

ANNUAL REPORT

SASKATCHEWAN ASSOCIATION OF
VETERINARY TECHNOLOGISTS

2022/2023



TABLE OF CONTENTS

	PAGE
2022-2023 Board of Directors	3
President's Report	6
Executive Director's Report	8
SAVT/SVMA Council Liaison Report	10
RVTTC Directors Report	14
Ministry of Agriculture Report	19
Mental Health Committee Report	29
Rural Engagement Committee Report	30
VTS & Student Mentorship Committee Report	31
Governance Committee Report	32
Public Relations Committee Report	34
Scope of Practice Task Force Report	35
Financial Officer's Report	36
Financial Statement	35
Annual Award Recipients	39
Service Awards	40

Board of Directors

Marta Ruzzini

RVT, SAVT Past President

- works in the HCCL at the WCVM
- Before moving to Saskatoon she previously worked in Vancouver & Boston
- Enjoys volunteering, snowboarding, and pottery

Marlayna Morgan

RVT, SAVT President

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

Lindsey Buller

RVT, President-Elect

- Works at Orchard Veterinary Care in Saskatoon for last 5 years
- Has been an RVT for 16 years
- Owns dogs, cats, snakes & lizards
- Works with small animals and a special interest in exotic medicine and husbandry, particularly reptiles.

Jesse LeCuyer

RVT, Financial Officer

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

Mabel Ng

RVT, Secretary

- Works full-time at Albert North Veterinary Clinic
- Chairperson of the VTS & Student Mentorship Committee
- Mother to 2 dogs & 2 cats

Board of Directors

Mindy Hockley

RVT, Member-at-Large

- Splits her time between a rural mixed practice and 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

Katherine Broker

RVT, Member-at-Large

- Works in the Radiology Department part time at the WCVM
- Mom to 2 children and 1 dog
- Calls Warman home but has a soft spot for Toronto where started as an RVT

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

Michele Ollenberger

RVT, Member-at-Large

- Works in the Surgery Department at WCVM
- Also a casual instructor at Sask Polytech helping with Surgical Nursing Skills labs.
- Cat mom to 7 rescue cats
- in the 28th year as an RVT

Board of Directors

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

Breanne Barber

RVT & RVTTTC Director

- Works at PAHC-Estevan and SVVS-Carnduff, currently on maternity leave.
- Lives in Redvers, SK
- Enjoys the Riders, slow pitch, her animals and new baby

Julia Klinger

RVT & RVTTTC Director

- Works at Veterinary Medical Centre - Medical Imaging
- Lives with her 2 cats in Saskatoon
- 2nd year in Medical Imaging working towards a VTS in Diagnostic Imaging.
- 1st year on RVTTTC Board - Rep for SK

Sarah Ibach

RVT, Second Year Sask Polytech Student Liaison

PRESIDENT'S REPORT

Hello membership!

This has been quite the exciting year! We began with hiring our new executive director, meeting the new board, and planning for a new year. We saw many new beginnings in 2023!

First thing at the beginning of the year we held our annual board of directors retreat. It was there that we decided to set our focus this year on member communication. Right away we began planning town halls and meetings with our advisory committee to see what the members wanted. We soon saw that, overall, the membership wanted clarity. They wanted clarity in their continuing education, and they wanted clarity between SAVT and the SVMA. This led us to make two decisions. One, that in order to avoid confusion we needed to halt any changes being made to the CE for the year until we could meet and make proper changes if we needed to. And two, that we need a formal agreement with the SVMA outlining the nature of our relationship, and now we are working on a Memorandum of Understanding. We will continue to work on this document over the next year.

In meeting with many members, students, and committees, I was able to really advocate for RVTs this year. At VIP day at the WCVM, I met with the vet students. We discussed the role and value of an RVT in various settings. At Lakeland college I spoke with the program advisory committee and heard about their expansion plans for the AHT program. At the veterinary workforce meeting we discussed how RVTs are the best solution

continued on the next page

PRESIDENT'S REPORT

for the veterinary shortage. At Sask Polytech I met with the incoming class of the VT program, we discussed how the SAVT functions and how we can help with everything from memberships to mentorships.

Now that we near the end of our year, we are focused on delivering our annual conference, in person at the Saskatoon Inn. We are also ending the year with hiring another executive director. At the time of this writing we are about to start our interview process, and I'm excited to introduce the new ED very soon.

Of course, before we wrap things up I need to thank a few people. Thank you so much to all of the members who have reached out with kind and supportive words, it was very touching to see how many people were here to support me. Thank you to my board, I literally could not have gotten through this year without you. All of you are such wonderful women and I'm glad I got to know all of you over the last year. Finally, thank you to the membership. Your love and commitment to the SAVT is an inspiration.

I am so very proud to have been president of such an amazing association for the last year. Thank you for having me.

Regards,

Marlayna Morgan RVT

President of the SAVT 2022-2023

EXECUTIVE DIRECTOR REPORT

January 3, 2023 I began as the Executive Director and the past ten months have flown by.

I met the Board for the first time, face-to-face, three days later on January 6th at the Annual Board Retreat and Strategic Planning Session, and we were off to the races. Strategies were discussed and key results determined. Challenges addressed and concerns brought forward from the Annual Meeting were all considered. The central theme that was evident in all discussion and strategies was member communication.

