

ANNUAL REPORT

SASKATCHEWAN ASSOCIATION OF
VETERINARY TECHNOLOGISTS

2020/2021



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Board of Directors

Breanne Barber RVT, SAVT President & RVTTC Director

- Works at Valleyflats Animal Hospital in Moosomin, SK
- Lives in Redvers, SK
- Enjoys the Riders, slow pitch, and her animals

Marta Van Camp RVT, SAVT President-Elect

- Works at the BJ Hughes Centre for Clinical Learning
- Before moving to Saskatoon she previously worked in Vancouver & Boston
- Enjoys volunteering, snowboarding, and pottery

Lois Ridgway RVT, SAVT Past President & SAVT-SVMA Council Liaison

- Works at Prairie Diagnostic Services
- Volunteers on CVMA's National Issues Committee
- Volunteers on numerous boards and committees

Shannon McCallion RVT, Financial Officer

- Previously served in the Canadian Armed Forces
- Chairperson of the Governance Committee
- Current interests include board governance, strategic planning

Marlayna Morgan RVT, Secretary

- Works at VCA Canada Central Animal Hospital
- Chairperson of the Mental Health Committee
- Born in New Brunswick

Board of Directors

Leanne Marin

RVT, Member-at-Large

-
- Lives in Webb, Saskatchewan
 - EMR for Gull Lake and District Ambulance Service
 - For fun she participates in Tractor Pulls

Jennifer Epp

RVT, Member-at-Large

-
- Works at Fast Genetics near Spiritwood, SK
 - Mother of three adult children who loves camping and being outside
 - Chairperson of the Rural Engagement Committee

Janine Kernalleguen

RVT VPM, Member-at-Large

-
- Works at Gateway Veterinary Services in Melfort
 - Managed a practice since 2011
 - Hobbies include boards, training, & masterclasses

Jesse LeCuyer

RVT, Member-at-Large

-
- Works at VCA Canada Frontier Veterinary Hospital
 - Owner of a Great Pyrenes Mix named Root Beer
 - Enjoys reading, knitting, and hanging out with friends

Lorraine Serhienko

RVT, RVTTC Director

-
- Employed with the SVMA
 - Chairperson of RVTTC's Governance Committee
 - Farms with her family outside of Blaine Lake

Board of Directors

Daniel O'Hara

**Second Year Sask
Polytech Student Liaison**

- Now works at 24HR Animal Care Centre in Regina
- Enjoys gaming, reading, dogs, and friends
- Member of the Student Network Committee

Ashley Thevenot

**First Year Sask
Polytech Student Liaison**

- Has a Bachelor of Science in Animal Bioscience
- Competitive curler
- Family farm near Saint Front, east of Naicam

Dr. Kent Weir

**SVMA Past President &
SVMA Liaison to the SAVT**

- Third generation Veterinarian
- Co-owner and operator of Weir Veterinary Services
- Enjoys rowing, volleyball, and the lake

10

board
meetings

30

committee
meetings

361

meetings
attended by
board
members

827

volunteer hours
from the Board
of Directors

PRESIDENT'S REPORT

It has been another exciting year being President for the Saskatchewan Association of Veterinary Technologists. I would like to thank everyone who has been a part of the Board of Directors and committees this year. Even though we never got to meet in person due to the current global pandemic it has been a pleasure virtually meeting with all of you monthly, weekly and even sometimes daily for the past year. The SAVT has developed new and creative ways to connect with members, sponsors and other provincial associations. The Board of Directors and committee members have worked behind the scenes all throughout the year to make sure the membership was able to be provided with multiple continuing education opportunities, industry presentations and kept up to date with other opportunities available to the membership online.

The SAVT Board of Directors and invited guests had our annual strategic planning meeting virtually in January 2021. The SAVT annual strategic meeting is an important foundation for our whole year. It is important the board of directors attend this meeting to assist the SAVT in the year ahead and to get everyone thinking of the future challenges we may face as an association and as a Board of Directors. Having to adapt both professionally and personally for our members has had its challenges but it has allowed the SAVT to thrive and grow as an association. The SAVT has become more creative with events, sessions and resources that we are able to offer SAVT members and share with other associations. The SAVT has been able to collaborate with some great partners and we look forward to more future collaborations.

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PRESIDENT'S REPORT

The SAVT Committees have been an excellent resource for the Board of Directors. As President, I sit in on all meetings with the committees to make sure that I am up to date with all the SAVT happenings behind the scenes. It has allowed the SAVT Board of Directors to focus more on the governance of the association while the committees focus more on the inside operations. The committees are made up of members of our association, including some current board of directors and our Executive Director. Our committees for 2021 were very successful in the creation of some of the social media items you are seeing on a weekly basis and in the weekly news blast. I am forever grateful for the members of the SAVT association who volunteer their time to be a part of these committees. The continued support of the membership allows the Board of Directors to be able to make Saskatchewan a leader for other provincial associations.

Being SAVT President, RVTC Director and working full time in a busy mixed animal practice while being short staffed and being burnt out... obviously I have had some challenges this past year. I am so grateful for the amazing Board of Directors and committee members for being supportive in expressing their own ideas during meetings and volunteering to take on other tasks. Another person I can never thank enough is our SAVT Executive Director Jasmin. She has always been there to listen to my crazy, half-baked ideas. She keeps me on track during meetings, reminds me of my deadlines and has helped me grow personally and professionally. I know it's her job to do all these things, but she goes above and beyond to assist me and sometimes she just listens to me even if I don't make sense.

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PRESIDENT'S REPORT

The SAVT association is growing and changing each year in a great way. With the support of volunteer members on the Board of Directors and committees, Executive Director and SAVT Executive Assistant/Conference Coordinator I am looking forward to seeing what the Association can continue to do for its members. I feel confident that Marta Van Camp, RVT will be able to bring more great ideas to the monthly meetings and will be great at multitasking! I have enjoyed bringing the voice of a full time, rural, mixed animal RVT to the board table. I was able to relate to a lot of the member concerns because I was experiencing them as well. I am looking forward to my new role as Past-President & RVTTC Director. Thank you again and please be kind to one another.

