

ANNUAL REPORT

SASKATCHEWAN ASSOCIATION OF
VETERINARY TECHNOLOGISTS

2021/2022



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Board of Directors

Breanne Barber

**RVT, SAVT Past 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

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

Marlayna Morgan

RVT, SAVT President-Elect

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

Shannon McCallion

RVT, Financial Officer

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

Mabel Ng

RVT, Secretary

- Work full-time at Albert North Veterinary Clinic
- Chairperson of the VTS & Student Mentorship Committee
- Mother to 2 dogs, 2 cats, and a rabbit

Board of Directors

Mindy Hockley RVT, Member-at-Large

- Recently moved from mixed practice to work for the Sask Stock Growers Foundation
- Actively involved in a generational ranch in SW Saskatchewan
- 6 feet tall and still the shortest out of all 3 of her siblings

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

Katherine Broker RVT, Member-at-Large

- Work in the Radiology department at WCVN; currently on mat leave
- Mother of 2 human children, a senior dog, and a new puppy
- Calls Warman home but has a soft spot for Toronto where started as an RVT

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

Crystal Carter RVT, Member-at-Large

- Instructor at Sask Polytech and casual RVT at Martensville Vet Hospital
- Mom to two young boys
- Enjoy rugby, hockey, and Olympic weightlifting

Board of Directors

Lorraine Serhienko RVT, RVTTTC Director

- Employed with the SVMA
- RVTTTC Vice President
- Farms with her family outside of Blaine Lake

Lois Ridgway RVT, SAVT-SVMA Council Liaison

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

Ashley Thevenot RVT, Second Year Sask Polytech Student Liaison

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

Faviola Marud First Year Sask Polytech Student Liaison

10

board meetings

27

committee meetings

284

meetings attended by board members

786

volunteer hours from the Board of Directors

PRESIDENT'S REPORT

It has been a pleasure serving as the SAVT Board President this year, and I would like to start this report by thanking everyone that has made this year so productive. It is through countless volunteer hours that the members of both the Board and its committees devote that fuels our association. We continue to strive to maintain an inclusive and supportive environment in which to hold the discussions required to carry out our mandate. As President I sit on all eleven of the current committees, and I urge you to read through their reports to see just how much work has been accomplished this year.

As always we are grateful for our passionate Executive Director Jasmin Carlton, who is not only the driving force behind the majority of the SAVT's initiatives, but has also proven herself to be a strong ally to RVTs both provincially and nationally. She leads a new team this year consisting of our conference coordinator/executive assistant Lindsay Bueckert, and our summer student Brianna Cardinal. I am so looking forward to seeing the visual marketing Brianna has produced for RVT Month, as well as the fruits of Lindsay's labour when we all meet for our in-person conference this November.

The past year was filled with productive discussions with our stakeholders and partners. This included conversations with the RVTCC and SVMA. The SAVT continues to contribute to national discussions with the RVTTC and other provincial associations regarding strategic goals, standardization and labour mobility. We have also participated in talks on the childcare needs for our parent-dominated profession as well as longer term proposals related to RVT Practitioner education and practice. More locally, we have established SAVT-SVMA executive meetings to continue to foster open communication and collaboration with our governing body.

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PRESIDENT'S REPORT

It should come as no surprise that workforce shortages remain an issue for many of us. This has been recognized both provincially and nationally, and we were able to contribute to these discussions in the workforce shortage meeting organized by the Government of Saskatchewan's CVO, Dr. Stephanie Smith, in late May. The meeting touched on a wide range of issues which boiled down to the high number of job vacancies, and overworked DVMs and RVTs struggling with work/life balance and mental health. We stressed the results of last year's workforce survey, as well as the grim projection of RVT numbers as our educational institutions stand. It gave me great hope to see real recognition of the fact that better utilization of RVTs as well as increasing our scope of practice is finally being considered as a high priority solution to these problems.

This year marked the return to in person events, beginning with the Pet Expo in May. This was our first in-person appearance at a public event in two years, and it was a great opportunity to interact with, and hear from the community. Most recently we also participated in VetaVision held at the WCVM in late September. I'd like to thank all of the volunteers who helped make these events possible, but in particular, our President-Elect Marlayna Morgan. Her passion for community engagement and education is a prime example of the leadership the SAVT needs. I'd also like to encourage all of our members to consider volunteering - we anticipate these types of events will only increase with mandates lifted, and they are a great opportunity to represent your profession.

Although we made the difficult decision to hold our annual January retreat remotely, we were able to hold our first in person board meeting in June. For some it was the first time we'd ever met face-to-face, and it was a refreshing

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PRESIDENT'S REPORT

change from the hours that we've all spent in front our monitors. That said, our virtual restrictions also came with positive outcomes, particularly in regards to the wide variety of continuing education offered this year. We strived to offer learning opportunities in areas requested by the membership, and am happy to report that our efforts have been well-subscribed.

Finally, I want to thank our entire membership: you remain engaged as we continue to navigate the plethora of challenges faced over the last few years. Your commitment and passion for our profession is the reason the SAVT exists as it is today, and it is with your best interest in mind that we do the work that we do. That said, I would be remiss not to take this opportunity to encourage you all to consider volunteering with the SAVT. Our profession is full of smart, passionate and hardworking people, and we all deserve to have the chance to have our voices and opinions heard. Start small with a committee that peaks your interest, or jump right in and join the Board. At the very least READ YOUR WEEKLY EBLASTS! They are full of information, opportunities to engage and learn, and are the best answer to the question "what does the SAVT do for me?".