Committees stuck for the year were Advisory, Advocacy & Recruitment (were combined); Executive Interview; Governance; Saskatchewan Veterinary Mental Health and Wellness (joint committee between SAVT and SVMA); Public Relations; Rural Engagement; Scope of Practice; VTS & Student Mentorship; and Workplace Guidelines Committees. It was wonderful to work with all the volunteers on these committees and to feel their passion and concern for their areas of interest. Thank you to everyone who volunteers.

I participated in regular meetings of the National Executive Director Group which provided an excellent view of what other provinces are experiencing and what their challenges are and also what their solutions are.

EXECUTIVE DIRECTOR REPORT

The opportunity to participate in discussions between the SAVT, ABVTA and MVTA partnership, regarding the results of the 2022 RVT Compensation survey was very enlightening and results and actions to address the recommendations were considered as outlined in the report shared with all members.

In addition to SAVT board and committee meetings and day-to-day operation, there was also the opportunity to participate in the Saskatchewan Workforce Shortage Committee made up of animal agriculture groups, the Ministry of Agriculture, SVMA, SAVT, WCVM, Sask Poly and many others. The committee purpose is specially related to the shortage of Veterinarians in the province, how that can be addressed and how Registered Veterinary Technologists can help fill the gaps.

Thank you so much to the SAVT Board of Directors who were wonderful to work with. I can't say thank you enough to President Marlayna for her wonderful knowledge of the Association operations and for her patience with my never ending questions. It has been a pleasure to serve as your Executive Director for the past few months. I regret not meeting many of you at the Annual Conference in November, but I wish you all well and I know you are in the good hands of your SAVT Board and Committee members who hold a very clear vision of what the SAVT can and will deliver to its members.

Audrey Price CAE
Executive Director

2022 – 2023 SAVT – SVMA Council Liaison Report

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 16 written reports submitted and 18 meetings attended during this fiscal year.

The 2022 SVMA Annual General Meeting was held in person on Friday, September 9, 2022; RVTs were well represented during the meeting, many by proxy vote. The 2022- 2023 Council consisted of: President – Dr. Sarah Allin; Vice President – Dr. Zach Johnson; Past President – Katelyn McIntyre; Councilors – Dr. Justin Kristjansson, Alison Higgins, Allison Bartel, Tara Holland, RVT; Dr. Jordan Woodsworth replaced Dr. Deana Schenher, mid term, and Public Member, Mr. Aaron Birch, served council until December 2022.

At each SVMA Council meeting representatives are invited to attend from the Ministry of Agriculture; the WCVM – the Dean and an elected student representative; SK Polytechnic; the CFIA ; the CVMA, 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 Ministry of Agriculture, and the Ministry of Advanced Education and Health to develop plans that will be actioned over the next several years to address this situation. Outcomes associated with cultivating these relationships included:

- o The convening of veterinary medicine stakeholder meetings, hosted by the Ministry of Agriculture, which have helped to inform the government's response.

- ☒ A loan forgiveness program for DVM and VT Students – which now includes veterinary clinics in larger centers who deliver veterinary services into rural or remote areas – <https://www.saskatchewan.ca/government/news-and-media/2022/september/06/saskatchewan-expands-eligibility-for-loan-forgiveness-for-veterinarians-and-veterinary-technologists>

- ☒ The continuation of distance-delivered seats at SK Polytechnic beyond the initial 2021 rollout. SVMA Council has been consulted for input on how to:

- Improve advertisement of the program to prospective rural candidates.
- Engage the support of veterinary practices in the Veterinary Technology Distance Education option.

- ☒ An increase from 3 to 5 (of the 20 seats) at the Western College of Veterinary Medicine (WCVM) funded by the Government of Saskatchewan, have been prioritized for admission of students most likely to work in a large animal and/or rural mixed animal practice.

- o Funding was approved to conduct a bona fide Veterinary Professionals Workforce Survey. Survey results will form bases for action at both the provincial and national levels.

SAVT-SVMA COUNCIL LIAISON

SUBMITTED BY:

LOIS RIDGWAY, RVT

There were numerous opportunities for the SAVT and the SVMA to collaborate and provide needed services and information to members in 2022-2023, including but not limited to the:

- Establishment of SAVT Executive and SVMA Council Executive meetings. These have become valuable forums for sharing information, addressing SAVT and RVT concerns, and in ensuring timely communication between organizations on matters of mutual interest.
- Establishment of the first ever joint SAVT-SVMA Committee – the Veterinary Professional Wellness Committee.
- Continuation of discussions on clarifying the Scope of Practise for RVTs (and lay staff) – a draft document has gone back and forth between the SVMA Council and the SAVT Scope of Practice Task Force; editing is still in progress.
 - The draft document is due for further discussion around the Council table – fall of 2023.
 - While the final version of this RVT Scope of Practice document will not be Regulatory in nature, the goal is for it to become a guide in veterinary workplaces to enable utilizing of RVTs at the top of their license – a component that may in some instances help address the dwindling veterinary workforce situation.
- Invitation to RVTs to attend the SVMA Fall CE Webinar Series.

In 2022 – 2023, the SVMA and its Council undertook many tasks, including but not limited to:

- Implementing new procedures that streamline the Complaints Process and focus on resolving complaints, where appropriate, without using the formal Complaints

continued on the next page

SAVT-SVMA COUNCIL LIAISON

SUBMITTED BY:

LOIS RIDGWAY, RVT

Process – the results to date indicate a decrease in the number of formal Complaints filed relative to previous years.

- Reviewing the current Telemedicine policies/bylaws in all Canadian jurisdictions with the goal of refining the SVMA bylaws, if required, to ensure public access to veterinary care especially in the context of animal welfare concerns. This review work may also result in “similarization” of bylaws with other jurisdictions.