BREANNE BARBER, RVT (SHE/HER)

SAVT President (2020-2021)

SAVT-RVTTC Director (2020-2023)

Sent from Treaty 2 Territory & the
Traditional Homeland of the Metis



EXECUTIVE DIRECTOR'S REPORT

It's been another year for everyone and that includes the SAVT and my time here as Executive Director. 2020/2021 remained impacted by COVID-19 but we were able to take what we learned in the first half of 2020 at the beginning of the pandemic and adjust our member services and advocacy .

Our work in 2020-2021 was carried out and supported by the SAVT Committees. These committees included the Advisory, Executive Interview, Governance, Mental Health, Public Relations, Recruitment, Rural Engagement, Student Network, VTS/Mentorship, and Workplace Guidelines Committees. Working with the 40+ volunteers and SAVT members that make up these committees is some of the most rewarding work that I get to do each year. Thank you to everyone who volunteers hours of their time each year to the work that the SAVT is doing.

This past year I've been fortunate to meet regularly with the National Executive Director Group, work on the National RVT Month Task Force, and Chair the RVT Practitioner Working Group. These groups along with the relationship that have been further developed with the board, SVMA, Minister of Agriculture, Minister of Advanced Education, and other key stakeholders have meant a productive and full year of working to better veterinary medicine and the space for RVTs in Saskatchewan.

JASMIN CARLTON (SHE/HER)
PCED.SK, ACCUD, CAE, BA, MADEM

Executive Director



SAVT-SVMA COUNCIL LIAISON

In the SAVT-SVMA council liaison role, I ensure that accurate and timely SAVT related information, from Board of Directors' meetings and Committee meetings are shared with SVMA Council. Additionally, I ensure that relevant SVMA Council meeting information is shared with the SAVT Board of Directors....with due respect for confidentiality. For each Council Meeting and for each SAVT Board of Directors' meeting I prepare a written report, provide a verbal summary of information during the meeting, and answer any arising questions – for a total of 22 written reports submitted and 21 meetings attended during this fiscal year.

At each SVMA Council meeting, there are several other Liaisons present, including a representative from the CVMA, Ministry of Agriculture, the WCVM, SK Polytechnic, and the CFIA. Each representative brings information to the Council meeting, which enlarges the Councils' perspective on current happenings in their respective domain. There are often arising opportunities for networking and collaboration in a manner that benefits veterinary medicine in Saskatchewan. For example:

- The SVMA is keenly aware of the shortage of RVTs and DVMs and has over this past year worked closely with the WCVM, and Ministries of Agriculture, Advanced Education and Health to address the matter. An outcome associated with cultivating these relationships was the announcement in Spring 2021 of:
 - a new loan forgiveness program for DVM and VT students
 - eight distance-delivered seats at SK Polytechnic with the goal of addressing the need for RVTs in rural mixed animal practices.
- The SVMA engaged regional specialists from the Ministry of Agriculture to provide DVMs and RVTs with an overview of the services they offer producers, such as water and feed testing. In addition, several programs covered by the Canadian Agriculture Partnership (CAP) were discussed. Other Ministry of Agriculture services, which are available to veterinary clinics (clients), include free goat parasite examination, ovine abortion diagnostics, and resources for dry conditions. The weekly SVMA Eblasts also identifies upcoming webinars on topics relevant to rural practises and veterinary personnel.

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There were numerous opportunities for the SAVT and the SVMA to collaborate and provide needed services and information to members in 2020-2021, including but not limited to the:

- Eight part Communications Series organized by the SAVT and presented by Becky Taylor, RVT, from March through May 2021.
- SVMA Resource Library - which continues to grow and evolve to provide both DVMs and RVTs with essential documents and resources for successful practice operations. The SAVT recently created a video to ensure easy navigation of the site.
- Invitation to RVTs to attend the SVMA Fall Webinar Series.
- Ongoing financial sponsorship for SAVT CE initiatives.
- RVT Practitioner micro-credential - proposed and in the early discussion and design stages.

The SVMA and the SAVT recognize that numerous factors affect RVT career length including appropriate remuneration and benefits; continuing education opportunities, including enabling RVTs to “specialize” in a particular Veterinary Technician Specialty (VTS); desirable workplace factors, such as work-life balance and mental health. To this end, the SVMA council is keenly interested in SAVT Wage and Benefits survey results; offers a variety of insurance and benefit options for RVTs through Blue Cross and professional wellness support through Professional Psychologists and Counsellors (PPC).

The SVMA undertook:

- A search for a new Registrar in late 2020 and welcomed Dr. Greg Parks, DVM, MPH, MANCVS in March 2021.
- An external review of the Complaints Process in 2020 and began implementation of recommendations in 2021. Details are available through the Member Portal of the SVMA website.
- A review and update of its Veterinary Telemedicine Policy to enable clinics across the province to implement practical ways to manage workloads while continuing to meet clients’ needs.

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SAVT-SVMA COUNCIL LIAISON

The SVMA discontinued its quarterly printed newsletter in 2021 replacing it with weekly eblasts to members. Each eblast also contains information regarding the current happening within the SAVT. While there is some duplication of information delivered to RVT members via both the SVMA and SAVT eblasts, this duplication highlights the importance of communication and ensures that arising and important information is readily available.

The COVID-19 pandemic has altered veterinary workplaces in many ways that neither the SVMA nor the SAVT could have imagined almost two years ago. Together we have identified challenges, shared information, learned to work remotely, ensured social distancing in our work, and supported one another.

There will be more opportunities and challenges which arise in 2021- 2022 where the SAVT and the SVMA will mutually benefit from sharing information and collaboration. The measure of a strong and successful SAVT-SVMA relationship will be in the availability of ongoing veterinary services to the public, an overall improvement in animal health and welfare, and an elevation in the quality of life, where needed, for all veterinary professionals.

LOIS RIDGWAY, RVT

SAVT Past President

Sent from Treaty 6 Territory & the
Traditional Homeland of the Metis



RVTTC/TTVAC REPORT

Together the Registered Veterinary Technologists and Technicians of Canada (RVTTC) work to unite, advance and strengthen the Veterinary Technology profession across Canada. The unity and collaboration of the RVTTC members, which are the provincial veterinary technologist/technician associations across Canada, come together to discuss interests and promote the RVT profession on a national level with now over 9400 members!