It has been an honour representing you this year, and I look forward to remaining involved in my upcoming role as Past-President.

MARTA RUZZINI, RVT

SAVT President (2021-2022)

Sent from Treaty 6 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. 2021/2022 remained partially impacted by COVID-19. We were able to transition somewhat back into in-person events and begin to explore how we interact and engage with the changed world and our members. Some changes were easier to navigate than others and we look forward to continuing to make space for RVTs.

Our work in 2021-2022 was carried out and supported by the SAVT Committees. These committees included the Advisory, Advocacy, Executive Interview, Governance, Mental Health, Public Relations, Recruitment, Rural Engagement, Scope of Practice, VTS & Student 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, host a Marketing Coordinator Summer Student, lead the SAVT to becoming an approved Workplace Healthcare Signatory through the Mental Health Commission of Canada, deliver 50+ hours of virtual continuing education, host a virtual conference & awards gala, partner with the International Women of Saskatoon Employment Training Program. I am looking forward to what 2022/2023 holds for the SAVT!



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

Executive Director

SAVT-SVMA COUNCIL LIAISON

SUBMITTED BY:

LOIS RIDGWAY, RVT

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 19 written reports submitted and 21 meetings attended during this fiscal year.

At each SVMA Council meeting representatives attend from the Ministry of Agriculture, the WCVM, SK Polytechnic, the CFIA and the SAVT (myself). Each representative brings information to the Council meeting that enlarges the Councils' perspective on current happenings in each representative's 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, the CVMA, and the Ministries of Agriculture, and Advanced Education and Health to develop plans that will be actioned over the next several years to address this situation.
 - A loan forgiveness program for DVM and VT Students, and which now includes veterinary clinics in larger centers who deliver veterinary services into rural or remote areas
 - Eight distance-delivered seats at SK Polytechnic with the goal of addressing the need for RVTs in rural mixed animal practices
 - SVMA representatives attended the CVMA Work Force Congress in Ottawa, ON in May 2022

There were numerous opportunities for the SAVT and the SVMA to collaborate and provide needed services and information to members in 2021-2022, including but not limited to the:

- Identifying tasks within Scope of Practise with the production of a draft document that may be utilized as a guide in workplaces to enable utilizing of RVTs at the top of their license.
- Invitation to RVTs to attend the SVMA Fall Conference.
- Ongoing financial sponsorship for SAVT CE initiatives.
- Ongoing conversations regarding topics that will expand the role of RVTs in delivering veterinary medicine to clients, such as the development of an 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 SVM council is keenly interested in SAVT Wage and Benefits survey results; offers

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SAVT-SVMA COUNCIL LIAISON

SUBMITTED BY:

LOIS RIDGWAY, RVT

a variety of insurance and benefit options for RVTs through Blue Cross and professional wellness support through Professional Psychologists and Counsellors (PPC).

In 2021 - 2022, the SVMA undertook:

- To implement a requirement for Animal Welfare CE for all RVTs and DVMs during the 2022 - 2024 reporting cycle.
- Migrate all RVT CE onto the SVMA Website member portal. SVMA will assume the CE auditing procedures at membership renewal time in the fall of 2022.
- To implement new procedures to streamline the Complaints Process and to focus on resolving Complaints, where appropriate, without using the formal Complaints Process. Details are available on the SVMA website.
- A review of a number of Policies, including those for:
 - Non-Legislated Committees.
 - Continuing Education. The revisions provide Council the power to mandate specific CE requirements for members. Additionally, the CE Policy for RVTs was updated to include language ensuring that the SAVT Policies were referenced in the SVMA document.
- Strategic Planning and a review of the SVMA Mission and Vision Statements.
- Development of an SVMA members Facebook page.
- To address instances where individuals reported to be engaging in the unauthorized practice of veterinary medicine, such as in equine and canine dentistry.
- To select, for the first time, an RVT to attend the CVMA Emerging Leaders Program. This program will involve several sessions during 2022 - 2023, including the first session scheduled at the CVMA Convention July 2022 in Halifax, NS.

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 duplication of information delivered to RVT members via both the SVMA and SAVT eblasts, this highlights the importance of frequent digital communications in the context of busy workplaces and ensures that arising and important member 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 two years ago. Together we have identified challenges, shared information, ensured social distancing, became experts at donning and doffing PPE, and others learned to work remotely while still ensuring delivery of veterinary services to clients. Then in early 2022, many veterinary personnel transitioned to a full return to the workplace.

There will be more opportunities and challenges arising in 2022- 2023 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.

RVTTC/TTVAC

REPORT

The RVTTC provides leadership and advocacy on behalf of our Provincial Association members and continually works to unite, advance and strengthen the RVT profession across the country. We represent our RVT members on many committees and organizations including American Association of Veterinary State Boards (AAVSB), Canadian Veterinary Medical Association (CVMA), AHT/VT Program Accreditation Committee, Animal Welfare Committee, International Veterinary Nurses and Technicians Association (IVNTA), World Veterinary Association and World Small Animal Veterinary Association (WSAVA).