- Reviewing the bylaws regarding allowable AGM formats or platforms – in addition to clarifying proxy voting procedures, and identifying voting options beyond in-person and proxy. The goal is to enable more members, particularly from RVT pool, to attend the AGM and participate in decision making.

- Performing the usual business of voting on membership changes; approving (or not) professional corporation, and practice name applications; appointing SVMA representatives to Boards and Councils of stakeholders when requested.

There will be more opportunities and challenges arising in 2023 - 2024 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 in the province, and an elevation in the quality of life, where needed, for all veterinary professionals.

RVTTC Annual Report

SAVT – 2022–2023

Submitted by Cera Youngson,
Executive Director

The Registered Veterinary Technologists and Technicians of Canada (RVTTC) is a not-for-profit organization representing the voice of Canadian RVTs. With our members, the seven provincial veterinary technician/technologist associations, we advocate for nearly 10,000 RVTs across Canada on national and international issues. RVTTC's mission is to unite, advance, and strengthen the Registered Veterinary Technologist and Technician profession across Canada through leadership and advocacy to promote excellence in animal healthcare.

New 2022-2025 Strategic Direction

The RVTTC Board is in a period of renewal and transformation. We have invested in strategic consultants to help develop our member value proposition and growth strategies and welcomed new leadership in summer 2022. In the fall of 2022 following consultative Town Hall meetings with our members, we announced a new mission, vision, and strategic priorities:

- MISSION: Uniting, Advancing and Strengthening the Registered Veterinary Technologist and Technician profession across Canada through leadership and advocacy to promote excellence in animal healthcare.
- VISION: A national leader in elevating and expanding the Registered Veterinary Technologist and Technician profession.

We then developed a new Strategic Plan built upon these foundational statements. We were able to present a draft to our provincial association members at a Town Hall meeting in September, and announce the pillars publicly during RVT month in October.

CONTINUED ON THE NEXT PAGE

The Strategic Plan includes the following six pillars:

- RVT Supply: Increase the number of successful veterinary technicians/technologists (VT) program graduates entering the profession across Canada.
- Data and Information: Build compelling, data-driven reports to advocate for the profession and influence decisions at provincial and organizational levels.
- Workforce: Identify, build awareness of and reduce barriers affecting RVT profession in Canada.
- Professional Resources: Develop foundational professional resources to advance and strengthen the RVT profession and engagement of RVTs in practice/clinic/industry.
- Organization and Association: Transition to a trade association model focused on the needs and support of its provincial associations and their drive to unite, advance and strengthen the RVT profession.
- Communication: Expanding and improving internal and external communication to build unity with RVTTC members and build profile with stakeholders.

We are currently looking to grow our board capacity and diversify voices at our table by opening our committees to non-directors. We are seeking volunteers for our finance and governance committees, as well as our Essential Skills, Workforce and RVT Month steering committee taskforces.

Following our annual meetings in July, we have set out operational priorities for 2023-2024 which are improving governance practices and communication, completing a national data project, hosting a professional development event for national and provincial staff and board members, and launching a public marketing campaign.

New Leadership at RVTTC

Welcome to our new executive: Penny Steffen, RVT of Alberta has stepped into the role of President, as Francis Rosseau, RVT and Brigitte Couturier, TSAC, VTS (ECC) both of Quebec, take on the role of Vice-President and Financial Officer respectively. Our Executive Director, Cera Youngson, marks one year with the organization as of August 2023.

RVT Month

In October 2022, we celebrated RVT Month as a national initiative for the sixth year. We held an open call for steering committee volunteers and had RVTs from across Canada lead the direction of the campaign. Our annual theme was "Power Your Own Career" showcasing the many fields of veterinary medicine that RVTs may pursue. Our social media campaign saw our reach expand during the month with our hashtags #ProudlyRVT and #RVTMonth, particularly during National Veterinary Technician Week (celebrated in America). We partnered with UBAVET to offer a photo contest, Enter-to-Win contest, and "Go, Stay or Change" mental health webinars with Dr. Leann Benedetti, DVM. We also hosted RVT Career Navigator webinars, and partnered with CommuniVET to host a RVT Career Navigator session during their RVT PWR event. We are planning for our seventh celebration with a steering committee. Watch for 2023 campaign announcements in September.

RVT of the Year

Each year RVTTC bestows the RVT of The Year Award to a Canadian RVT who exemplifies the definition of an outstanding individual in the Veterinary Technology profession. This aspirational achievement recognizes RVTs for their talents and dedication, while providing a role model and potential mentor for others within the Association. This year the award will be presented to Ms. Vanessa George, RVT. In addition to her role as Executive Director of ABVTA, Vanessa has made significant volunteer contributions to the profession in Alberta and beyond.

Through this award, RVTTTC seeks to elevate the RVT profession by celebrating individual achievements.

Representation and Promotion

RVTTTC endeavours to build awareness and appreciation for the RVT profession. Our website had more than 34,000 visitors and exceeded 74,000 page views in 2022-2023, and our social media audiences grew 7% (Facebook and Instagram) and 31% LinkedIn. We completed a print and social media advertising campaign promoting the RVT Career Navigator throughout the winter directed at high school counselors and high school students.

We attended and provided greetings for Provincial Association events, including in person exhibition booths at the SAVT and OAVT annual conferences. We also were invited to provide updates to veterinary technician program educators with presentations to the CVTEA, Ontario VT Educators, and Western AHT/VT Educators networks. We attended the CVMA Annual Convention with an exhibiting booth.

