



**REGISTERED
VETERINARY
TECHNOLOGISTS &
TECHNICIANS
OF CANADA**



ANNUAL REPORT

2023-2024



WELCOME

Message from the President & CEO

In 1989, a powerful vision emerged: to unite Animal Health Technologists (AHTs) across Canada with a common goal—promoting the profession both within the veterinary field and to the general public. This vision aimed to elevate the status of AHTs, ensuring that their vital role in animal care was recognized and appreciated. By bringing together professionals from every corner of the country, this initiative sought to foster better communication and create a stronger, more cohesive community of veterinary professionals.

Today, the vision that inspired the formation of the Canadian Association of Animal Health Technologists and Technicians (CAAHTT) is just as relevant and powerful as it was over three decades ago. It's incredible to see how our profession has evolved since then—from Animal Health Technologists to Registered Veterinary Technicians or Technologists (RVTs).

What began as a supportive role has transformed into a recognized and respected profession within the veterinary field. The journey from being seen as an extra set of hands to becoming an essential member of the veterinary team is a testament to the dedication, expertise, and hard work of RVTs across Canada over the past few decades. As we approach our 35th anniversary in 2024, marking an exciting milestone, we see even more opportunity for the profession in the future.

Yet, like any profession, there are obstacles to overcome in the path forward. There are challenges to overcome and further advancements to be made. The Registered Veterinary Technologists and Technicians of Canada (RVTTC) remains committed to improving our organization, finding new ways to advocate and bring awareness to our profession, and continuing to elevate the standards of veterinary care to benefit all Canadian RVTs.

To navigate these changes effectively, we are committed to fostering a healthy and transparent dialogue and open communication with our members and stakeholders. By addressing these challenges head-on, we are confident that we can outline pathways forward together - to continue to strengthen our profession, support our member Provincial Associations, and work with non-members to contribute positively to the future of veterinary medicine in Canada.

In a constantly changing landscape, RVTTC is dedicated to planting the seeds of growth—not just for our members and the RVTs of today, but for the next generation of RVTs to come. We have witnessed the incredible growth and flourishing of opportunities for RVTs as recognized professionals, and we are eager to be a part of the future, helping to shape the opportunities and successes that lie ahead for registered veterinary technologists and technicians across Canada.



PENNY STEFFEN, RVT
2023-2024 PRESIDENT

CERA YOUNGSON
CEO

2023-2024 RVTTC BOARD OF DIRECTORS

BCVTA	Kalaya Donchi	Carly Chaput
ABVTA	Penny Steffen	Angela Denbow
SAVT	Breanne Barber	Julia Klinger
MVTA	Elizabeth Greber	
OAVT	Kirsti Clarida	Elise Wickett
ATSAQ	Francis Rousseau	Brigitte Couturier
EVTA	Crystal Mercer	Beth MacGillivray
RVTTC Liaison to CVMA Council	Lois Ridgway	
CVMA Council Liaison to RVTTC	Dr. Kirsten Aarbo; Dr. Penny Richards	
Past-President	Cally Merritt	

Note: ABVTA, OAVT and MVTA did not renew membership as of January 1, 2024.



VISION AND MISSION

VISION

A national leader in elevating and expanding the Registered Veterinary Technologist and Technician profession.

MISSION

Uniting, Advancing and Strengthening the Registered Veterinary Technologist and Technician profession across Canada through leadership and advocacy to promote excellence in animal healthcare.

STRATEGIC PLAN

Our 2022-2025 plan is formed around six pillars detailed below:

RVT Supply & Education

Increase the number of successful Veterinary Technician and Technologist (VT) program graduates entering and remaining in the profession across Canada.

- Supporting/engaging with VT programs and educators to provide meaningful connections
- Enrich the VT student and new graduate experience to improve connection with the profession
- Collaborate in efforts to expand supply of RVTs

Data & Information

Build compelling, data-driven reports to advocate for the profession, and influence decisions at provincial and organizational levels.

- Compile existing information and research to improve resiliency of RVT profession.
- Initiate new research to gather and report data to positively affect RVT profession in Canada.