2020 and into 2021 we had some challenges but with those challenges came lots of opportunities for the provincial associations to come together as one voice for Canada. Registered Veterinary Technologists have represented us on the following boards and committees: American Association of Veterinary State Boards (AAVSB), Canadian Veterinary Medical Association (CVMA), AHT/VT Program Accreditation Committee, CVMA Professional Development Committee, Animal Welfare Committee, International Veterinary Nurses and Technicians Association (IVNTA), World Veterinary Association and World Small Animal Veterinary Association (WSAVA). Thank you for all your challenging work representing these organizations and I look forward to seeing what else can be done for this amazing profession.

RVTTC is once again a truly national association with our Quebec colleagues the Association des techniciens en sante animale du Quebec (ATSAQ) becoming an official member of the RVTTC.

During the COVID-19 pandemic, RVT's were identified as essential service workers along with everyone on the veterinary team. Veterinary teams came together to ensure that the health and welfare of animals, agriculture, research, and mental health of the profession remained on the forefront of the pandemic. RVTTC provided up-to-date information from the CVMA to the provincial associations to distribute to the individual members on all these matters to keep both the clients and team members safe and healthy.

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RVTTC/TTVAC REPORT

In the strategic planning for 2021, the RVTTC board is committed to diversity, equity, and inclusion of all members of the veterinary community. The planning session allowed all provincial associations to contribute on what they were struggling with in their associations. This allowed the RVTTC to develop a clear outlook for its members for 2021.

**Congratulations to the RVTTC/TTVAC Student Bursary winner for Saskatchewan:
Keesha Blenkinsopp from Sask Polytechnic.**

A big congratulations to the RVTTC Award winners!

RVT of the Year- Senani Ratnayake BSc.

RVT Sandy Hass Appreciation Award- Natalie Thomas

RVTTC Projects:

RVT Talk- This is a monthly publication available in both English & French! It includes updates from the Provincial Veterinary Technology Associations, national CE events, national RVT issues/news and much more! Are you wondering where you can find it? Are you signed up for SAVT e-Blasts? Then check your email! It is included in the weekly e-Blast.

RVT Career Ladder- A task force was created to initiate the creation of a dedicated career planning and advancement website to support and empower RVTs and to position the profession as a career with limitless opportunities! The website will be launched nationally in December 2021.

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RVTTC/TTVAC REPORT

Mentor E-Book- This is a mentoring guide for RVTs! This book is filled with kind, solid, forthright quotes from real RVTs who want to help you navigate the path to your chosen career. To get yourself a copy visit the RVTTC website home page, scroll down to the bottom right and click!

Publication of the first National Standards of Practice for the RVT profession- The standards were written by a task force composed of RVT members from across Canada. The document represents the collaborative commitment of provincial and national associations that influence the profession.

RVTTC Bylaws-2019-2020 saw a full review and update for the bylaws which added clarity to the specific role for RVTTC members- the Provincial VT associations

National RVT Month- We are celebrating our 5th year of being recognized as being a crucial part of the Veterinary Team. Try to encourage all Veterinary teams to use these hashtags when celebrating RVT Month: #RVTMonth #ProudlyRVT #ThankAnRVT #WeAreRVTs #AskforRVTs

RVTTC Website- Shannon has been working hard to give the website a fresh look and incorporating French into as many areas as we can to make the website truly bilingual. If you have not had a chance to check it out yet please visit: <https://rvttcanada.ca/> You can view in more detail or download anything that we have talked about in this report!



**SUBMITTED BY:
BREANNE BARBER, RVT &
LORRAINE SERHIENKO, RVT**



Saskatchewan Ministry of Agriculture

Legislation and Regulation Changes:

The Ministry of Agriculture is currently undertaking a review of the following four Acts that are related to animal production in the province: The Animal Products Act, The Animal Identification Act, The Stray Animals Act and The Line Fence Act. The Ministry has engaged with the rural municipal and livestock sectors on these Acts, and will continue to do so. One possible proposed change that may be of interest for rural veterinary professionals is that many of the provisions under the current Stray Animals Act may be moved to regulations and the processes updated. Veterinarians are sometimes asked to assist in stray animal matters and the Ministry will be sure to engage the SVMA on any potential changes to future regulations.

Provincial Disease Response:

A list of provincially reportable and notifiable animal diseases can be found on the Ministry of Agriculture's website. Visit <https://www.saskatchewan.ca/> and search for "reportable and notifiable livestock diseases." For both reportable and notifiable diseases, all confirmed cases must be reported 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 was one outbreak confirmed in the last 12 months in a flock of sheep. 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. Expired tests can be disposed of in your clinic's medical waste.

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submitted by: Dr. Stephanie Smith, Chief Veterinary Officer (CVO)

Saskatchewan Ministry of Agriculture

Rabies: The Ministries of Agriculture and Health co-fund the provincial rabies response program, overseen by a Rabies Risk Assessment Veterinarian, Dr. Clarence Bischof.

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. Bischof. The last year has once again been a relatively slow year for rabies, with just three cases confirmed to date in 2021 under the provincial response program, and an additional four bats detected under the surveillance program (no human or domestic animal contact).

West Nile Virus: After a couple of slow years for WNV, things have picked up a bit in 2021 with eight confirmed cases at the time of writing. We expect we will see a few more cases before the risk period ends.

Q fever: Q fever is a disease caused by the bacteria *Coxiella burnetii*. This bacterium naturally infects some animals, such as goats, sheep, and cattle. *C. burnetii* bacteria are found in reproductive materials (i.e. placenta, amniotic fluid), urine, feces, and milk of infected animals. It has been diagnosed sporadically in Saskatchewan. It is a disease of concern because it is zoonotic, causing flu-like symptoms including fever, chills, fatigue, and muscle pains. It is of particular concern to women of child bearing age, as infection increases the risk of miscarriage, low birth weight, premature birth and stillbirth. Following the infection of several people in 2019, PDS began treating ruminant abortion submissions as high risk, requiring special handling. Early in 2020, the Ministry of Agriculture provided funding for the surveillance of Q fever in laboratory submissions involving ruminant abortions. To date, this surveillance has detected Q fever in submissions in four herds in 2020, and three herds so far in 2021. This project will continue until March 31, 2023. These early results suggest that Q fever is more prevalent in Saskatchewan ruminant populations than previously suspected.