Simultaneously, we are looking to bring the voice of Canadian RVTs to other tables and organizations, including meeting with the Canadian Council of Veterinary Registrars.

RVT Career Navigator™

The Registered Veterinary Technologists and Technicians of Canada (RVTTTC) launched the RVT Career Navigator™ in December 2021. This innovative, bilingual national career planning and advancement website is dedicated to Registered Veterinary Technologists/Technicians. There is no other source in Canada that provides this comprehensive knowledge base and wealth of information and connection to the veterinary technology profession. The development of the website involved nearly 100 RVTs – it truly is for RVTs by RVTs.

After only a year, the RVT Career Navigator has attracted 5,600 users, with 18,712 page views, 54,000 website events, 594 files downloaded, and 366 registered users who logged in and used the Chart Your Career tool. Additionally, social media, advertising and exhibiting efforts have reached hundreds of thousands of people.

In the summer of 2022, RVT Career Navigator was awarded the Veterinary Medical Association Executives (VMAE) Best in Business Award, projects under \$750,000 in 2022 along with the Award of Excellence from the Canadian Society of Association Executives (CSAE) during their fall 2022 Awards of Distinction Program.

We invite you to explore [RVT Career Navigator™](#) and welcome suggestions for improvement so that this will remain a tool that will inspire and support those passionate about animal health to explore and expand their RVT professional career.

Saskatchewan Ministry of Agriculture

Legislation and Regulation Changes:

The Animal Production Regulations - The Ministry of Agriculture is reviewing stakeholder feedback and updating the draft regulations. At this time, it does not appear that any major changes will impact the veterinary profession. In relation to the proposed stray animals' provisions, the proposed requirement for veterinarians to declare animals dangerous or valueless has been removed, with the municipality able to make the determination rather than finding a vet to make the decision. There is of course the option, should a municipality choose to do so, to call a vet if they want an opinion on the matter but it is no longer mandatory at the provincial level.

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.

continued on next page

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

High Pathogenic Avian Influenza (HPAI) 2022 (reportable at the federal level):

HPAI was detected on 32 Saskatchewan premises in 2022. The last positive case was reported on November 14, 2022. Contrary to expectations, there have been no confirmed detections of HPAI in domestic poultry in Saskatchewan in 2023 at the time of report writing.

As part of the response to HPAI, 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. The program will continue to be funded for the next five years. More information on who is eligible for testing and how to submit samples can be found here [Saskatchewan Small Flock Poultry Surveillance Program | Animal Health and Welfare | Government of Saskatchewan](#).

In addition, to help address growing concerns about HPAI entering swine populations, the Ministry has also instituted a small holder (non-commercial) swine surveillance program through PDS, effective April 1, 2023. Like the small flock program, the swine program covers the cost of necropsy, histopathology and any other testing deemed appropriate by the PDS pathologist: [Saskatchewan Small Holder Swine Health Surveillance Program | Animal Health and Welfare | Government of Saskatchewan](#).

Anthrax: There was one confirmed outbreak of anthrax in Saskatchewan, in bison, in 2022. There have been no cases detected to date in 2023. We continue to coordinate the import and distribution of carcass-side anthrax tests in Canada.

Chronic Wasting Disease (CWD): CWD was confirmed on three new premises in Saskatchewan in 2022. There have been two additional novel CWD detections to date in 2023, which are under provincial quarantine. In addition, two quarantined farms ceased operations in 2023.

Continued on the next page

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

As of September 1, 2023, there are 16 operational premises under provincial quarantine, 3 non-operational premises under provincial quarantine.

Infectious Laryngotracheitis: There were six confirmed outbreaks of ILT in 2022, three of which occurred in commercial poultry. Industry elected not to depopulate but instead to manage with the disease. As a result, the Ministry changed their approach to monitoring only – no follow-up is done with owners of infected flocks of any size. There has been one confirmed outbreak to date in 2023, in a small flock.

Rabies: There were nine cases of rabies detected in 2022 under the provincial response program (seven bats, two horses). Another six cases in bats were detected under the provincial surveillance program (no human or domestic animal contact). To date in 2022, there have been 7 confirmed cases in bats under the provincial response program and 4 under the surveillance program. The lack of detection of skunk rabies in 2022 and now into 2023 is notable.

Lay Vaccinator Initiative: The province is exploring plans to implement lay vaccinator training to improve companion animal rabies vaccine access to remote communities in Saskatchewan with limited access to veterinary services using CFIA form 5977 from the Canadian Centre for Veterinary Biologics (CCVB).

Lyme Disease: There were four cases of Lyme disease in dogs reported to the Ministry in 2022, and one in a horse. There has been one case reported to date in 2023.

[continued on next page](#)

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

Neurological Equine Herpesvirus (nEHV): There were two cases of EHV1 confirmed in 2022, though neither were neurological. Three cases have been confirmed to date in 2023, with just one being neurological.

Porcine Epidemic Diarrhea (PED): Environmental surveillance continues to be performed across the province by the Ministry of Agriculture, Sask Pork and producers. There have been no PED detections in live animals to date, although low levels of PED contamination of truck wash facilities and transport trucks and trailers is not uncommon. This is considered due to cross-contamination with contaminated loading docks, assembly yards and truck washes outside of the province.

Q Fever: Early in 2020, the Ministry of Agriculture provided funding for the surveillance of Q fever in laboratory submissions involving ruminant abortions. Q fever testing of suspect cases is now permanently included under the Ministry's notifiable and reportable disease testing agreement with PDS.