Workforce & Retention

Identify, build awareness of and reduce barriers affecting RVT profession in Canada

- Collaborate on efforts to reduce barriers and expand labour mobility for RVTs interprovincially and internationally
- Advocate for wage increases and other improvements to RVT well-being, mental wellbeing and health, and job satisfaction
- Advocate for effective team utilization (mobilization and delegation of RVTs) to enable all veterinary staff to work at the top of their license)

Professional Resources

Develop foundational professional resources to advance and strengthen the RVT profession and engagement of RVTs in practice/clinic/industry.

- Expand use of National Standards of Practice and revise as necessary
- Develop new Competency Framework / National Scope of Practice
- Evaluate and recommend updates to Essential Skills List
- Maintain and Grow RVT Career Navigator™ career charting tool

Organization & 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.

- Grow into role as Industry/trade association
- Continue to build partnerships and connections to advocate for the profession
- Grow profile to build professional reputation and recognition of RVTTTC in the national and global veterinary community
- Provide value to Provincial Association members
- Grow non-dues revenues
- Explore growing membership and revenues with new membership categories
- Effective Governance and Leadership

Communication

Expanding and improving both internal and external communications to build unity with RVTTTC members and build profile with stakeholders

- Grow profile of RVTs within veterinary industry
- Improve recognition of RVTTTC Branding
- Expanding internal communications to build unity with RVTTTC members
- Grow awareness of RVT profession among the public

Our vision and mission, and 2022-2025 plan were delivered after two years of professional consultations, interviews with Provincial Association members and external stakeholders, and two days of intensive strategic planning sessions. It was corroborated during our first Town Hall meeting in September 2022 and launched in November of 2022 during RVT month.





HIGHLIGHTS

2023-2024 ACHIEVEMENTS

- Annual Planning Meetings and RVTTTC AGM on July 4-5.
- Representing at CVMA Convention in Quebec City.
- Recognizing Vanessa George as the 2023 RVT of the Year
- Presenting RVT Month 2023 with new permanent logo and “Qualities of an RVT” annual theme and new sponsors
- Holding Members’ Town Hall meetings and Special Meeting to communicate openly and address concerns.
- Supporting advocacy representation on AAVSB, AHT/VT PAC, CVMA PDC, CVMA AWC, IVNTA, VMAE.
- Holding first ever Advocacy Roundtable meeting to bring advocates and members together.
- Other participation on AAVSB Mid-Level Practitioner survey Task Force, WSAVA - Vet Nurse/Tech Guidelines, and Canadian Animal Health AMU/AMR Leadership Team
- Holding Change Management Leadership webinars for leadership (directors, advocates, etc.)
- First ever presentation to the CCVR on RVTTTC concerns: effective utilization/delegation; expanding scope/task list; non-credentialed team members; diversity of standards; mental health/burnout.
- Working with CVMA/Workforce Consultant on labour market assessment, international recruitment webinars, and presenting to ESDC and Statistics Canada to address challenges with employment and wage data for RVTs.

ONGOING PRIORITIES

- “State of the Profession” Report - National data project compiling and comparing provincial demographic and regulations
- Leadership Summit Series – continued professional development content and networking for governing leadership
- Governance Initiatives – governance review, training, and evaluating our organization structure and member engagement.
- Workforce projects and collaboration with CVMA
- RVTTTC 35th Anniversary in 2024



RVT MONTH

This year's theme was "Qualities of an RVT!". The theme was chosen to celebrate the incredible people that become RVTs and the qualities that make them incredible animal caretakers. RVTs are passionate, dedicated professionals who possess a unique blend of compassion, expertise, and resilience. They are the unsung heroes of veterinary clinics worldwide and this month is to build celebrate and build awareness of their professional training and their vital role on the veterinary team.

In addition to the annual theme, RVTTTC revealed the new bilingual, visual identity for RVT Month that was created with the support of the RVT Month Steering Committee. "

There were several national events and activities hosted by RVTTTC including the "Empowering RVTs" wellness webinar with Dr. Marie Holowaychuk on October 19 (supported by UBAVET). There were several contests for RVTs to participate in including an Enter-to-Win contest (supported by UBAVET, draws for five x \$100 giftcards every Monday), national photo contest (supported by VetStrategy for \$250 first place prize), and a weekly Word Game contest (new "Wordle" every Tuesday and Thursday).