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submitted by: Dr. Stephanie Smith, Chief Veterinary Officer (CVO)

Saskatchewan Ministry of Agriculture

Animal Welfare:

The annual Animal Welfare Engagement meeting was held virtually in the spring of 2021. Presentations were provided by Lisa Koch (Regina Humane Society) and Alicia Sopatyk (Livestock and Feed Extension Specialist, Ministry of Agriculture). Action item progress was reviewed and new priorities were identified. The Animal Welfare Engagement Working Group continues to meet quarterly with the latest meeting held on July 30th, 2021. Based on priorities, the need for companion animal and livestock subgroups was identified. The sub groups will meet quarterly and progress will be shared with the entire working group at bi-annual meetings.

The Interagency Human and Animal Welfare Task Team, involving Ministries of Social Services, Justice, Corrections and Policing, and Health along with Ministry of Agriculture, Animal Protection Services of Saskatchewan (APSS), RCMP, SARM and the WCVM continues to explore ways to better respond to cases of animal neglect with underlying human health issues, such as mental health concerns, hoarding or domestic violence. Work continues on the development and implementation of a Statement of Practice within the Saskatchewan Health Authority to allow healthcare workers to share personal health information with animal protection officers.

The Ministry, in collaboration with CFIA, has been involved in creating awareness for industry stakeholders on the changes to the Health of Animals Regulations – Transportation of Animals and the timeframe for its implementation.

The Ministry has been actively involved with development of the Saskatchewan Animal Rescue Standards and the Pet Care Service Industry codes of practice. Considerable progress has been made and chapters are currently being reviewed by both committees.

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submitted by: Dr. Stephanie Smith, Chief Veterinary Officer (CVO)

Saskatchewan Ministry of Agriculture

Subject expert Sgt. Teena Stoddart from Ottawa Police service delivered a presentation on Violence Link on behalf of APSS, to outline the link between human and animal abuse. Saskatchewan SPCA conducted a similar webinar series highlighting the importance of One Health and Violence Link.

The Ministry continues to provide \$800,000 annually to APSS and this funding is secured until March 2022. The Ministry of Agriculture continues to work with APSS to support animal welfare enforcement and animal protection officer training. APSS worked with the Ministry of Corrections and Policing to expand the capacity to respond to animal protection complaints, by allowing trained Community Safety Officers to receive the training and authority to enforce The Animal Protection Act, 2018.

Emergency Preparedness and Response:

Much of the emergency preparedness work this past year has focused on African swine fever (ASF) and swine market disruption planning. There are multiple national and western area working groups dedicated to determine how Canada would respond to an incursion of ASF. Representation on these groups are diverse and include Agriculture and Agri-Food Canada, Canadian Food Inspection Agency, provincial agriculture ministries and the provincial and national pork industry. Ministry staff are represented both on national and western area-specific working groups, pertaining to various aspects of ASF preparedness, including business continuity, hog supply, destruction, disposal, invasive pigs, communications and movement control. The movement control and permitting working group held an exercise in June 2021 to determine how to prioritize movement permits in an ASF control zone. In November 2021, the national destruction and disposal working group will host an update on regional activities completed within a destruction and disposal planning scenario.

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submitted by: Dr. Stephanie Smith, Chief Veterinary Officer (CVO)

Saskatchewan Ministry of Agriculture

Recently, ASF has been found in the Dominican Republic which increases the risk of the disease entering North America. The governments of both Canada and the USA, as well as the swine industry are monitoring the situation closely.

SaskPork and the Ministry are working on a swine market disruption plan, which will include an incident command structure and a business cycle to help respond to a hog surplus in the event of a border closure due to disease or other market disruption event.

All of this work will help to better prepare government and industry for a disease incursion into Canada that can disrupt trade.

Veterinary Recruitment and Retention:

The Ministries of Agriculture and Advanced Education worked collaboratively with educational institutions to introduce a number of new initiatives to enhance the availability of veterinary services in rural Saskatchewan. Changes included a remote learning program for veterinary technologists, loan forgiveness and prioritized seats at the WCVN for those that are more likely to work in a large animal or rural mixed practice.

While we are very pleased with these announcements, we recognize that there is more work to do. The shortage of veterinary professionals is not just a concern within rural/remote areas and certainly not only within Saskatchewan. Work on this file will continue in collaboration with all stakeholders, including educational institutions, livestock associations, as well as with the SVMA and SAVT, to better understand the concerns and work towards additional solutions to this multifactorial problem. We encourage veterinary professionals to work with the SVMA and SAVT to determine what additional support measures could look like and how to implement them as well as to reach out with any suggestions.

submitted by: Dr. Stephanie Smith, Chief Veterinary Officer (CVO)

FIRST YEAR SASK POLYTECH LIAISON REPORT

This past year has without a doubt been unique, challenging, and exciting for us as first year students in the Veterinary Technology program at SaskPolytech. Adjusting to online schooling in a technical hands-on program was a learning curve that I can confidently say we have mastered, as we head into our second year of studies. Although the in-person labs were and continue to be the only real face to face (or rather mask to mask) networking opportunities with classmates and instructors, these labs are a highlight each week. Over the past year the class has slowly gotten to know each other and have gradually gotten comfortable with this new normal of post-secondary education amidst a global pandemic.

I have thoroughly enjoyed being the student voice on the board of directors for the SAVT, as well as providing communication down the line to the student body. I have learned just by participating in monthly meetings that it takes a village to successfully run an organization - this village being the RVT population in Saskatchewan and anyone who supports them. It is so inspiring to see people in the field volunteering their time to take action on topics and issues our profession is faced with. In addition to being the student liaison for the first-year class, I have also sat on the Student Network committee. It has been extremely rewarding to recognize ways the SAVT could help or support us as students, and also be on the other end planning and putting those things into action.

The SAVT has aided in essentially introducing my first-year class to the now graduated second years since our time in the same room was very limited due

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FIRST YEAR SASK POLYTECH LIAISON REPORT

to COVID-19 protocols. Virtual meetings organized by the student network committee were made available to all students in our program to provide space for conversation, asking questions, and connecting based on similar experiences had within the program. In the spring when restrictions lifted enough to have small outdoor gatherings, the SAVT organized another small event between the students so we could put faces to names. The support of the SAVT is undeniably felt by the student body.