West Nile Virus: There were five confirmed cases in horses in 2022. All survived. At the time of writing, there have been 6 cases confirmed in 2023, 5 of which have so far survived.

Animal Welfare:

The Interagency Human and Animal Welfare Task Team continues to explore the best approach to cases of animal neglect with underlying human health issues, such as mental health concerns, hoarding or

[continued on next page](#)

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

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 by the Saskatchewan Health Authority. A formalized agreement will lead to seamless sharing of information between health authorities and animal protection agencies on cases involving one health and welfare of humans and animals.

The Ministry has been actively involved with development of the Pet Care Service Industry codes of practice (PCSI) since 2016. Considerable progress was made on the PCSI codes with contributions from 40 plus veterinary professionals over the course of time. On December 7, 2022, the Ministry updated the SVMA's Animal welfare committee on the status of the project. As per the guidelines established by the working group led by the SVMA, the Ministry's role with the code development ends with the completion of the draft document. The completed draft document was submitted to SVMA in January 2023. SVMA informed the Ministry in March 2023 that the code does not fall within the scope of its regulatory responsibility. SASK SPCA offered to take the codes for public consultation as a guidance document to the pet industry. The draft code is currently being reviewed by SVMA's Animal Welfare Committee.

The Saskatchewan SPCA as part of their One Health initiative conducted its first Cultivating Wellness Gathering in April 2023 highlighting the importance of mental health among animal welfare professionals. The Ministry continues to participate in the SPCA's One Health initiatives.

[continued on the next page](#)

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

The Ministry has also been working on policies both with federal and provincial authorities regarding the proposed animal welfare requirements put forward by California, the European Union, and the United Kingdom.

Animal Protection Services of Saskatchewan (APSS) reported an increase in their year-to-date case numbers for 2022-23. APSS attended to 941 cases in 2022-23 in comparison to 738 cases for 2021-22. Animal welfare enforcement in Saskatoon contributed to a 25% increase in caseload to APSS. A total of 13,776 animals were relieved of their distress. 32 animal welfare concerns were reported by veterinarians in 2022-23. Regina Humane Society attended to 817 animal welfare cases in 2022 for the City of Regina.

In May 2023 the City of Saskatoon's Planning, Development & Community Services Committee decided not to renew its pound keeping services with Saskatoon SPCA beyond 2023. The Saskatoon Animal Control Agency, in charge of animal control bylaw, will take over the pound activities from 2024. Saskatoon SPCA has indicated that they would continue their core humane society activities at a newer facility from January 2024. The SPCA currently has an agreement with APSS to provide adequate care to all companion animals taken into protective custody up to December 2023. The SPCA has indicated they will continue providing caretaker services to APSS in 2024 and beyond.

Emergency Preparedness and Response:

Much of the emergency preparedness work this past year has focused on HPAI response and African swine fever (ASF) planning including work on a swine market disruption plan. There are multiple national and

[continued on the next page](#)

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

western area working groups dedicated to determining 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 industry (provincial and national). Ministry staff are represented both on national and western area-specific working groups, pertaining to various aspects of ASF preparedness, including business continuity, destruction, disposal, invasive pigs, communications and movement control.

The Ministry is working closely with SaskPork on a swine market disruption plan, which will include an 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.

In Spring of 2023, the federal government announced the creation of a foot and mouth disease (FMD) vaccine bank and FMD response plan. The province is working closely with CFIA and other provinces through the Council of Chief Veterinary Officers on the creation of this resource.

This work will help to better prepare government and industry for a disease incursion into Canada that could disrupt trade.

[continued on the next page](#)

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

Veterinary Workforce Shortage

Ministries of Advanced Education and Agriculture continue to work collaboratively to identify opportunities to support the veterinary profession. In the past year, we were successful in expanding the number of Saskatchewan seats at the Western College of Veterinary Medicine from 20 to 25 seats for the 2023–2024 academic year. Stakeholder conversations in 2022 and 2023 informed the development of a list of provincial veterinary initiatives, including current and potential future initiatives which will determine the scope of the workforce shortage, increase the number of veterinary professionals, support veterinary service delivery in rural Saskatchewan, and enhance recruitment and retention. Many of these initiatives are already underway through the SVMA, SAVT, Saskatchewan Polytechnic, WCVM or through provincial government.

In addition, Ministries of Advanced Education and Agriculture provided funding to the SVMA to facilitate a workforce study which will help to address current data gaps and inform which initiatives may be most successful in supporting recruitment and retention.

Work on this file will continue in collaboration with all stakeholders 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.

SASKATCHEWAN MENTAL HEALTH AND WELLNESS JOINT SVMA SAVT COMMITTEE

Chair: Marlayna Morgan

Members: SAVT: Michele Ollenberger, Toni Williams-Greatores, Julia Klinger, Erin Jellow; **SVMA:** Dr Alison Bartel

Staff Support: Audrey Price

The Committee met in April and July setting objectives to revamp the resource guide to begin with. Focus is on better reiteration of all the resources that are available through RVTTC and SVMA, including a Wellness Wednesday feature and mental wellness tips.

There is consideration for hosting a Mental Health First Aid Course and hosting a wellness retreat, which would need to be financial considerations for the 2023-24 Budget. Two additional sessions being looked at are Equity and Diversity, as well as Burn Out and Compassion Fatigue.

The Committee work will continue into the new year.