The RVTTC published its highly anticipated National Standards of Practice for the RVT profession across Canada in August 2021 to support the advancement of the RVT profession. The standards are for Registered Veterinary Technicians and Technologists, students of veterinary technology, provincial veterinary technology associations, Doctor of Veterinary Medicine and students, employers and stakeholders in the general public.

In October, we celebrated RVT Month as a national initiative for the fifth year. Five posters were created and shared to celebrate RVTs' superpowers – their resilience, professionalism, passion and the essential roles they play as dedicated and responsible animal healthcare providers. Partners and veterinary teams across Canada were encouraged to join in a number of activities and contests throughout the month of October to help promote and recognize the RVT profession.

We are so excited to have launched the RVT Career Navigator™ in December 2021. It is a new and unique bilingual national career planning and advancement website dedicated to Registered Veterinary Technologists/Technicians, developed with input from an advisory panel of RVTs, provincial veterinary technician associations and other leaders in the animal health field. The RVT Career Navigator will enable high school students, second career/mature students, students of veterinary technology and RVTs to investigate, explore, and create their own career pathway based on their skills, experience, education, interests, and professional goals. The RVT Career Navigator™ has the potential to become a key career tool for the RVT profession, now and into the future of this essential and growing profession.

If you haven't already, please check out the website at rvtcareernavigator.ca.

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RVTTC/TTVAC

REPORT

RVTTC wishes to recognize two outgoing leaders for their dedication and many contributions to the organization and RVT profession. Thank you to Heather Shannon, outgoing President who is transitioning from her role after serving for four years and thank you to Shannon Thompson who is retiring after eight years as Executive Director of RVTTC. Shannon Thompson and Heather Shannon oversaw major initiatives such as the development and launch of RVTTC's new RVT Career Navigator, a National Standards of Practice for the profession; and the expansion of RVTTC's advocacy and education network. RVTTC extends our thanks and wishes them both success in their next endeavours.

Welcome to our new executive, Cally Merritt, RVT, CEMT of Ontario steps into the role of President, as Lorraine Serhienko, RVT, of Saskatchewan, has accepted the role of Vice-President of the Board of Directors. They join Tinille McKenzie-Wyatt of BCVTA who is continuing in the role of Financial Officer. The RVTTC Board is in a period of renewal and transformation and has been busy developing a new mission, vision, and a new value proposition statement. The board was able to meet in person for our Annual General Meeting and strategic planning sessions held in Halifax in July conjunction with the CVMA Convention. The opportunity to meet in person for the final strategic and governance sessions will have significant impact as we bring our past years work together in the process of finalizing a new 2022-2025 Strategic Goals. We are setting out to outline our priorities as a national trade organization and the areas that we want to focus on over the next three years to advance our profession. We are expanding our staff capacity with the hiring of a full-time Executive Director as well as the addition of a part-time Communications staff person.

Congratulations to Alyson Howard of New Brunswick, who was named 2022's Canadian RVT of the Year. This esteemed award is presented to a Registered Veterinary Technologist/Technician (RVT) who exemplifies the definition of an outstanding individual in the RVT profession. Alyson was presented her award at the CVMA Awards Luncheon in Halifax in July.

RVTTC will always focus on the needs of its provincial associations and support their drive in advancing their RVT members. We will continue to extend opportunities for RVTs with our advocacy voice, expand member benefit opportunities, and continue to increase the involvement of RVTs in the veterinary community.

Saskatchewan Ministry of Agriculture

Legislation and Regulation Changes:

The Ministry of Agriculture is currently undergoing consultations on the regulations under The Animal Production Act. This new Act is an amalgamation of 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 first round of consultations has recently wrapped up and the Ministry plans to do a second round in the next couple months and to share the draft regulations that are being developed. The Ministry will be including SAVT in any of the consultations that impact veterinary technologists in Saskatchewan.

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 herd of bison. 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

ILT: ILT was confirmed in a commercial layer flock in September of 2021. This flock was not depopulated and continued to operate under provincial quarantine and oversight from the poultry extension veterinarian. No further cases were detected after the initial outbreak subsided, and the quarantine was lifted in August 2022.

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. There has been six cases confirmed to date in 2022 (2 horses, 4 bats) under the provincial response program, and an additional two bats detected under the surveillance program (no human or domestic animal contact). Monthly and annual statistics can be found [here](#).

West Nile Virus: There were nine cases of WNV in horses confirmed in 2021; as of the end of August, there have been no cases confirmed in 2022.

Avian Influenza (AI) 2022 (reportable at the federal level): HPAI was detected on 13 Saskatchewan premises this spring, involving five commercial flocks and eight small flocks. Saskatchewan's first case was confirmed on April 14, and the last positive case was reported on May 25, 2022. During the fall, three additional detections have occurred to date, on two commercial and one backyard premises. The Ministry of Agriculture's role is to support the CFIA in their response activities, by providing premises identification data, mapping, and liaison with industry and PDS.