To close out this report, many thanks are in order. Firstly, thank you to the SAVT for having me seamlessly join the board as the student liaison and passionately supporting the next generations of RVTs. Thank you to our instructors at SaskPolytech for ensuring our education was never compromised by online learning due to the pandemic. Thank you to the many clinics in Saskatchewan for mentoring students in clinical rotations allowing us to gain invaluable hands-on experience. And lastly, thank you to the friends, family and anyone who was somebody's support system during this crazy year, it has not gone unnoticed!

I look forward to this next year not only for completing my RVT schooling and entering the workforce, but also to continue working with and learning from the board while bridging communication with my class of second years as well as welcoming the new first-years!

SUBMITTED BY:
ASHLEY THEVENOT

MENTAL HEALTH COMMITTEE

Veterinary professionals face disproportionately high rates of mental illness and suicide. For this reason the SAVT struck a new committee this year, the Mental Health Committee. We aimed to develop and deliver mental health supports, education, tools, and CE for our membership.

The first thing we set out to do was create a resource list that can be posted in clinics across the province. With resources including Suicide Support Line and Saskatchewan Farmer Stress Line we hope to help not only veterinary professionals but our clients and community as well.

Next, Our Executive Director, Jasmin Carlton, was given the go ahead to reproduce the Mental Health Session poster for the SVMA. Every member is entitled to 4 one hour sessions a year up to \$135 per session. We hope this will be a little more eye-catching and easier to read and may even lead to more usage of the program in the future.

We have also been working hard at finding CE and speakers to present to our membership. This September we had "Through the Fire" a session revolving around navigating and responding to burnout in the industry. We are also looking to host another series of "Mind the Gap" which focuses on developing a Psychological Health and Safety Management System.

Finally, we had created a volunteer based program to join together individuals coping with similar stressors. Be it burn out, depression, anxiety, bullying, we are now able to match members who are dealing with these stressors with a sympathetic ear who has gone through the same or similar events. It is important to note that this program is not intended to substitute or replace professional mental health services. However they can lend an ear and discuss what they went through and what helped them.

Submitted by:

Marlayna Morgan, RVT

Chairperson of the Mental Health Committee

RURAL ENGAGEMENT COMMITTEE

The Rural Engagement Committee was newly struck this year to help support RVTs working in rural areas. This was seen to be of significant need, as many live quite far from the larger centers, and do not have access to some of the CE opportunities. We want to focus on engaging and supporting rural RVTs, rural veterinary medicine, and rural practices through developing and delivering educational opportunities, tools, and resources.

Our committee is comprised of members from all across Saskatchewan, from varying areas of employment. Members of the committee are:

- Jennifer Epp - Chair- lives and works in Spiritwood
- Carly McArthur - lives in Lloydminster, and works in Turtleford
- Mindy Hockley - lives & works in Assiniboia
- Lois Ridgway - lives just outside Saskatoon and works from home right now but in the before times works in Saskatoon
- Lorraine - lives in Blaine Lake, SK works in Saskatoon
- Janine Kernalleguen - lives & works in Melfort
- Janelle Hren - lives in Asquith
- Breanne Barber - lives in Redvers & works in Moosomin SK
- Jasmin Carlton - our Executive Director

We were able to brainstorm, and create a few areas where we felt we as a committee could help to provide CE opportunities. Jasmin has been working on getting us funding to help with the financial aspects. Stay tuned for rural CE opportunities in your areas in 2022.

Submitted by:

Jennifer Epp, RVT

Chairperson of the Rural Engagement Committee

STUDENT NETWORK COMMITTEE

It has been another busy year for the Student Network Committee. With the ongoing pandemic, we continued to host virtual sessions geared towards VT and AHT students. Although we did not recruit as many big name speakers this year, our efforts were focussed on our very own Saskatchewan Polytechnic students. As the pandemic has greatly affected the Veterinary Technology Program at Saskatchewan Polytech, the committee made every effort to ensure that our students felt supported by the SAVT, that SAVT resources were available to them, and that they had opportunities to connect with the membership and start building connections early. This year, the committee hosted virtual sessions including one that highlights the variability of RVT career options, a student practicum sharing session, and an SAVT membership and CE information session.

COVID-19 has proven to be an ongoing obstacle in the learning of our VT and AHT students as they continue to navigate virtual learning. Kudos to the instructors at Saskatchewan Polytechnic for their continual efforts in finding creative ways to interact with their students virtually and in ensuring student success! I hope that the Student Network Committee continues to support and connect VT and AHT students from across Canada.

Submitted by:

Mabel Ng, BSA RVT

87%

board meeting
attendance

86%

committee meeting
attendance

112

students
engaged

VTS/MENTORSHIP COMMITTEE

This year has been slightly different for the VTS/Mentorship Committee. With COVID-19 raging on, and no requests for mentorship, the committee shifted their efforts and focus into highlighting the 16 specialties recognized by NAVTA that are available for RVTs and AHTs. The VTS Series e-blasts were re-published and was very well-received by SAVT members. The committee also conducted a number of VTS interviews and hosted a number of sessions that highlighted a few members of the VTS community, including Robin Saar, RVT VTS (Nutrition), our very own committee member Jane Rathgeber, RVT VTS (Anesthesia/Analgesia), and Erin Jellow, RVT, who is to write her VTS exam in Emergency Critical Care. In August, we also hosted an information session in collaboration with AVTCP that highlighted the 4 subspecialties within the academy. This particular session reached RVTs and AHTs from across Canada and into the United States!

With the year of 2021 coming to a close, I hope to see this committee continue to grow and provide mentorship and VTS resources to the SAVT membership. I am confident that this committee will continue to serve the membership for years to come. I would also like to take this moment and send a huge THANK YOU to our SAVT Executive Director, Jasmin Carlton. Without her continual support, this committee would not have been able to accomplish so much and reach so many RVTs and AHTs across North America. Her hard work is such an asset to not only this committee, but to the SAVT!

Submitted by:

Mabel Ng, BSA RVT



FINANCIAL OFFICER REPORT

As 2021 comes to a close, it has been another year of adapting how the SAVT delivers its services to the members and how it completes the administrative requirements of running an association.