RURAL ENGAGEMENT COMMITTEE

Chair: Mindy Hockley

Members: Emily Dayman, Morgan Williams, Breanne Barber, Marlayna Morgan

Staff support: Audrey Price

Key focus for this committee is delivering the Large Animal CE sessions that were delayed initially due in part to COVID and to the Facilitator's availability.

The committee's plans for the CE Education Sessions are:

- that they be held regionally in the SW, SE, NW, NE
- to be held at local clinics with the equipment necessary for the topic being presented.
- To ask Dr Chris Clark if he would facilitate the events and help develop the program topics (or continue with the original topics planned)
- to record the sessions if possible

Funding for the event is in place thanks to previous donations and the expenditure appears in the 2023-24 budget

The committee continues working on this project and will develop practice locations as well as be onsite at the events when possible.

VTS & STUDENT MENTORSHIP COMMITTEE

Members: Mabel Ng, Crystal Carter, Michele Ollenberger, Jane Rathgeber, Sarah Ibach, Marlayna Morgan.

Staff support: Audrey Price

The Committee reviewed the history of the program to understand the successes and roadblocks.

The revamped concept discussed was:

- Relaunch Mentoring program for grad class of 2024
 - Sept 2023 Current 1st or 2nd year students are in place to present in fall for grad in 2024
- Buddy mentors with a student to help transition from student to VT
- one-on-one communication between the student and mentor to speak about an issue, or being lost in the college or to talk about an exam
- to assist with study for VTNE
- reach out to students who participated in the previous Mentor program for testimonials on the program
- provide virtual seminars and webinars for students to get them engaged
- promote specialties:
 - how to pursue; what training is available
 - who has a specialty their interested in
 - eblast spotlighting VTs with speciality and videos on specialties
- carry on the mentor/mentee relationship after graduation because clinics are too busy to mentor new graduates
- assemble a list of mentors and Bios hat could be provided for students to pick from, including: contact information; specialties; where you work; grad year; favourite parts of the job
- possibly Polytech Instructors could speak about the mentoring program.

GOVERNANCE COMMITTEE

Members: Breanne Barber, Shannon McCallion, Lois Ridgway, Bernice Rug, Marlayna Morgan

Staff Support: Audrey Price

As the Bylaws were reviewed in 2021-22 the Committee focus is on a CE and SOP Review for 2023 noting that the MOU in development will address many of the concerns raised by the committee and members. A formal yearly rotation will be established for review of CE, SOPs and Bylaws.

At the annual Board Retreat a recommendation was given to the Governance Committee to develop a bylaw that specifically identifies the voting director positions on the Board of Directors.

Impact of changes made to the Saskatchewan Non Profit Corporations Act, 2022, released in March 2023, were reviewed and noted that changes made more directly impact Charities than Non Profit Corporations.

The Committee will welcome review of the Advisory Committee's draft of the Memorandum of Understanding.

ADVISORY COMMITTEE

Members: Katherine Broker, Lois Ridgway, Michele Moroz, Susan Thiessen, Marlayna Morgan

Staff Support: Audrey Price

Two committee meetings have been held to date to address member suggestions from the 2021-22 AGM and the April 16, 2023 Town Hall Meeting.

The Committee's primary focus is on creating a Memorandum of Understanding (MOU) between SVMA and SAVT to define:

- membership processing, fees for this service and the dollar amount that fees are calculated on
- Continuing Education Credit management,
- continued monthly membership updates
- financial reporting of memberships collected and the categories, and the fees paid in each.
- improved communication between the two associations

The Committee reviewed a number of MOU contracts to determine best format and language their effort to create the new MOU document which will then be reviewed for amendments by both SVMA and SAVT and possibly legal review if either party requests. They currently continue working on drafts of the document.

The Committee believes the Town Hall Meetings have great value in improving SAVT member communication.

PUBLIC RELATIONS COMMITTEE

Co-Chairs: Morgan Williams and Erin Jellow

Members: Morgan Williams, Erin Jellow, Marlayna Morgan

Staff Support: Audrey Price

The committee focus is on public outreach to raise awareness of the RVTs roll in Veterinary Practice and ways to reach more than SAVT members such as:

- using social media more broadly
- attending in-person events
- advertising in the Sask Stockgrowers or Cattlemen's Association publications
- looking to PSAs in Western Producer or on Radio or CBC
- possibly morning live shows where RVT's could be interviewed (for example during RVT Month)
- reaching out to Vet practice Managers,
- have an RVT presence at pony clubs and 4-H Clubs or other major horse show events to create RVT Career interest
- investigate non-profit exhibitor costs for Equine Expo

Cost for these activities is being considered in the 2023-24 budget.