As part of the response to AI, the Ministry increased funding for wildlife surveillance in addition to implementing a small flock poultry surveillance program through Prairie Diagnostic Services (PDS). This program covers the cost of necropsy, histopathology and any other testing deemed appropriate by the PDS pathologist.

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

Saskatchewan Ministry of Agriculture

Animal Welfare:

The Animal Welfare Engagement Working Group quarterly meeting was held in July 2021. Based on priorities, the need for companion animal and livestock subgroups was identified. The subgroups have been meeting once quarterly since then and are well attended by stakeholders. Topics discussed in the Livestock subgroup included drought response, feed procurement, farmers alert line and awareness of Government of Saskatchewan services and programs. Companion animal subgroup stakeholders identified the problem of increased companion animal populations in rural communities, especially feral cats. A subsequent internal ministry meeting identified the issue is multifactorial and one that would require education, population control and cooperation of various stakeholders.

The Interagency Human and Animal Welfare Task Team continues to meet quarterly to explore the best approach to cases of animal neglect with underlying human health issues, such as mental health concerns, hoarding or domestic squalor. A draft Statement of Practice document has been developed for information sharing between Saskatchewan Health Authority and enforcement agencies and updates on One Health cases. The document is currently under review.

The Ministry has been actively involved with development of the Saskatchewan Animal Rescue Standards and the Pet Care Service Industry codes of practice (PCSI). Considerable progress has been made with PCSI and chapters are currently being reviewed by committee members. The Saskatchewan Animal Rescue Standards Committee completed a review of Rescue standard chapters in December 2021. In February, the standards were made part of the Pet Rescue Toolkit; a public resource for pet rescues and new pet owners.

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

Saskatchewan Ministry of Agriculture

Saskatoon SPCA informed the Ministry that they would be withdrawing their animal welfare enforcement services in Saskatoon effective April 1st, 2022. After exploring models for equitable, consistent and affordable service across the province, Animal Protection Services of Saskatchewan (APSS) was identified as the best option to enforce animal welfare province-wide, including the city of Saskatoon. As an interim measure until APSS was ready to begin enforcement, the Ministry appointed animal protection officers and provided enforcement services in Saskatoon beginning April 1, 2022. As of July 1st, 2022, APSS now provides animal welfare enforcement in Saskatoon.

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 is diverse and includes Agriculture and Agri-Food Canada, Canadian Food Inspection Agency, provincial agriculture ministries and 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.

SaskPork and the Ministry are working on a swine market disruption plan, which will include the incident command system 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. Lessons learned from the 2021-2022 AI outbreak response will also be implemented for emergency preparedness and response to foreign animal disease (FAD) threats like ASF when planning at the provincial level.

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

Saskatchewan Ministry of Agriculture

Veterinary Workforce Shortage:

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

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. The ministry recently met with a group of stakeholders including SAVT, SVMA, livestock associations, SARM, Sask Polytech, and WCVM. The discussion focused on defining the concerns within SK pertaining to the veterinary workforce shortage, then generating potential solutions. The ministry also attended the CVMA Congress on the veterinary workforce shortage in July 2022. There were several areas identified where CVMA could play a leading role, such as in garnering federal infrastructure support for colleges, advocating for changes to streamline the immigration process, and collating best practices from across the globe to address the shortage. However, it was also clear that individual provinces still had their own unique needs for veterinary professionals and that each province needs to continue identifying strategies for recruiting and retaining veterinary professionals to address the specific service needs in each province.

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

In the 2021-2022 school year, us students from the Veterinary Technology program of Saskatchewan Polytechnic had the opportunity to return to our in-person classes. With this adjustment came excitement, anticipation, and a chance broaden our learning and our connections with our peers and instructors, face-to-face.

While our first year came with many challenges, I have seen myself and my classmates begin to flourish in our education, as well as form/solidify an idea of where we may see ourselves taking our careers once we finish up classes. I know that our class will continue to work hard in bettering the future of the veterinary technologist profession once we are graduates, and I wish all of them (and many other students out there) the best in their futures.

I have enjoyed my time in being the first-year student liaison for the SAVT. I thank the board for allowing me the opportunity to be 'the voice' of student concerns while we transitioned through different learning paths during the COVID-19 pandemic. I appreciated the chance to sit-in on the virtual meetings, get to know members, and see what it was like to be a part of a board.

**SUBMITTED BY:
FAVIOLA MARUD**

MENTAL HEALTH COMMITTEE

This year the SAVT Mental Health Committee has been busy doing a few things. We continued our work on our Psychological Health & Safety Management System to make the SAVT a psychologically safe place for our employees, elected officials, volunteers, and members. The SAVT Mental Health Committee has also been busy working on a collaborative merger between the SAVT Mental Health Committee and the SVMA Wellness Committee. We proposed the collaboration as a way to combine resources and funding to accomplish a mutual goal of the two associations. The goal of compiling and delivering mental health and wellness CE, resources for suicide awareness and prevention, and providing support for members of both the SVMA & SAVT. We expect great things to come out of this new joint committee and we are looking forward to the development of the committee throughout the remainder of 2022. Please keep in mind that the Saskatchewan Veterinary Mental Health & Wellness Committee will be looking for members soon! Consider joining us!