This year saw:

- The change of the financial year-end from October 31 to July 31. This change will make it much easier to ensure the audited financials are available well in advance of the AGM each year. It also requires changing the submission deadline for budget requests;
- A new employee, Jackie Hall, is a welcome addition to the Executive staff, and has already made an impact, supporting the work done by the ED on behalf of the members. This does increase our payroll liabilities, but we have seen some savings in this area as well, as the ED initiated a change to her benefits that resulted in a savings for the SAVT, while still giving her the necessary benefit coverage;
- A major milestone – with mixed sentiments, as the membership finally exceeds the 500-member threshold, moving SAVT into the next pay-band for RVTTTC dues. SAVT's dues increased by \$6,000.00 to \$13,600.00 in dues, which works out to approximately 26 dollars per association member, the highest amount paid of all the provincial associations. A plus for the greater member numbers, a non-plus for the higher dues!

Continued on the next page

FINANCIAL OFFICER REPORT

- A very successful virtual conference which, while not garnering the usual amounts in sponsorship and registration funds, was balanced out by the lack of conference expenses;
- 51.5 hours of CE delivered for free. The executive staff worked hard to negotiate sponsorship, expense-sharing options, and in-kind exchanges to provide a broad array of excellent CE programs to members of the SAVT, the SVMA and other provincial associations. A \$/CE hour cost charged to non-SAVT members for some programs ensured SAVT members received these programs at no charge; and
- The usual quarterly financial reviews done by the Financial Officer were reduced to one major review in July, 2021, and an external audit was completed in Sept/Oct, to ensure we started the new fiscal year cleanly.

Finally, in my opinion, the financials submitted for review fairly represent the financial position of the SAVT accounts as at the 18th of September, 2021.

Respectfully submitted by
Shannon McCallion, RVT
Financial Officer, 2020-2022
September, 2021

"51.5 CE
credits delivered
for free"

SASKATCHEWAN ASSOCIATION OF VETERINARY TECHNOLOGISTS INC.

STATEMENT OF FINANCIAL POSITION

JULY 31, 2021

	2021	(Restated - Note 10) September 30, 2020 (unaudited)
<u>ASSETS</u>		
Current assets		
Cash	\$ 144,114	\$ 85,242
Short-term investments (Note 4)	17,725	28,374
Inventory	4,958	6,522
Prepaid expenses	7,128	6,426
	<u>173,925</u>	<u>126,564</u>
Investments (Note 4)	<u>84,450</u>	<u>72,042</u>
	<u>\$ 258,375</u>	<u>\$ 198,606</u>
<u>LIABILITIES</u>		
Current liabilities		
Accounts payable and accrued liabilities (Note 5)	\$ 10,141	\$ 1,717
Unearned revenue	9,586	4,960
	<u>19,727</u>	<u>6,677</u>
Commitment (Note 6)		
<u>FUND BALANCES</u>		
General Fund	193,348	146,629
Internally Restricted Fund	45,300	45,300
	<u>238,648</u>	<u>191,929</u>
	<u>\$ 258,375</u>	<u>\$ 198,606</u>

SASKATCHEWAN ASSOCIATION OF VETERINARY TECHNOLOGISTS INC.

STATEMENT OF OPERATIONS

TEN MONTHS ENDED JULY 31, 2021

	2021	(Restated - Note 10) Year ended September 30, 2020 (unaudited)
Revenues		
Conference activities, Schedule 1	\$ -	\$ 93,511
SAVT activities, Schedule 2	<u>170,355</u>	<u>159,555</u>
	<u>170,355</u>	<u>253,066</u>
Expenditures		
Conference activities, Schedule 1	-	81,892
SAVT activities, Schedule 2	<u>123,636</u>	<u>112,102</u>
	<u>123,636</u>	<u>193,994</u>
Excess of revenues over expenditures	<u>\$ 46,719</u>	<u>\$ 59,072</u>

SASKATCHEWAN ASSOCIATION OF VETERINARY TECHNOLOGISTS INC.

STATEMENT OF CHANGES IN FUND BALANCES

TEN MONTHS ENDED JULY 31, 2021

	<u>2021</u>		
	<u>General Fund</u>	<u>Internally Restricted Fund</u>	<u>Total</u>
Balance, beginning of period	\$ 146,629	\$ 45,300	\$ 191,929
Excess of revenues over expenditures	<u>46,719</u>	<u>-</u>	<u>46,719</u>
Balance, end of period	<u>\$ 193,348</u>	<u>\$ 45,300</u>	<u>\$ 238,648</u>

(Restated - Note 10)
Year ended September 30,
2020
(unaudited)

	<u>General Fund</u>	<u>Internally Restricted Fund</u>	<u>Total</u>
Balance, beginning of period	\$ 87,557	\$ 45,300	\$ 132,857
Excess of revenues over expenditures	<u>59,072</u>	<u>-</u>	<u>59,072</u>
Balance, end of period	<u>\$ 146,629</u>	<u>\$ 45,300</u>	<u>\$ 191,929</u>

SASKATCHEWAN ASSOCIATION OF VETERINARY TECHNOLOGISTS INC.

STATEMENT OF CASH FLOWS

TEN MONTHS ENDED JULY 31, 2021

	2021	(Restated - Note 10) Year ended September 30, 2020 (unaudited)
Cash flows from operating activities		
Excess of revenues over expenditures	\$ 46,719	\$ 59,072
Net change in non-cash working capital items:		
Inventory	1,564	-
Prepaid expenses	(702)	(265)
Accounts payable and accrued liabilities	8,423	(6,758)
Unearned revenue	4,626	(46,845)
	<u>60,630</u>	<u>5,204</u>
Cash flows used in investing activity		
Purchase of investments	(1,758)	(19,358)
Proceeds on sale of investments	-	5,588
	<u>(1,758)</u>	<u>(13,770)</u>
Net increase (decrease) in cash during the period	58,872	(8,566)
Cash, beginning of period	<u>85,242</u>	<u>93,808</u>
Cash, end of period	<u>\$ 144,114</u>	<u>\$ 85,242</u>

SELF-REGULATION DEFINITION:

A **self-regulated organization**, or SRO, is one in which the government has delegated, to the profession itself, the responsibility for:

- › Creating the regulations and the industry and professional standards that will outline how the profession operates;
- › Developing and applying codes of professional ethics;
- › Monitoring and enforcing compliance;
- › Handling public complaints;
- › Conducting reviews and investigations into member misconduct; and
- › Administering appropriate disciplinary action.