In addition to these, there were outstanding regional activities hosted by Provincial Veterinary Technician/Technologist associations taking place in October. From public awareness campaigns, to in person and online Continuing Education opportunities, to contests and social media extravaganzas – there were many initiatives to participate in.



All RVTs ARE SKILLED

RVTs develop a wide range of skills through their education and clinical training. They become proficient in performing technical tasks used in daily practice that support veterinarians in diagnosing, treating, and caring for animal patients effectively and compassionately.



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OCTOBER

2023

RVTs are



Word bubble made by user submissions for the "Qualities of an RVT" final activity for RVT Month

CANADIAN RVT OF THE YEAR

Lois Ridgway was named the 2024 recipient of the prestigious Canadian RVT of the Year Award for her exceptional contributions to veterinary medicine and unwavering dedication to the profession.



With a career spanning over four decades, Lois has left an indelible mark on the veterinary community through her leadership, mentorship, and commitment to excellence.

Lois began her career in 1983 at Prairie Diagnostic Services (PDS) in Saskatchewan as a necropsy technologist. Her remarkable expertise and dedication led her to quickly advance to the position of supervisor of the necropsy facility. In 2017, she was promoted to Assistant Manager for Quality Assurance at PDS, where she played a pivotal role in maintaining the highest standards of quality and compliance. Her leadership was instrumental in guiding PDS through rigorous Standards Council of Canada (SCC) ISO 17025 External Audits in 2017, 2019, 2021, and 2023, demonstrating her unwavering commitment to excellence. Her contributions to the field have been recognized with numerous awards.

Lois has also been a crucial figure in advancing the relationship between the SAVT and the Saskatchewan Veterinary Medical Association (SVMA), serving as the SAVT/SVMA Liaison for many years. Her efforts extended to the national level as she held the position of RVTTC Liaison on the Canadian Veterinary Medical Association (CVMA) Council. Her extensive involvement in professional associations underscores her dedication to representing the interests of RVTs at both the provincial and national levels.

Her nominators highlighted her outstanding personal qualities, stating, "Lois is a mentor, an inspiration, and a friend. She deserves this recognition." Lois's exemplary achievements, leadership qualities, and dedication to the RVT profession make her an outstanding recipient for the Canadian RVT of the Year Award. Her impact extends far beyond her workplace, leaving a lasting legacy in the veterinary community and inspiring those around her to strive for excellence.

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**Hills Pet Nutrition
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ADVOCACY & REPRESENTATION

In addition to the Board of Directors, RVTTTC appoints committee representatives to advocate for RVT's across Canada. Having RVTTTC 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.

RVTTTC Committee representatives currently hold positions on national committees such as:

- Kate Cooper, RVT, CPM CVMA Animal Welfare Committee
- Carolyn Cartwright, RVT, VTS (Anesthesia & Analgesia) PDC Committee
- Lisa Langton, BSc, BEd, MEd, DPPE, RVT PDC Committee
- Heather Quilty, RVT CVMA AHT/VT PAC
- Susan Thiessen, RVT CVMA AHT/VT PAC
- Scarlett Wong BSc., RVT, VTS (ECC) AAVSB VT Testing Committee
- Susan Thiessen RVT AAVSB VT Testing Committee
- Lois Ridgway, RVTTTC Representative to CVMA Council CVMA Council
- Cera Youngson, Executive Director/CEO PDC Committee (Operational Support)
- Penny Richards, DVM, CVMA Representative CVMA Council / RVTTTC Board

Our advocates are representing the voice of Canadian RVTs at tables where decisions impacting the profession are being made.

CVMA LIAISON

Canadian Veterinary Medical Association Council



CVMA Council, consisting of representatives from all provinces, veterinary colleges, veterinary students and the RVTTC, met in person on three occasions during this fiscal year to consider CVMA policy decisions, operational plans and budgets.

Three in person Council meetings were held in this fiscal year – in Quebec City, Quebec on July 5, 2023; in Ottawa, ON November 17 - 18, 2023, and also in Ottawa, ON on March 22, 2024, just prior to the Committee Weekend, March 23 – 25, 2024. At each Council meeting, written reports were received from each provincial representative, the veterinary colleges, and the RVTTC. Council undertook discussions to identify trends and critical arising issues across Canada and for which the CVMA could or should take action.