Submitted by:

Marlayna Morgan, RVT

SAVT President-Elect

Chairperson of SAVT's Mental Health Committee

Chairperson of SVMA's Wellness Committee

RURAL ENGAGEMENT COMMITTEE

This past year has been an exciting year for the Rural Engagement Committee.

We have been very productive - and had several brainstorming sessions on how best to bring CE to rural areas of the province. Our role this year was 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 - Chairperson - lives and works in Spiritwood**
- **Carly McArthur - lives in Lloydminster, and works in Turtleford**
- **Mindy Hockley - lives & works in Assiniboia**
- **Lorraine Serhienko - lives in Blaine Lake, SK works in Saskatoon**
- **Breanne Barber - lives in Redvers & works in Moosomin SK**
- **Wendy Erdman - lives and works near Glen Ewen, SK**
- **Kristin Caldwell - lives and works near Weyburn & Estevan, SK**
- **Marta Ruzzini - SAVT President**
- **Jasmin Carlton - our Executive Director**

The biggest part - thanks to financial sponsorship - is that we are in the process of introducing CE events out and about across Saskatchewan. We look forward to seeing you all in the future!

Submitted by:

Jennifer Epp, RVT

Chairperson of the Rural Engagement Committee

VTS & STUDENT MENTORSHIP COMMITTEE

It has been another busy year for the VTS and Student Mentorship Committee. This year, the committee consisted of Ashley Thevenot (RVT), Daniel O'hara (RVT), Jane Rathgeber (RVT, VTS-A/A), Jesse LeCuyer (RVT), Keesha Blenkinsopp (RVT), Tasha Wiley (RVT), Marlayna Morgan (RVT), Marta Ruzzini (RVT), and myself, Mabel Ng (RVT).

With the dissolution of the Student Network Committee, the VTS and Student Mentorship Committee not only had the task of continuing to promote VTS and mentorship in Saskatchewan, but also had the unique opportunity to continue to build on the nation-wide network that was piloted by the Student Network Committee in previous years. Aside from hosting a number of CE sessions and student sessions, this committee also relaunched the VTS series to highlight and promote the various specialties available to RVTs. This committee has also provided VTNE assistance to two individuals in 2022. A new mentor matching program for veterinary technology students at Saskatchewan Polytechnic was also pioneered by this committee this year.

With virtual connections now being the norm, we as a committee have found it difficult to find new ways to engage our target audience. I believe there is still much work to be done to better the lives of our VT/AHT students, and to foster a community of veterinary professionals in which we are not afraid to confide in one another to succeed.

Submitted by:

Mabel Ng, BSA, RVT

GOVERNANCE COMMITTEE

"It's worth remembering that it is often the small steps, not the giant leaps, that bring about the most lasting change."

- HM Queen Elizabeth II

In addition to reviewing SAVT policies and the SVMA Bylaws, the Governance Committee focused on 2 items of legislation that it felt are of significant importance to the membership: The Labour Mobility Act, including the employment of foreign-trained veterinary professionals, and the Veterinary Dentistry Position Statement released by the College of Veterinarians of Ontario (CVO).

The Committee reviewed documents presented by the American Association of Veterinary State Boards (AAVSB) and the American Veterinary Medical Association - Committee on Veterinary Technician Education & Activities (AVMA-CVTEA) pertaining to VT certification. While recognizing that the SAVT has an obligation to stay current and informed, and proactive regarding VT scope of practice, it was determined that this is a regulatory issue, and does not fall within member services and advocacy. Ideas were compiled around options for integrating foreign-trained professionals and the matter was referred to the Board with the recommendation to advance the topic to the RVTTC as a priority concern.

Feedback was sought from the membership regarding the CVO Veterinary Dentistry Position Statement along with the current scope of practice of our members pertaining to dentistry. The compiled results were forwarded to the CVMA for review as part of the creation of its own Position Statement.

Many thanks to the Committee members, Bernice Ruf, Breanne Barber, Danielle Groat, Jennifer Epp, Jesse LeCuyer, Lois Ridgway, Marta Van Camp, and to our ED, Jasmin Carlton.

Respectfully submitted by
Shannon McCallion, RVT
Governance Committee Chair

"It is not my job to govern. But it is my job to ensure proper governance."

- HM Queen Elizabeth II

PUBLIC RELATIONS COMMITTEE

This was a busy year for the SAVT Public Relations Committee. With COVID-19 restrictions lifted we were able to attend multiple events. The first of which was WCVM's VIP Days where we educated the veterinary students about RVTs and our role in veterinary medicine. We spoke with hundreds of students about RVT utilization and how important we are in the industry.

Next we went to Pet Expo which was held at Rotary Park in Saskatoon. This event was a great opportunity to interact with the public. We handed out information sheets about RVTs and the different roles that we play in veterinary medicine and the industry. We got to speak with many families and passersby about the importance of RVTs.

Finally, we attended VetaVision in September again at the WCVM. This was another excellent event for the Public Relations Committee where our volunteers interacted with the public about RVTs. Specifically, we interacted with children, most of whom didn't know what an RVT was or the roles we play in veterinary medicine, research, wildlife, and farming. Many children took home our new colouring pages showing RVTs at work.

This year I'd like to thank the many volunteers and members of the Public Relations Committee. Without all of you we would not have been able to interact and educate all about our great profession!

