

Registered Veterinary Technologists
and Technicians of Canada

ANNUAL REPORT

2021
2022



MESSAGE

FROM THE EXECUTIVE DIRECTOR AND PRESIDENT

WOW! What a year it has been! As we navigate through the COVID-19 pandemic to our new normal RVTTC has survived and thrived stronger in our mission to Unite, Advance, and Strengthen the Veterinary Technology/ Technician profession across Canada.

Despite the challenges of the past 2-3 years, RVTTC has continued to create and nurture relationships within our national and international veterinary community utilizing various platforms to continue making connections and expanding conversations. The RVTTC has been included as the VOICE representing RVTs/TSACs and their provincial associations in key collaborations on a variety of areas including the critical veterinary workforce discussions. Our volunteer RVTTC representatives continue their amazing work expanding the VOICE of RVTs/TSACs in diverse areas including animal welfare, VTNE review and development, national VT/AHT program accreditation, CVMA Council liaison, and our global veterinary representation.

This past year the RVTTC board of directors has identified and committed to an extensive strategic initiative investing and engaging strategic marketing analysis professionals to research, analyze and add clarity to strengthen RVTTC's role in the veterinary space. We would like to share our appreciation for everyone's patience and support while the RVTTC undertakes this very necessary process during this exceptional and exciting time for our profession. As RVTTC navigates as an industry/trade association our value proposition distinguishes RVTTC:

"For all organizations and stakeholders who want to expand the horizon of career success for RVT's, with a vested interest in elevating the profile, standards and reach of the RVT profession across Canada. The RVTTC is the only national industry association that focuses on harmonizing standards of RVT skills in animal care for public safety, education, and career pathways for all RVTs, no matter where they live, learn or work. "

2021 was an exceptional year for the RVTTC with the release of not one but TWO impactful strategic initiatives, The National Standards of Practice for the RVT profession in Canada and the RVT Career Navigator.

The identification of the necessity to create a Canadian foundation document for the RVT profession to which future activities can develop from led to the creation of the National Scope of Practice which was created and released August 2021 – The National Standards of Practice for the RVT Profession in Canada. The National Standards of Practice can strategically support the advancement of the profession in a few key areas. These key areas, and the objectives of the RVTTC in developing and publishing the National Standards of Practice, include the following: unify, strengthen, and advance the profession, use and/or expand on foundational professional standards and create opportunities for labour mobility.

The RVTTC has created an Evaluation and Audit plan to evaluate the engagement and utilization of this foundation document in key areas. The final strategic partner interview stage will be completed by the end of June 2022 with interviews of key veterinary partners including representation from veterinary regulators, academic leadership from both DVM and VT programs, veterinary technology specialty associations and RVTTC member associations.

The RVT Career Navigator TM – launched December 2021 and has been promoted across many platforms including the Canadian High School Counsellor publication. Information and resources have been shared and offered to all RVTTC members.

To summarize, the RVTTC Board has committed, and invested in the extensive process to prepare and create a meaningful pathway for RVTTC and its member to continue the tremendous growth of our profession. The input of our members is important to us and together we encourage an engaging and collaborative process as we navigate through these unprecedented times in veterinary medicine.

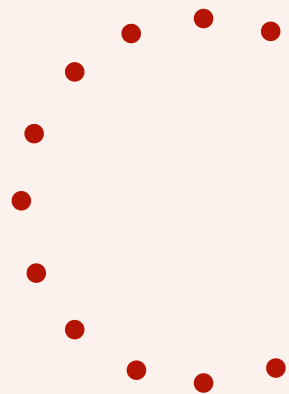
Thank you and all the best to the RVTTC board for a successful year to come.



**HEATHER
SHANNON, RVT**
BOARD PRESIDENT

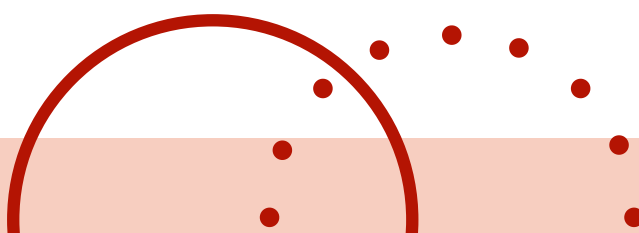
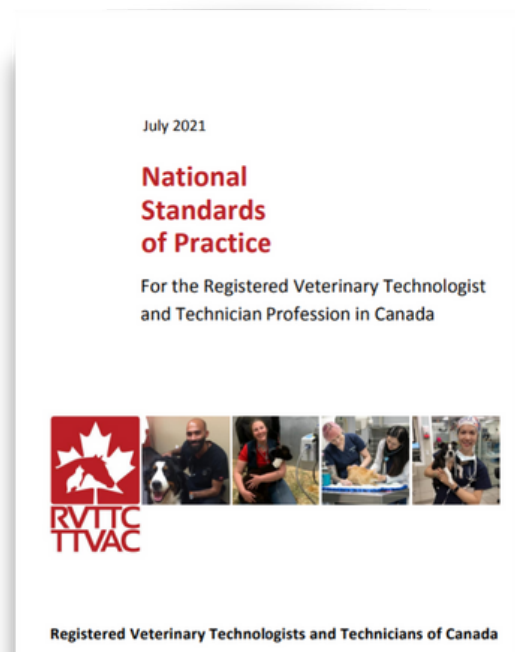