Strategic planning: The 2024 – 2026 Strategic Plan is based upon quantitative research with members, students, non-members collected at the end of 2022; qualitative research through focus groups (early 2023), and the results from a strategic planning workshop held during the Committee Weekend (March 24, 2023) which included all Council members, Committee Chairs, and staff Managers.

Wellness: In addition to its Veterinary Health and Wellness resources located on its website, the CVMA focused on the delivery of two programs:

- Togetherall, provides 24/7 mental health services at no cost to CVMA members.
- “Working Mind” virtual courses for employees and managers. These courses are designed to address and promote mental health and reduce the stigma of mental illness in a workplace setting.

Workforce: CVMA hired a Government Relations firm (Impact Public Affairs) for a 1-year contract to lobby the federal government on the following priorities:

- Work force issues, including the need:
 - For infrastructure funding for the Veterinary Colleges and RVT Programs.
 - To work with IRCC and ESDC in facilitating the expeditious entry of foreign trained veterinary professionals into the workplace.
 - For the NEB and the CCVR to continue work on a joint project to (potentially) establish a limited licensure pathway for international graduates.
 - For ongoing Investment in Mental Health programs for Veterinary professionals.
- Maintaining the availability of critical veterinary drugs in the interest of protecting Public Health and Safety, Animal Health and Welfare, and Food Safety and Security.
- <https://www.canadianveterinarians.net/policy-and-outreach/priority-areas/veterinary-workforce-shortage/>

Advocacy: CVMA continues to:

- Build and strengthen its government relations program, which includes an official Government Relations Strategy. This strategy will be an iterative document that will evolve as CVMA's government relations work progresses. Impact Public Affairs has been retained to lead CVMA on this initiative.
- Collaborate with WCVM's Dean Muir on advocacy meetings to try to secure funding for a National Testing Center.
- Conduct a number of advocacy meetings with Members of Parliament and other government officials. The main tool being used to inform these meetings is the February 2024 version of the CVMA's pre-budget submission that included highlights from the MNP economic impacts of the profession study.
- During its meetings, the CVMA Council regularly invites senior federal government officials to participate in interactive sessions. In 2023 - 2024, Council also met with:
 - Dr. Siddika Mithani, President (CFIA).
 - Mary Jane Ireland, Executive Director (CFIA), Chief Veterinary Officer of Canada, and WOAHA Delegate for Canada.
 - Dr. Manisha Mehrotra, Director General, Veterinary Drugs Directorate (VDD).

Economic Impact Assessment of the Veterinary Profession: CVMA has retained the services of MNP LLP to provide an economic impact assessment of the veterinary profession across Canada to demonstrate the economic importance of the sector. The information contained in the economic impact study will guide the CVMA in its decision-making, in developing public policy, and in its communication and advocacy with government agencies going forward. The final report was released in January 2024. The report –

- Analyzed the:
 - Economic contributions of the veterinary sector, by province, and nationally.
 - Total direct, indirect and induced economic impacts by production animals.
 - Contribution of RVTs to the veterinary industry.
- Indicated that In 2023, in Canada, there were: A total of 14,158 actively practicing veterinarians, 4,830 accredited veterinary practice facilities employing over 48,000 people, and that total revenues generated from veterinary practices was \$9.3 billion.

EN: <https://www.canadianveterinarians.net/about-cvma/latest-news/the-economic-impacts-of-veterinary-medicine-in-canada/>

FR: <https://www.veterinairesauCanada.net/a-propos-de-l-acmv/dernieres-nouvelles/retombees-economiques-de-la-medecine-veterinaire-au-canada/>



Animal Health Week was held October 1 – 7, 2023; the theme was *It Takes a Team*. The CVMA's annual public education campaign highlighted the importance of the veterinary team as a whole in protecting both animal and human health.



Animal Welfare: The CVMA advocates for improvements to Animal Welfare, including through its support for and membership on external animal welfare committees, such as the National Farm Animal Care Council, Canadian Council on Animal Care, and the Canadian Association of Zoos and Aquariums.