Submitted by:

Marlayna Morgan

Chairperson of the Public Relations Committee

SAVT President-Elect



WORKPLACE GUIDELINES COMMITTEE

The Workplace Guidelines committee has had a busy year researching, reviewing, and providing information on various matters regarding safety in veterinary medicine. In the 2021 SAVT Wage Survey, members reported that at times they are improperly exposed to various drugs (e.g. cytotoxic, inhalant/injectable anesthetic agents, hormone-altering, and euthanasia solutions), radiation, biohazardous waste, chemicals, and sharps. In some cases, members also reported that their workplaces had no formal safety plans in place to respond to these incidents. The Workplace Guidelines committee has continued their Safety Snippets series to provide information in regards to decreasing the occurrence of these incidents. As the pandemic has been an ongoing issue, we also dedicated our focus on COVID-19 safety.

The SAVT released many Safety Snippets that provided information on topics varying from 'Addressing Return Anxiety' to 'Donning and Doffing PPE'. The pandemic continues to affect our members and the SAVT has made every effort to provide information regarding safe PPE use. This year the committee also reviewed the surgery, anesthesia, and large animal ambulatory portions of the SVMA Practice Standards. After reviewing these sections, the committee provided suggestions on protocols to ensure member safety and to further the quality of veterinary medicine. These suggestions were reviewed by the SVMA during their Practice Standards review. Lastly, the committee has begun researching ways in which veterinary hospitals can reduce their negative environmental impact. This process is just beginning, but is an exciting new endeavor!

The Workplace Guidelines committee has worked hard to further the practice of veterinary medicine and provide a safer environment for our members. We hope to continue our research and progress in 2023. Thank you to all of the volunteers of the Workplace Guidelines committee and to the people who have helped us to reach our goals!

Submitted by:

Jesse LeCuyer, RVT

Chairperson of the Workplace Guidelines Committee

SAVT Board of Directors Member-at-Large

SCOPE OF PRACTICE TASK FORCE

The Scope of Practice Task Force was first started this past year to review RVT's scope of practice in Saskatchewan. This task force was put together to provide more clarity and information regarding RVT utilization for veterinary members in Saskatchewan. The ongoing veterinary workforce shortage has put excess stress on the members of the industry. Veterinary staff have been struggling with burnout and staff shortage in urban areas and more intensely, in rural areas. RVTs are trained to have skills that may lighten this burden if used to their full license.

In the 2021 SAVT Wage Survey, 42.6% of SAVT members were reported to have concerns regarding unregistered staff members performing RVT duties. Over 125 members also felt that they were underutilized in their RVT role. The Scope of Practice Task Force developed the 'RVT Task List for Saskatchewan' document to provide a comprehensive skills list to be utilized by all clinics in Saskatchewan.

The Scope of Practice Task Force met every two weeks from March through until May. Documents regarding scope of practice provided from various veterinary associations were reviewed and taken into consideration when putting together Saskatchewan's document. This document will provide vital information regarding what RVTs at various levels in their careers can provide to practices. It will also inform veterinary professionals of the utilization potential and importance of RVTs with specialty designations.

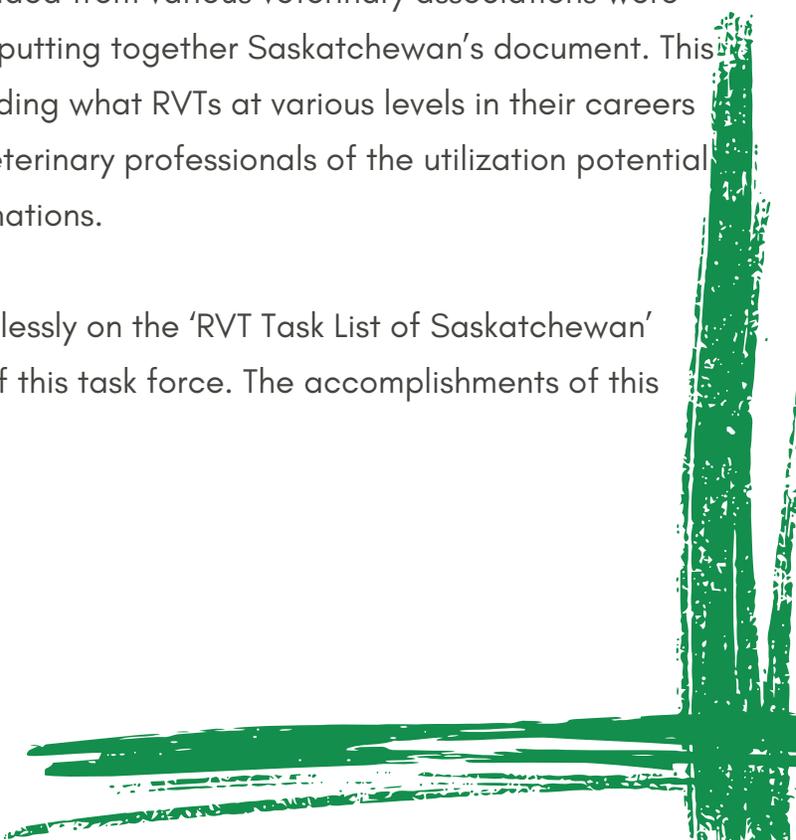
The Scope of Practice Task Force worked tirelessly on the 'RVT Task List of Saskatchewan' document. Thank you to all of the members of this task force. The accomplishments of this group of RVTs is nothing short of amazing!