The SAVT is currently a Professional Association. Would being a SRO be the same as being unionized?

NO. The primary purpose for regulating any profession is to “protect the public interest from unqualified, incompetent or unfit practitioners.”³ Furthermore,

“The public is the intended beneficiary of regulation, not the members of the professions.

Thus the purpose of granting self-regulation to a profession is not to enhance its status or to increase the earning power of its members by giving the profession a monopoly over the delivery of particular health services.”

To compare: The regulatory body is accountable to the public through government, making and enforcing its own rules. The professional association primarily promotes the interests of its members and is accountable to them. The union primarily works to advance its members’ economic and workplace interests. Professional associations and unions do not regulate themselves.³

How does the SAVT become self-regulated?

The SAVT submits a proposal to the provincial government requesting self-regulatory status. If the government determines that the SAVT is better suited to establish its own regulatory criteria and standards, it agrees to grant **self-regulatory status**. Criteria the government considers when reviewing the submission include, but are not limited to:

- 1) risk of public harm from members of the profession;
- 2) sufficient resources are available to support the self-regulatory model;
- 3) an adequate alternative regulatory mechanism does not exist;
- 4) a unique body of knowledge and experience is required by the profession’s members; and
- 5) compliance is likely, as demonstrated by widespread member commitment and support.

The work of writing the actual specific legislation granting self-regulatory status to the SAVT, is completed by the Department of Justice.

How much does self-regulation cost?

It is extremely difficult to estimate the full cost of self-regulation for the SAVT. It would take a lot of time and a lot of money spent on researching specifics, seeking legal advice, creating the proposal, even lobbying of industry partners, to get the SAVT to the point where it is ready to submit a proposal to the government.⁷ This part of the process can take years, time during which that money that will not be available for other projects and programs, with no guarantee of the desired outcome. There will need to be a great deal done to educate members and industry partners and to explain exactly:

- › **WHO** is to be regulated, and to WHAT degree or in WHAT capacity;
- › **WHAT** benefits or limitations exist for each stakeholder under self-regulation;
- › **HOW** the self-regulation process will impact each stakeholder, through to establishment of the SAVT as a regulatory body;

Self-regulation White Paper

- › **WHEN** will it happen; what time frame can be expected and HOW business will be conducted in the interim; and, most importantly
- › **WHY the SAVT is proposing self-regulation, WHY it is needed and WHY each stakeholder should support it.**

The legislating portion of the process is comparatively less costly. As other self-regulatory legislation already exists regarding the veterinary profession, the process would not start from scratch and should be completed within a typical 4-year election cycle. Creating the legislation falls to the Department of Justice, so there would be little need for the SAVT to engage lawyers for this portion of the process, which reduces that expense.⁷

Should the SAVT reach the proposal submission stage, however, it should have savings of a minimum of 12 months operating expenses in place, as well as a substantial amount set aside in reserves, the proverbial 'War Chest'. **How much is substantial?** Being granted self-regulation status will shift the costs of regulation from the government, to the SAVT. Some of those costs include investigations and hearings, regulatory committees' expenses, external investigators appointed to conduct investigations, and the costs of legal and reporting services. ***The funds to cover those costs will come solely from the members.*** For example, three cases dealt with by the SVMA regulatory process resulted in incurred expenses ranging from \$25,000.00 - \$135,000.00. **Not all of those costs are recoverable.**

What Stands In The Way?

Several obstacles exist for the SAVT to consider before going forward with proposing self-regulation.

Unity/ Support: First and foremost, as has been demonstrated within the SAVT itself, there are many misconceptions regarding what self-regulation actually is, and what being self-regulated would mean for the SAVT. The SAVT has been advised that the government is unlikely to even consider discussing the idea of self-regulation if it cannot be demonstrated that a *substantial majority of all stakeholders affected* by the proposed legislation are aligned in support of the endeavour.⁷ These stakeholders, all of whom should be consulted and given the opportunity to provide feedback and input, should include:

- the public;
- the government, at varying levels;
- the SVMA, as the current regulatory body;
- the SAVT, representing the RVT profession;
- the individual RVT;
- other professions offering related services; and
- industry employers.

To achieve this support, the SAVT needs to provide the information necessary to influence the various stakeholders to support the idea of self-regulation and, thus, the second obstacle.

Clarity: While significant steps have been achieved to date in positioning veterinary technology as a skilled profession requiring regulation, there is still much work to be done to truly clarify and define what is, or should be, the exclusive area of RVTs, where the scopes of practice might overlap with other service providers, and how those areas of overlap will be handled. Before regulations can be written, it needs to be clearly detailed exactly what is being regulated and why the responsibility for that regulation should rest with the SAVT.

Government Legislation: Currently, the biggest distinction between RVTs and the other health or medical professions to which we are often compared is the fact that the other professions fall under the Ministry of Health and veterinary professions are legislated under the Ministry of Agriculture. Until it is understood and accepted by the policy-makers and legislators, and the general public, the significant impact on the

Self-regulation White Paper

state of public health, i.e. human health, that veterinary professionals have through their unique body of knowledge and the core activities they perform, we will continue to see veterinary professionals not permitted the same support and status as 'human' health professions.

Membership: A SRO requires a significant investment from its constituent members. Successful self-regulation does not occur simply by the granting of that power from the government. It works only if structures are in place *and operating* to fulfill the requirements of the regulatory process, and all parties agree to be regulated by the process or face penalties. Furthermore, the people responsible for running the organization's operations cannot be the ones responsible for establishing and monitoring compliance standards, nor can they be responsible for investigating complaints and providing remediation or discipline. Every year, the SAVT struggles to populate any committee with non-Board members. Is it likely to see that changing under self-regulation? If only a limited number of members are prepared to volunteer for committees, and with Board members restricted to specific roles, how will the SAVT support any initiatives beyond regulation? How will the SAVT handle any industry organizations that choose not to participate in self-regulation? These organizations would garner the benefits of regulation without paying any of the costs.

What options or alternatives to self-regulation exist for the SAVT?

Before any discussion about options commences, some very important questions must be answered - ***What needs to be changed in the regulatory process? What is currently not working?*** Defining the outcome that is wanted makes selecting how to achieve that outcome much easier. To commit the SAVT to a change of regulation without clearly defining needs and desired outcomes is both inefficient and fiscally irresponsible.