National Issues: the CVMA is a leader in identifying, responding and speaking to issues of national importance to the veterinary profession in Canada. The National Issues Committee worked on several Position Statements throughout the fiscal year, including:

The CVMA AGM was held July 6, 2023. During the AGM, Dr. Trevor Lawson, a large animal practitioner from Nova Scotia, was moved into the President Position to serve as the CVMA's 75th President until July 2024. Dr. Tim Arthur, became President-elect, and Dr. Tracy Fisher became Vice-President; the new Executive member was Dr. Kathleen McMillan. Dr. Chris Bell served as immediate Past-President.

Animal Health Technologist/Veterinary Technician Program Accreditation Committee (AHTVTPAC): is responsible for accrediting training programs in Canada. The CVMA maintains a reciprocity agreement with the American Veterinary Medical Association (AVMA) for the mutual recognition of respective accreditation processes. In 2023 - 2024, site visits were conducted at several locations, including Algonquin College, Thompson Rivers University, St. Clair College, Lakeland College, Olds College, and University of Guelph (Ridgetown Campus). Currently, there are 18 accredited programs in Canada. The AHTVTPAC meet virtually on November 10, 2023. One item of particular interest on the Agenda were the results of the Essential Skills Survey. There were 225 responses from RVTs, VT programs, DVMs, and industry - from across Canada. The committee is now evaluating and sorting the survey responses and will provide the official survey results very soon.

On the International scene, the CVMA ensures the voice of Canadian veterinarians circles the globe. Food safety, drug supply, labour mobility, education, standards and global trade are some of the many issues that cross borders and may potentially have an impact on the profession, the scope of practice, or practice standards. CVMA ensures Canadian veterinarians' involvement in these matters and provides national and international leadership in global discussions.

- CVMA is part of the Canadian delegation to the World Organization for Animal Health (WOAH), and represents Canadian veterinarians with the World Veterinary Association (WVA), North American Veterinary Medical Education Consortium, North American Veterinary Leaders (NAVL), PANVET, World Small Animal Veterinary Association (WSAVA), Pet Nutrition Alliance, and the International Veterinary Officers Council.

Submitted by:
Lois Ridgway, RVT

AHTVTPAC

CVMA Animal Health Technologist/Veterinary
Technician Program Accreditation Committee



The CVMA AHT/VT PAC is responsible for evaluating veterinary technology programs on behalf of the CVMA.

Programs seeking accreditation must meet the Standards of Accreditation approved by the CVMA. These standards are intended to ensure that the educational experience provided by the program will produce graduates with the necessary knowledge and skills to be competent veterinary clinical technicians/technologists.

CVMA approval indicates that a program provides a satisfactory level of education and training for animal health technologists and veterinary technicians. Graduates benefit from having their skills recognized and improved job prospects.

The committee reports to the CVMA council and is comprised of six members who can be appointed for a maximum of six years. There are two RVTTTC selected members of this committee, Susan Thiessen RVT and Heather Quilty RVT. This is Susan's first year on the AHT/VT PAC and we welcome her and appreciate her depth of experience as an RVT and educator. The committee welcomed several other new members this year with Drs. Laura Van Helten and Robyn Rodgers joined as committee members and Dr. Penny Richards joined as a CVMA council representative.

Currently, there are eighteen accredited colleges in Canada. There are also two new programs currently seeking accreditation. Both new programs are in the Atlantic region with one in Dartmouth, Nova Scotia at the SPCA College of Animal Welfare and the other at the College of the North Atlantic in St. John's, Newfoundland.

New programs must apply for accreditation before accepting students and using live animals for educational training. The program can then seek an accreditation visit once the first cohort of students has completed half to two-thirds of their prescribed curriculum. At this time provisional accreditation may be granted if the site team is satisfied that the program is making progress towards meeting the accreditation standards. Full accreditation cannot be granted until after graduates have been produced and outcomes have been collected and analyzed including VTNE scores.

For established programs, accreditation site visits occur approximately every five years with two-year extensions granted to programs that have been fully accredited for two consecutive cycles. A significant number of programs were due for their site visits this past year with 6 college site visits completed in 2023. These visits are intensive for both the institution and the site team and take a great deal of work from both sides.