SCOPE OF PRACTICE TASK FORCE

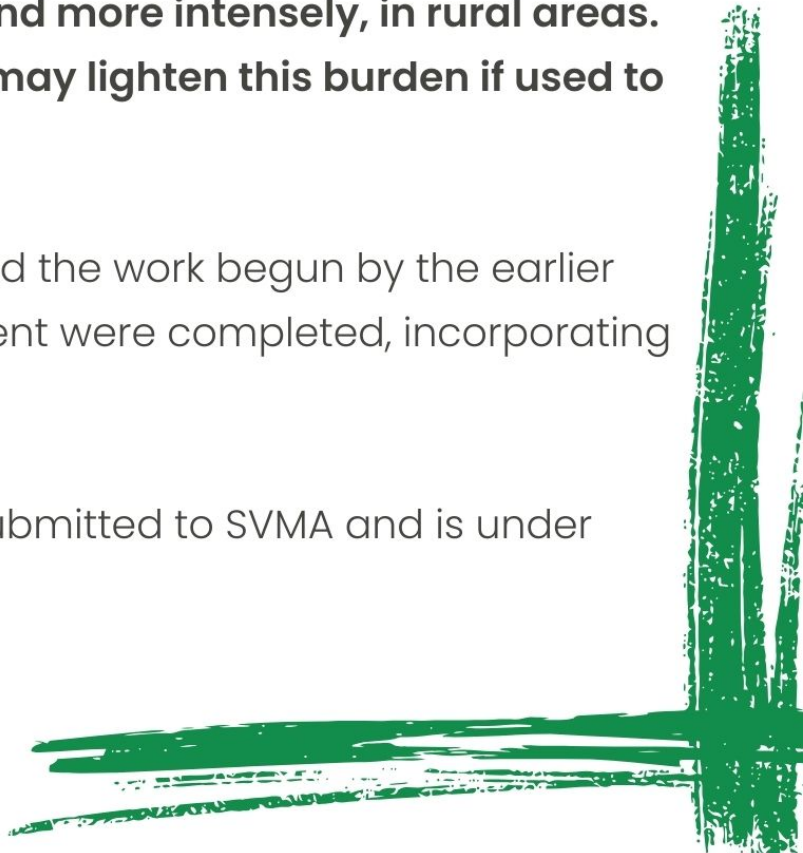
Task Force Members: Jesse LeCuyer, Mabel Ng, Breanne Barber, Susan Thiessen, Lois Ridgway, Janine Kernelageun, Wendy Erdman, Marta Ruzzini, Mindy Hockley, Dr. Colette Neudorf, Marlayna Morgan.
Support staff: Audrey Price

In the 2021-2022 Annual Report the following information introduced this project.

"The Scope of Practice Task Force was first started in 2021 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 2022-2023 the Task force continued the work begun by the earlier Task Force. Edits of the initial document were completed, incorporating input from Dr. Kent Weir, DVM.

The final document has now been submitted to SVMA and is under review.



FINANCIAL OFFICER REPORT

The past year expenses and income came in on or close to budget with some exceptions.

2022 - 2023 appeared to reveal what we might expect business operations to look like after the pandemic. Face-to-face meetings were less common and use of Zoom resulted in reduced expenses of \$17,000.00. Will it stay this way, that remains to be seen but it was a factor in the past year.

With a slight decline in attendance at the Annual Conference as some were just not ready to gather reduced income resulted in a slight loss of \$4,600.00.

With full or part time staff only for a portion of the year and a contracted Executive Director position for another portion of the year, staff costs were approximately \$30,000.00 less than budgeted. While reduced staff is a cost saving, being short staffed doesn't necessarily equate to good production and timely results.

A financial review is being completed and those results will be shared with members at the AGM.

Saskatchewan Association of Veterinary Technologists Inc.

Balance Sheet

As of July 31, 2023

	TOTAL
Assets	
Current Assets	
Cash and Cash Equivalent	
1 Year Flex Term	0.00
Affinity Chequing Account	142,542.84
Savings	155,437.02
Undeposited Funds	101.04
Total Cash and Cash Equivalent	\$298,080.90
Accounts Receivable (A/R)	
Accounts Receivable	9,836.48
Total Accounts Receivable (A/R)	\$9,836.48
Accrued Interest on GIC's	1,095.60
Inventory Asset	4,958.00
Prepaid Conference Expenses	0.00
Prepaid Insurance	210.87
Prepaid Office Rent	0.00
Prepaid SAVT expenses	7,800.00
Repayment	
MidMonth Advance	0.00
Total Repayment	0.00
Uncategorized Asset	0.00
Total Current Assets	\$321,981.85
Non-current Assets	
Property, plant and equipment	
Computer Hardware	897.91
Depreciation	-1,565.67
Original cost	999.88
Total Computer Hardware	332.12
Total Property, plant and equipment	\$332.12
Term Investments	17,742.73
014	0.00
3 Year GIC 015	22,440.00
Contra; Current portion of investments	-17,742.73
Escalator GIC 60 Month - 3	0.00
Escalator GIC 60 Month - 5	0.00
Escalator GIC 60 Month - 6	37,225.44
Escalator GIC 60 Month - 9	11,047.51
GIC Special Product - 13	0.00
Total Term Investments	70,712.95
Total Non Current Assets	\$71,045.07
Total Assets	\$393,026.92

Saskatchewan Association of Veterinary Technologists Inc.

Balance Sheet As of July 31, 2023

	TOTAL
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable (A/P)	
Accounts Payable	9,516.52
Total Accounts Payable (A/P)	\$9,516.52
Credit Card	
Affinity Business MasterCard	234.20
Audrey Price Expense Clearing	0.00
Brianna Cardinal Expense Clearing	0.00
Collabria MasterCard 8717	-269.54
Jasmine Expense Clearing	0.00
Marta van Camp Expense Clearing	0.00
Total Credit Card	\$ -35.34
Accrued liabilities	0.00
GST/HST Payable	0.00
Payroll Liabilities	0.00
Federal Taxes	1,196.84
Parking Benefit	0.00
Total Payroll Liabilities	1,196.84
Unearned Revenue Conference	0.0
Unearned Conference Sponsorship	0
Total Unearned Revenue Conference	0.00
Total Current Liabilities	\$10,678.02
Non-current	
Liabilities Legal Fund	43,500.00
Reserve Reserve	1,800.00
Total Non-current Liabilities	\$45,300.00
Total Liabilities	\$55,978.02
Equity	
Opening Bal Equity	0.00
Retained Earnings	266,217.21
Profit for the year	70,831.69
Total Equity	\$337,048.90
Total Liabilities and Equity	\$393,026.92

Saskatchewan Association of Veterinary Technologists Inc.