Submitted by:

Jesse LeCuyer, RVT

Member of the Scope of Practice Task Force

SAVT Board of Directors Member-at-Large



FINANCIAL OFFICER REPORT

Change comes, inevitably, to every institution but it brings with it new opportunities and potential.

Her Majesty Queen Elizabeth II passed away September 8th at the age of 96, after 70 years as monarch! Queen Elizabeth's passing has been said to mark the end of an era, another change felt by the world.

Change came to the SAVT office earlier this year, with the unfortunate passing of our recently-hired Executive Assistant/Conference Coordinator, Jackie Hall - *requiescat in pace*. Lindsay Bueckart has since joined us in that role and is doing a great job. You might take some time to find her at Conference and welcome her 'to the family'. Those of you who attend the first face-to-face conference since 2019 will see several changes, in size, format and length.

Unchanged, however, is the invaluable contributions of our industry partners, guest speakers, peers, and supporting volunteers that make the SAVT Conference, in all its formats, a go-to event for RVTs throughout the province and beyond.

The ED and staff worked hard to seek out available grants, to nurture existing relationships and create new sponsorship opportunities, to continue to provide programs and sessions to meet the changing needs of our members, including:

- A \$3200 Government of Canada Summer Student Grant which partially funded our student, Brianna Cardinal, as she travelled to several clinics throughout the province, collecting video material for future projects.
- A Large Animal CE series supports our commitment to rural members, funded with a \$25,000.00 sponsorship from the Saskatchewan Cattlemen's Association! Be sure to thank the reps when you see them at Conference!
- The SAVT committed \$3500.00 to the Prairie RVT Compensation Review Initiative, with the objective to highlight, with concrete facts, how RVTs are undercompensated in comparison to other professions. The results of this initiative will be available in 2023.

Continued on the next page

FINANCIAL OFFICER REPORT

Of a more personal challenge, bookkeeping and financials went fully-digital this year, which required changes in how the quarterly reviews and internal audit were handled, including how to record that documents have been reviewed and researched. I admit I did have to resort to printing some hardcopies, but the change does make it possible for reviews and audits to be completed without the expense of travel. There may still be some adjustments needed, but it appears to be an effective change.

I want to thank Jasmin (and Jasmin) and the hard-working members of the Board of Directors who have been so supportive during my terms as Financial Officer, and will endeavour to provide similar support during the transition to a new Financial Officer.

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

"I declare before you all that my whole life, whether it be long or short, shall be devoted to your service and the service of our great imperial family to which we all belong."

- HM Queen Elizabeth II

Saskatchewan Association of Veterinary Technologists

Profit and Loss

August 2021 - July 2022

	TOTAL
INCOME	
Conference Income	125.99
Conference Registrants	14,625.00
Sponsorship	16,460.00
Total Conference Income	31,210.99
SAVT General Income	
Event Ticket Sales	1,140.00
General Sponsorship	31,200.00
Interest	3,077.86
Memberships	
Active Memberships	164,769.02
Social	1,100.00
Total Memberships	165,869.02
Sponsorship/Advertising	5,770.00
Total SAVT General Income	207,056.88
Total Income	\$238,267.87
GROSS PROFIT	\$238,267.87
EXPENSES	
Advertising	1,284.01
Bank Charges Credit Card Fees	1,233.16
Conference Expenses	208.95
Audio Visual	2,836.29
Favours	2,717.52
Meeting Expenses	800.00
Office Supplies	42.00
Saturday Meals	65.01
Speakers	8,209.23
Website Support	4,053.88
Total Conference Expenses	18,932.88
Parking Benefit	166.10
Payroll Expenses	
Benefits	1,751.14
Company Contributions	0.00
Taxes	5,649.50
Wages	76,828.06
WCB	379.56
Total Payroll Expenses	84,608.26
SAVT Expenses	
Accountant	1,490.50
Continuing Education Events	4,297.58
Dues and Subscriptions	391.95

Saskatchewan Association of Veterinary Technologists

Profit and Loss

August 2021 - July 2022

	TOTAL
Executive Networking	423.07
Association Liaising	1,156.07
General Liaising	3,160.87
Total Executive Networking	4,740.01
Grant	500.00
Insurance	223.57
Meals & Entertainment	58.39
Meetings	157.91
Meals and entertainment	232.00
Mileage Expense	826.20
Parking	143.50
Travel Meals	184.20
Total Meetings	1,543.81
Office	2,193.79
Hardware	2,228.40
Office Rent	5,481.70
Office Supplies	-38.69
Rent	3,920.42
Software	4,722.17
Total Office	18,507.79
Postage	951.23
Printing/Photocopying	2,042.18
Professional Development	
Board of Directors	438.96
Executive Director	1,072.10
Total Professional Development	1,511.06
Professional Fees	1,373.25
Promotional Expenses	189.00
RVTTC Director Expenses	723.20
RVTTC Membership Dues	13,606.00
Strategic Planning	1,671.09
Utilities	
Internet/Phone Expense	-10.56
Total Utilities	-10.56
Website	2,394.30
Total SAVT Expenses	56,204.35
Total Expenses	\$162,428.76
PROFIT	\$75,839.11