The AHT/VT PAC initiated an essential skill review seeking input from all major stakeholders and their members. The purpose of the evaluation is to ensure that the essential skills that VT students are required to complete are meeting industry expectations and demands. The compilation and evaluation of the review is ongoing and the committee looks forward to providing a further update in the future.

The CVMA AHT/VT PAC meets a minimum of twice a year, this year a virtual meeting was held in November 2023 and an in-person meeting in Ottawa on March 24th and 25th, 2024.

Currently Accredited Veterinary Technology Programs

Algonquin College, Ottawa, ON
College of the North Atlantic, St. John's, NL (Accreditation in process)
Dalhousie University, Truro, NS
Douglas College, New Westminster, BC
Georgian College, Orillia, ON
Lakeland College, Vermilion, AB
Northern Alberta Institute of Technology, Edmonton, AB
Northwestern Polytechnic, Fairview, AB
Northern College, Haileyburg, ON
Nova Scotia SPCA College of Animal Welfare, Dartmouth, NS (Accreditation in process)
Olds College, Olds, AB
Oulton College, Moncton, NB
Red River College, Winnipeg, MB
Saskatchewan Polytechnic College, Saskatoon, SK
St. Clair College, Windsor, ON
St. Lawrence College, Kingston, ON
Seneca College, King City, ON
Thompson Rivers University, Kamloops, BC
University of Guelph – Ridgetown Campus, Ridgetown, ON
Vanier College, St-Laurent, QC

Submitted by:
Heather Quilty, RVT and
Susan Thiessen, RVT

CVMA PDC

Professional Development Committee



The 75th CVMA Convention was held in Quebec City in collaboration with the RVTTTC, on July 6 – 9, 2023 and it attracted over 600 attendees.

The Convention was offered in a hybrid format with registrants having access to live streamed session recordings until December 31, 2023. Over 100 hours of Continuing education were offered in several tracks including business management, companion animal, equine, ruminant, professional wellness, animal welfare, One Health and more.

- The CVMA Summit is an annual forum held during the CVMA Convention where Canadian and international veterinary leaders share information on key issues in veterinary medicine. This signature event occurred July 6, 2023. The Summit title – Evolution of Veterinary Practice in a Disrupted and Demanding World – explored the challenges that continue to impact veterinary medicine.
- The CVMA National Issues Forum featured a diverse panel of personnel representing veterinary practices across Canada and internationally to discuss and showcase how they are adapting and innovating in response to the veterinary workforce shortage.



Lisa Langton & Carolyn Cartwright



CVMA AWC

Animal Welfare Committee



ABOUT THE CVMA AWC

The Canadian Veterinary Medical Association (CVMA) Animal Welfare Committee (AWC) advocates for and promotes animal welfare from the national veterinary perspective to animal related industries, government and public stakeholders; develops relevant evidence-based positions and initiatives focused on animal welfare; and contributes to CVMA responses to national and international animal welfare issues.

The committee is comprised of veterinarians from various disciplines and areas of expertise, as well as ex-officio members from organizations including the Canadian Food Inspection Agency (CFIA), Humane Canada (HC), the Canadian Association of Laboratory Animal Medicine (CALAM), the Canadian Council on Animal Care (CCAC), the Registered Veterinary Technologists and Technicians of Canada (RVTTC), the Ontario Veterinary Medical Association (OVMA) and the Society of British Columbia Veterinarians (SBCV).

The AWC meets quarterly as a full committee including an in-person meeting in March at the CVMA Committee Weekend. Virtual meetings for various Working Groups occur throughout the year.

ANIMAL WELFARE INITIATIVES

The AWC is involved in a number of initiatives advocating on behalf of Canadian veterinarians to influence relevant legislative and policy issues which may threaten animal welfare. Recent examples include:

- 1.Consultation with the Pest Management Regulatory Agency (PMRA): Strychnine was recently banned as a wolf predacide, but the use of compound 1080 continues to be permitted. Comments have been submitted to the PMRA by the CVMA President, AWC Chair and AWC Director.
- 2.Veterinary participation in Public Safety Canada Townhall on Emergency Preparedness: An AWC representative attended the Civilian Response Capacity for Emergency Roundtable, conveying the importance of considering veterinary industry capacity as part of disaster management planning.

RVTs have the opportunity to contribute to the development of position statements by providing feedback through their provincial associations.