**SHANNON
THOMPSON, RVT**
EXECUTIVE DIRECTOR



PROJECTS & INITIATIVES

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, Doctors of Veterinary Medicine and students, employers and stakeholders in the general public. It is meant to use and share by all as it demonstrates RVTs' knowledge and professionalism, the impact they have on veterinary medicine, and the difference they make to a Doctor of Veterinary Medicine's practice. The National Standards of Practice can be viewed and downloaded under the RVT Profession tab of the rvttcanada.ca website.



Canada



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RVT CAREER NAVIGATOR

In December 2021, the RVT Career Navigator™ was officially launched. It is a bilingual national career planning and advancement website dedicated to Registered Veterinary Technologists/Technicians. 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. Veterinary practice owners and managers can also use the website as a retention tool that will help initiate career discussions with their team and find ways to expand their RVT careers within their veterinary practice. With input from an advisory panel of practitioners, provincial veterinary technician associations and other leaders in the field, the RVTTC aspires to have the career planning and advancement website become a key career tool for the RVT profession, now and into the future of this essential and growing profession. This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.

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RVT Career Navigator™ [Home](#) [Who are RVTs?](#) [Want to become an RVT?](#) [Career paths](#) [Chart your career](#) [Tools & resources](#) [Join a discussion](#) [Mentorship](#)

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DIVERSITY, EQUITY & INCLUSION

- As a member of Vet Med Interconnected, RVTTTC has engaged in the opportunity to collaborate with similar veterinary organizations and dedicated affinity organizations representing our diverse veterinary community to talk about the current and future Diversity, Equity, and Inclusion initiatives.

On November 28, 2021, RVTTTC signed the Gender Identity Bill of Rights for the Veterinary Profession developed by PrideVMC. PrideVMC created the Gender Identity Bill of Rights as part of a focused effort to address how the veterinary profession should conduct itself in regards to gender diversity. The Bill outlines a minimum foundation to identify and eliminate discriminatory practices against transgender, non-binary, and gender non-conforming individuals in the veterinary profession including educational and employment environments. The RVTTTC encourages all veterinary associations, groups and teams to consider supporting this initiative!

A new RVTTTC Diversity, Equity, and Inclusion Task Force plans to begin in 2022 to develop objectives and implement organizational initiatives for RVTTTC members for the inclusion and equity of all members of the veterinary community.

RVT Superpowers Celebrated during 2021 RVT Month

In 2021, it was the fifth year RVTTTC and its member associations dedicated the entire month of October to RVTs who provide crucial services to animals across Canada. Even within the second year of the Covid-19 pandemic, RVTs across Canada spotlighted their profession on social media and through events. 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.



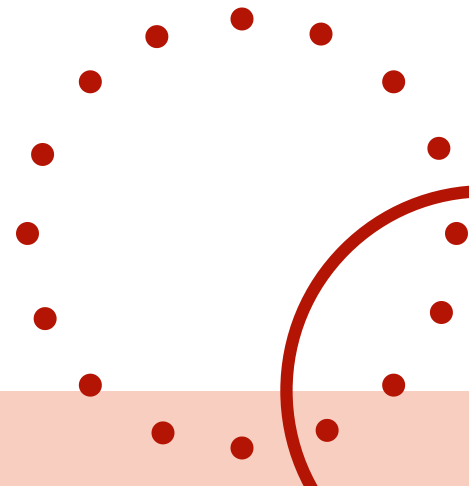
AWARDS & BURSARIES

2022 Canadian RVT of the Year
Sponsored by: Hills Pet Nutrition Canada

RVTTTC names Alyson Howard as
2022 Canadian RVT of the Year

Alyson Howard has been a Registered Veterinary Technician (RVT) for over 17 years. Described by those who work with her as a very kind, calm and patient person, Alyson excels as a leader, with an enduring commitment to her colleagues, patients and their families, and the field of veterinary medicine. Being an RVT was Alyson's lifelong dream. Her passion has motivated her to travel throughout Atlantic Canada, leaving her home in New Brunswick, to respond to critical needs at various hospitals in Newfoundland and Nova Scotia. On one such occasion, Alyson accepted a particularly challenging position at a veterinary hospital in Newfoundland. Buckling under the weight of a massive labour shortage, the hospital was in full crisis mode, with few staff and no management.

Alyson established new policies and processes and developed a skills training program for her team members to foster growth and development. This in turn attracted new talent, whom Alyson quickly recruited and trained in the field. Under Alyson's leadership, the hospital is now thriving. As Alyson's employer, Dr. Lesley Steele noted, "You can feel the change in the culture, walking in the door. The team is happy." Dr. Steele continued, "Alyson deserves an award above anyone due to her sacrifice and total, total commitment to the job."