COMMITTEE MEMBERS



Advisory Committee

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



Advocacy Committee

Crystal Shain
Danielle Groat
Julia Klinger
Marta Ruzzini (SAVT President)



Executive Interview Committee

Breanne Barber
Crystal Carter
Janine Kernalleguen
Jennifer Epp
Katherine Broker
Lois Ridgway
Marta Ruzzini (SAVT President)



Governance Committee

Bernice Ruf
Breanne Barber
Danielle Groat
Jennifer Epp
Jesse LeCuyer
Lois Ridgway
Shannon McCallion
Marta Ruzzini (SAVT President)



Mental Health Committee

Carly McArthur
Cassandra Daschuk
Danielle Groat
Erin Jellow
Julia Klinger
Katelyn Martin
Mabel Ng
Marlayna Morgan
Marlee Wiebe
Marta Ruzzini (SAVT President)



Public Relations Committee

Crystal Shain
Danielle Groat
Erin Jellow
Keesha Blenkinsopp
Marlayna Morgan
Marta Ruzzini (SAVT President)

COMMITTEE MEMBERS



Recruitment Committee

Karen Laventure
Kristin Caldwell
Marta Ruzzini (SAVT President)



Rural Engagement Committee

Breanne Barber
Carly McArthur
Jennifer Epp
Kristin Caldwell
Lorraine Serhienko
Mindy Hockley
Wendy Erdman
Marta Ruzzini (SAVT President)



Scope of Practice Task Force

Breanne Barber
Janine Kernaleguen
Jesse LeCuyer
Lois Ridgway
Lorraine Serhienko
Mabel Ng
Mindy Hockley
Shanna Dumontier
Wendy Erdman
Marta Ruzzini (SAVT President)



VTS & Student Mentorship Committee

Ashley Thevenot
Daniel O'Hara
Jane Rathgeber
Jesse LeCuyer
Keesha Blenkinsopp
Mabel Ng
Marlayna Morgan
Tasha Wiley
Marta Ruzzini (SAVT President)



Workplace Guidelines Committee

Janine Kernaleguen
Jennifer Epp
Jesse LeCuyer
Lois Ridgway
Lorraine Serhienko
Marta Ruzzini (SAVT President)

2021

ANNUAL AWARD RECIPIENTS



JASMIN CARLTON

APPRECIATION AWARD

JANELLE HREN, RVT

EMERGING LEADER AWARD

SHEILA KUCHER, RVT

MERCK MENTORSHIP AWARD

MEAGHAN WEST, RVT

RVT OF THE YEAR

DR. VICTOR KERNALEGUEN

VETERINARIAN OF THE YEAR

SALTHAVEN WEST

VOLUNTEER OF THE YEAR

LONG-TERM SERVICE AWARDS

2021

5 Years

Alysha Klemenz
Angela Derbawka
Christine Shirazi Nameth
Courtney Sears
Elizabeth Szabo
Emily Dayman
Jill Hayes

Katelyn Martin
Katelyn Brown
Kelsey Luciuk
Kendall Prayda
Kirstan Diesen
Krysten Bennett
Meagan Renwick

Morgan Cooper
Nicole Gessner
Raya Harder
Scott Pilon
Shabrie Hiebert
Shalyn Rostotski
Tabitha Mainil

Taralyn Korolchuk
Theresa Smith
Victoria Lagasse
Kelsey McKessock
Mindy Hockley
Kassandra Colton

10 Years

Amanda Neitz
Carly McArthur
Conner Nix
Crystal Carter
Heather Fraser
Jacoba Fast

Janelle Evans
Jessica Lingel
Jobie Ryzak
Julie Nielsen
Kaila Montgomerie

Kendall Bueckert
Lisa Lavallee
Marta Ruzzini
Megan Wllson
Melissa Topham

Rebecca Christianson
Breanne Barber
Katherine Broker
Michelle Orb

15 Years

Amy Wunder
Cassandra Kaszas
Charlene Trithart
Dorrie Laberswieler
Erin Hendrickson

Jackie Erb
Jaime Steinkey
Janelle Higgins
Kirstin Miller
Lindsay Sagon

Lynnsey Klassen
Matilda Tate
Melissa England
Renee Irving
Shauna Schmidt

20 Years

Jacqueline Valmont
Jamie Webb
Jan Erickson
Jill Jenkins

Sherry Tetland
Tatjana Ometlic
Wendy Erdman

25 Years

April Penner
Brenda Smith
Carlamae Ashby
Heather Palko
Jacquie Olson

Kimberly Berger
Michelle Achter
Shelley Boe
Trina MacPherson

LONG-TERM SERVICE AWARDS

30 Years

Alisa Earl
Cheri-Lee Breckner
Nadine Schueller
Shauna Perkins
Susan Cadrin

35 Years

Darlene Ford
Monique Burmester

40 Years

Mona Bozsik
Susan Thiessen

Vision Statement

Professionalism and Excellence in Animal Care

Mission Statement

To Promote and Advance Registered Veterinary Technologists



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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