Profit and Loss
August 2022 - July 2023

	TOTAL
INCOME	
Conference Income	
Conference Registrants	34,699.0
Sponsorship	1
Total Conference Income	\$4,674.01
SAVT General Income	0
Event Ticket Sales	358.52
Interest	6,713.02
Memberships	
Active Memberships	192,215.91
Total Memberships	192,215.91
Sponsorship/Advertising	3,740.00
Total SAVT General Income	203,027.45
Total Income	\$257,601.46
GROSS PROFIT	\$257,601.46
EXPENSES	
Bank Charges Credit Card Fees	97.40
Merchant Fees	2,260.87
Visa/MC fees	68.03
Total Bank Charges Credit Card Fees	2,426.30
Conference Expenses	
Entertainment	2,459.10
Facility Rent	44,173.20
Friday Banquet	72.30
Meeting Expenses	975.21
Printing	1,485.05
Speakers	10,038.08
Total Conference Expenses	59,202.94
Payroll Expenses	
Benefits	641.10
Service Contractor	33,389.37
Taxes	1,640.09
Wages	24,220.79
WCB	223.78
Total Payroll Expenses	60,115.13
SAVT Expenses	
Awards	3,051.94
Continuing Education Events	4,246.25
Dues and Subscriptions	442.52

Saskatchewan Association of Veterinary Technologists Inc.

Profit and Loss August 2022 - July 2023

	TOTAL
Executive Networking	
Association Liaising	285.0
Meals	0
Total Association Liaising	516.65
General Liaising	511.61
Meals&Entertainment	25.00
Travel	289.05
Total General Liaising	1,025.6
Total Executive Networking	6
Insurance	1,842.33
Meetings	1,665.00
Mileage Expense	1,266.43
Parking	68.50
Total Meetings	2,999.93
Office	1,511.68
Hardware	1,273.88
Office Rent	7,539.17
Office Supplies	289.80
Software	4,372.53
Storage Rent	2,584.67
Total Office	17,571.73
Postage	213.89
Printing/Photocopying	327.55
Professional Development	2,695.34
Professional Fees	15,488.68
Promotional Expenses	200.00
RVTTTC Membership Dues	13,606.00
Strategic Planning	2,976.46
Website	166.49
Total SAVT Expenses	67,288.62
Depreciation	1,043.78
Total Expenses	\$190,076.77
OTHER INCOME	
Canada Summer Student Grant	3,307.00
Total Other Income	\$3,307.00
PROFIT	\$70,831.69

2022

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

2022

5 Years

Jacquelyn Acaster
Cassandra Daschuk
Nicole Franks
Deanna Gerrard
Lucas Graham
Victoria Haghighi
Kathryn Huber

Natasha Iverson
Jennifer Kostal
Jenna Kratchmer
Calin Larson
Leah Lipp
Samantha Lupien
Lauren McLoughlin

Sarah Moore
Raelynn Myers
Kyla Paton
Shelby Riess
Alexzandria
Schlichemeyer
Mackenzie Shaver

Keslie Somerville
Brittany Strelive
Brooke Thauberger
Brittany Tkachuk
Courtney Walter
Caitlin Yorke

10 Years

Amaya Bowring
Kerri-Ann Brown
Britney Cadrin
Janae Dumont
Rachel Fehderau
Kristi Harms

Janelle Hren
Kylee Lamotte
Tami-Lynn Lehr
Jenna Leibel
Hollie Lemieux
Raylene McDonald

Jessalyn Platten
Shawna Sawatsky
Jamie Siroski
Elizabeth Smyth
Audrey Thorhaug
Natalie Turner

Jenna Villeneuve
Maura Westgard
Stephanie Wiebe
Kimberly Young

15 Years

Kerry Atcheson
Lindsey Buller
Kathy Dueck
Erin Gerwing
Jesse Hansen

Jenna Mathies
Lisa Mayes
Monique McDougall
Erin Norlin
Hui Pan

Suzanne Tiemstra
Amber Viklund
Christine Weal
Leah Wiebe

20

Years

Stephanie Fries
Tamara McLoughlin
Deneille Noble
Patricia Perrin
Jane Rathgeber

Robyn Reynolds
Janelle Todd
Kathleen Vogel
Tanya Weber
Jamie Whitney

25

Years

Darla Cole
Terri Cross
Leah Heasman
Tracey Lemieux
Leanne Malec

Jamie Mamer
Tara Shymko
Carmen Whitehead
Penny Wilson

LONG-TERM SERVICE AWARDS

**30
Years**

Janette Korol
Nadine Morris
Bernice Ruf

**35
Years**

Suzanne Jurgens
Magdalena Kotzer
Peggy Nelles
Charlotte Timoshuk
Patti Wilk

**40
Years**

Maureen Hurley
Louise Popescul

**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

Saskatchewan Association of
Veterinary Technologists
114 - 220 20th Street West
Saskatoon, SK S7M 0W9

saskvet.tech 

Sask Assoc of Vet Technologists 

@saskvettechs 

savt@savt.ca 

@SaskVetTech 

WWW.SAVT.CA