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Self-regulation White Paper

Acknowledgement: The following was produced by the Ontario College of Social Workers and Social Service Workers with materials adapted from The College of Nurses Orientation Manual (May 2000) and Richard Steinecke's "A Complete Guide to the Regulated Health Professional Act" (January 2000).

COMMITTEE MEMBERS



Advisory Committee

Katherine Broker
Carolyn Cartwright
Chrissie Engel
Don Ferguson
Wendy Mock
Michele Moroz
Dr. Kent Weir
Breanne Barber (SAVT President)



Executive Interview Committee

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Crystal Carter
Janine Kernalleguen
Wendy Mock
Lois Ridgway
Marta Van Camp
Breanne Barber (SAVT President)



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Shannon McCallion
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Carly McArthur
Shannon McCallion
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Janelle Hren
Janine Kernalleguen
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Breanne Barber (SAVT President)



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Daniel O'Hara
Lois Ridgway
Ashley Thevenot
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Jane Rathgeber
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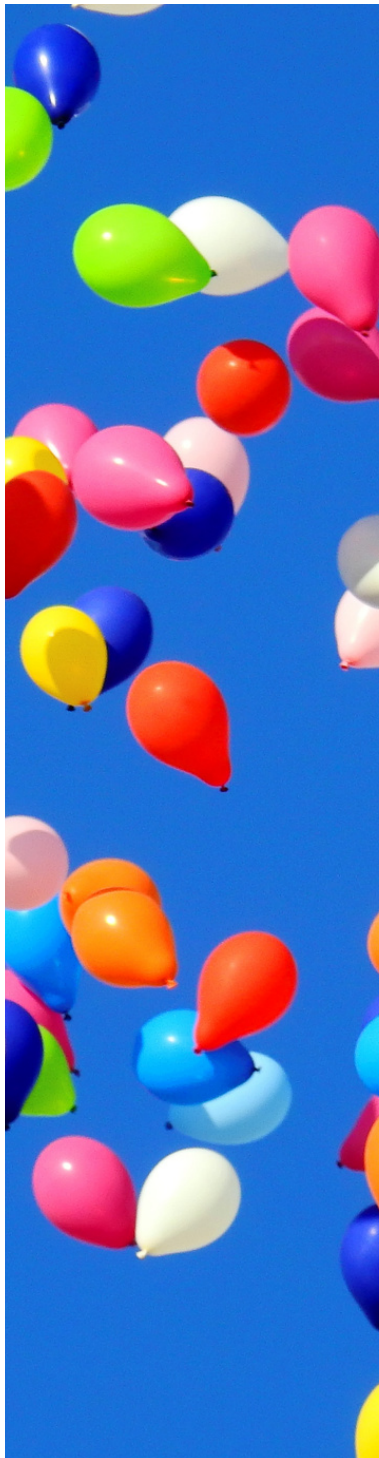
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Jennifer Epp
Janine Kernalleguen
Jesse LeCuyer
Mabel Ng
Lois Ridgway
Lorraine Serhienko
Breanne Barber (SAVT President)



2020

ANNUAL AWARD RECIPIENTS



DR. JUDY CURRIE

APPRECIATION AWARD

MARLAYNA MORGAN, RVT

EMERGING LEADER AWARD

BERNICE RUF, RVT

MERCK MENTORSHIP AWARD

ANGELA NISBETT, RVT

RVT OF THE YEAR

DR. CHRIS CLARK

VETERINARIAN OF THE YEAR

SCOTT PILON, RVT

VOLUNTEER OF THE YEAR

LONG-TERM SERVICE AWARDS

2020

5 Years

Ashley Greif
Ashley Miller
Brittany Fischer
Celine den Dunnen
Connor Tuttosi
Erica Edwards
Erin Jellow
Filmon Tzeggai

Heather McDonald
Jamie Zillman
Jessica Ballantyne
Kayla Anglos
Kaylen Erskine
Kayley Halbach
Keana McKechnie

Kelsey Polishak
Kira Casavant
Kristin Schumacher
Kyla Schutzman
Lauren Cuzner
Lexi Blouin
Meaghan West

Megan Bednarz
Megan Simundson
Nicole Riguidel
Shailynn Paul
Shaunacee McKay
Stephanie Loewen
Teresa Nahachewsky

10 Years

Ashley Detillieux
Ashley Schroh
Brianna Janzen
Brianna Redlich
Brittney Will
Colleen Hansen
Danielle Clark

Grace Neel
Katherine Dean
Laura Bauer
Laura Schroeder
Lindsay Bueckert
Lindsey Sapara

Megan Magee
Mikhaela Thrasher
Nicole MacPherson
Renee Richard
Sammi-Jo Fuchs
Sarah Betnar

Sarah Wellsch
Shaelyn Fehr
Shannon McCallion
Shannon Scruten
Sharlene April
Tara Bernath

15 Years

Amie Sewell
Amy Neudorf
Annaliese Bos
Calla Coventry
Cindy Wolkowski

Daphne Stumborg
Diane Filarczuk
Donald Ferguson
Janine Kernalleguen
Jodi Stefanishion

Kaly Coleman
Kate Demerais
Kelly Harmsworth
Kelly Panasiuk
Kimberly Currall

Megan Sparks
Rebecca Blair-Krukoff
Tanya Ofukany
Tara Holland

20 Years

Amanda Giesbrecht
Celine Hicks
Christina Engel
Jaime Woodrow
Jolene Watson

Krista Goebel
Leigh Luker
Robyn Ostrander
Tania Liboiron

25 Years

Angela Turner
Corrie Stoll
Jeanette Schaffer
Maryann Darichuk
Michele Ollenberger
Michelle Beherns

LONG-TERM SERVICE AWARDS

30 Years

Dolores Penner
Norleen Caddy
Renee Chartier

35 Years

Carolyn Cartwright
Helen Johannesen
Jodi Walchuk
Sheila Kucher

Vision Statement

Professionalism and Excellence in Animal Care

Mission Statement

To Promote and Advance Registered Veterinary Technologists

Thank You!

The Saskatchewan Association of Veterinary Technologists want to thank all of our sponsors, partners, volunteers, elected officials, and members for a successful year despite all the challenges.



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.

We thank you for your continued support and passion in our efforts to contribute to the SAVT.

Contact

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