Niagara Falls, and we are so grateful that our annual conference and AGM were able to happen when they did. If the conference was just one week later, we would not have been able to proceed. Just one week later, everything changed.

In the weeks (and months) following our conference, the OAVT team, along with all Ontario RVTs, continued to adapt as the situation evolved. Would veterinary medicine be deemed “essential”? What does “urgent care only” even mean? How will curbside service work? There were so many questions, and throughout it all, RVTs continued to work and care for their patients.

Other things that had to adapt:

- the OAVT's CE Road Show became a “virtual road show” planned across 11 dates throughout October
- physical RVT Month Kits transitioned into an RVT Month app
- the OAVT's Professionalism & Ethics Workshop (a required workshop to become Registered in Ontario) was made into an online workshop, after more than a decade of being held as an in-person event
- OAVT Directors have confirmed that the OAVT 2021 Conference, originally scheduled to be back in Niagara Falls for February, will move ahead as a virtual conference

Early on during the pandemic, the OAVT created a closed Facebook group for OAVT RVTs only. While the OAVT oversees the group, it is the members who have really grown it. The group is now hovering around 1,000 members, and the conversations happening within the group are really fascinating to watch. It's RVTs helping RVTs. What began as a place for RVTs to discuss issues around navigating veterinary medicine during the "lock down", has become a place for RVTs to ask each other questions, support each other, and provide each other with helpful guidance if they have had similar experiences. It is a testament to the compassion, empathy and resilience of the RVT community.

And while adapting and moving forward during the pandemic was always top of mind, behind the scenes the OAVT has continued to work on the modernization of the Veterinarians Act in Ontario. The OAVT has been working for a few years alongside the College of Veterinarians of Ontario (CVO) and the Ontario Veterinary Medical Association (OVMA) to modernize the current legislation. These proposed changes include a defined scope of practice for RVTs, as well as title protection over the term "veterinary technician". Working towards legislative reform to strengthen the future of the RVT profession in Ontario will continue to be a top priority through the rest of 2020 and into 2021.



ONTARIO
ASSOCIATION OF
VETERINARY
TECHNICIANS

1970-
2020

Manitoba Veterinary Technologist Association (MVTA)

The MVTA held its AGM on February 8, 2020, at the Central Canadian Veterinary Conference (CenCan). The meeting was productive and efficient. The RVTTC, MVMA, SAVT, ABVTA, and BCVTA all brought greetings and this was a great opportunity to bring our members up to date on many important topics. It is always great to hear what other provincial associations have accomplished and further unify the profession by being present and showing your support!

Our board orientation was held shortly after our AGM and little did we know that it would be the only time we would be together in person as a board.

COVID has brought new and unknown times for many of us but our industry is always changing and adapting and I think we as RVTs and our Associations have done great work in the face of the unknown.

It's all about switching gears. Meetings being held virtually. Connecting using new online tools to ensure everyone has all the information without combing through a hundred emails. Finding the time and ways to strengthen the RVT profession, while being innovative and finding new ways to adapt.

So moving forward for MVTA... We have recently decided to cancel our joint conference, with the MVMA, which was to be held on February 5-7th. Our AGM will be taking place virtually and our hopes that this could be the new norm as it will allow members to attend from all across the province.

We are exploring ways to make up for our cancelled in person CE events with exciting virtual options and we hope our members are going to be excited about it!

It's been a different year for everyone. We hope that you are all well and are taking time for your personal, mental and physical health.

From Manitoba we wish you all the best and hope you have a wonderful AGM and upcoming year!

Elizabeth Greber, RVT
MVTA President-Elect



Thank You!

The Saskatchewan Association of Veterinary Technologists wants to thank all of our conference sponsors who are committed to Registered Veterinary Technologists in Saskatchewan and throughout Canada.

DIAMOND SPONSOR!



RUBY SPONSORS!



PLATINUM SPONSORS!



GOLD SPONSORS!



SILVER SPONSORS!



BRONZE SPONSORS!



Thank You!

The Saskatchewan Association of Veterinary Technologists wants to thank all of our sponsors, partners, volunteers, and members for a successful year. Everyone's support is vital and we look forward to another year of working on our mission and vision:

SAVT Mission Statement: *To Promote and Advance Registered Veterinary Technologists*

SAVT Vision Statement: *Professionalism and Excellence in Animal Care*



Get social!

Check us out on...



www.facebook.com/SaskVetTech



[@saskvettechs](https://www.instagram.com/@saskvettechs)



[@SaskVetTech](https://www.twitter.com/@SaskVetTech)



Blog: saskvet.tech



We wish to acknowledge that the SAVT office is on Treaty 6 Territory and the Homeland of the Metis and that SAVT members practice and live on Treaty 2, Treaty 4, Treaty 5, Treaty 6, Treaty 8, and Treaty 10 Territory. We pay our respects to the First Nations and Metis ancestors of these places and reaffirm our relationship with one another.



SAVT
SASKATCHEWAN
ASSOCIATION
of Veterinary Technologists

114 – 220 20th Street West
Saskatoon, SK S7M 0W9
savt@savt.ca

P: 306.931.2957
TF: 1.866.811.7288
www.savt.ca