2022 RVTTTC/TTVAC Student Bursary Nominees

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British Columbia Veterinary Technologist Association

- Amy Baechmann - Winner

Alberta Association of Animal Health Technologists

- Jaelyn Bec - Winner

Saskatchewan Association of Veterinary Technologists

- Ashley Thevenot - Winner

Manitoba Animal Health Technician Association

- Emily Heppner - Winner

Ontario Association of Veterinary Technicians

- Ashley Defreitas - Winner

Association des Techniciens en Santé Animale du Québec

- Isabelle Langlois - Winner

Eastern Veterinary Technician Association

- Jasmine Goguen - Winner

Congratulations to our nominees

- Mariah Putnam
- Myrica Gunn
- Bailey Katerenchuck
- Seryna Egidoio-Cox
- Xydney Alexis Robb



COLLABORATION AND REPORTS

Collaborating with Partners to Enhance RVT Profession

The RVTTC collaborates with the Canadian Veterinary Medical Association (CVMA) annually in planning continuing education sessions and events for the annual CVMA Convention. Due to the Covid-19 pandemic, the 2021 CVMA Convention was a virtual event in Calgary, Alberta from July 22-25, 2022.

RVTTC was part of a collaborative initiative organized by the Canadian Animal Health Institute (CAHI) to help change the narrative between veterinary teams and their industry representatives. CAHI created a four-part video series demonstrating animal health industry representatives are also veterinarians, RVTs and industry experts who have real clinic experience and the business acumen needed to support a clinic's needs. Find more detail on the CAHI website: cahi-icsa.ca/supporting-veterinarians.

RVTTC will continue to extend opportunities for RVTs in advocacy positions, expand member benefit opportunities, and continue to increase the involvement of RVTs in the veterinary community.

Advocating for the RVT Profession across Canada

RVTTC appoints committee representatives to advocate for RVT's across Canada. Having RVTTC representation dispersed throughout Canada, and on various committees, ensures that our members have a voice on important topics affecting the RVT profession both nationally and internationally.

RVTTC Committee Reports

- [American Association of Veterinary State Boards \(AAVSB\)](#)
- CVMA RVTTC Committee Reports
 - [Professional Development Committee \(PDC\)](#)
 - [Council Liaison Annual Report](#)
 - [AHT/VT Program Accreditation Committee \(AHT/VT PAC\)](#)
 - [Animal Welfare Committee \(AWC\)](#)
- [World Small Animal Veterinary Association \(WSAVA\)](#)
- [World Veterinary Association](#)
- [Veterinary Medical Association Executives \(VMAE\)](#)
- [International Veterinary Nurses and Technicians Association \(IVNTA\)](#)

Provincial Association Reports

- Since its inception in 1989, RVTTC has grown to encompass seven provincial veterinary technician/technologists associations and nearly 10,000 individual Registered Veterinary Technicians and Technologists (RVTs). Click links below to read the Provincial Veterinary Technologist/Technician Association reports for 2021-2022. Click on the provincial logo to read their full report.





FINANCIAL REPORTS

UNAUDITED STATEMENT OF FINANCIAL POSITION As of May 31, 2022

	2022	2021
CURRENT ASSETS		
Cash	\$ 266,934	\$ 138,866
Short term investments	\$ 10,116	\$ 93,048
Accounts receivable		\$ 4,480
Prepaid expenses	\$ 8,806	\$ 3,582
	\$ 285,856	\$ 239,976
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 16,101	\$ 27,085
Government remittances payable	\$ 1,176	\$ 2,248
Deferred revenue	\$ 72,999	\$ 68,806
CEBA Loan	\$ 40,000	
	\$ 130,276	\$ 98,139
NET ASSETS		
Internally restricted contingency fund	\$ 2,400	\$ 18,000
Internally restricted Board initiatives	\$ 10,569	
Unrestricted net assets	\$ 121,011	\$ 123,837
	\$ 285,856	\$ 239,976

UNAUDITED STATEMENT OF OPERATIONS For the year ending May 31, 2022

	2022	2021
REVENUE		
Membership dues	\$ 120,476	\$ 109,644
RVT Career Ladder	\$ 74,682	\$ 23,527
Sponsorship and other	\$ 41,592	\$ 38,319
Federal COVID subsidies	\$ 24,316	
	\$ 261,066	\$ 171,490
EXPENDITURE		
Administration	\$ 31,992	\$ 39,042
Strategic initiatives	\$ 21,327	
RVT Career Ladder	\$ 86,418	\$ 23,527
Annual General Meeting	\$ 4,302	\$ 1,586
Bursaries	\$ 3,500	\$ 3,520
Executive Director	\$ 702	\$ 1,748
Marketing	\$ 11,060	\$ 6,760
Payroll expense	\$ 61,693	\$ 55,858
Representation	\$ 12,763	\$ 2,408
Dues	\$ 2,182	
Website	\$ 5,311	\$ 4,511
Cost of goods sold	\$ 30	\$ 509
Miscellaneous	\$ 6,043	\$ 125
	\$ 247,323	\$ 139,594
NET REVENUE (EXPENDITURE) FOR THE YEAR	\$ 13,743	\$ 31,896

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