Contact your respective provincial association for details on how.

POSITION STATEMENTS

Another initiative undertaken by the AWC is the development of position statements. These statements serve to guide the veterinary profession and to educate the public on the veterinary viewpoint of specific issues.

Recently updated position statements include:

- [Animal Sentience](#) (NEW)
- [Transport of Dogs and Cats](#) (REVISION)
- [Animal Welfare at Auction Markets](#) (NEW)
- Position statements under development or revision include:
 - [Capture and Sourcing of Wild Animals for the Pet Trade](#) (REVISION)
 - [Reporting of Abuse and Neglect by Veterinary Professionals](#) (REVISION)
 - [The Impact of Fireworks \(and other Loud Noises\) on Animals](#) (NEW)
 - [Unaccredited Animal Collections](#) (NEW)
 - [The Transport of Farmed Animals](#) (NEW)
 - [The Welfare of Cull Dairy Cows](#) (REVISION)
 - [Animals in Entertainment and the Arts](#) (REVISION)
 - [Animals in Sport and Competition](#) (REVISION)

OTHER WORK

In addition to position statements, the committee is also integral in developing the [CVMA Codes of Practice](#), which serve as resources for both industry and the general public around species specific best practices. The new [Cattery Code](#) is in the final stages of publication with its release expected by the end of 2024. The [Kennel Code](#) is slated for review once the Cattery Code is published.

The CVMA AWC is also involved with a wide variety of external organizations including the [National Farm Animal Care Council](#), the [Canadian Association of Zoos and Aquariums](#), the [National Companion Animal Coalition](#), the Advisory Board of the [Animal Welfare Judging and Assessment Competition](#) and the National Veterinary Species Group.

RVTs

The inclusion of the Registered Veterinary Technologists and Technicians of Canada on the CVMA AWC emphasises the valuable contribution that RVTs make to animal welfare in their daily work.

All RVTs are encouraged to bring forward welfare related ideas or concerns using the [RVTTTC Contact Us](#) page.

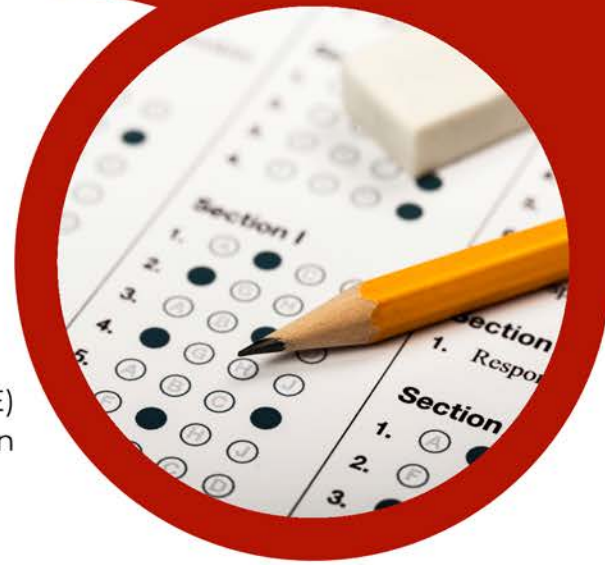
Please include 'Animal Welfare Topic' in the first line of the comments, to ensure your request goes straight to our Animal Welfare Representative, Kate Cooper.

Submitted by:
Kate Cooper

AAVSB-VTNE

American Association of Veterinary State Boards Veterinary Technician National Exam

The Veterinary Technician National Examination (VTNE) is owned and administered by the American Association of the Veterinary State Boards (AAVSB).



The VTNE program is relied on to evaluate entry-level veterinary technicians' competency to practice. The VTNE Committee is responsible for the development and administration of the Veterinary Technician National Examination.. The AAVSB VTNE committee comprises 12 representatives from AAVSB (4), AVTE (2), NAVTA (2), CVTEA (2) and RVTTTC (2). There is a mixture of Veterinary Technicians and Veterinarians, from both large and small animal practice, and education, representing stakeholders from a broad geographical area in both Canada and the US. Committee members are recommended/appointed by the organization they represent and are then approved by the AAVSB board of directors. The Committee recommends two three-year terms for members with the option to recommend appointment to a third term when necessary. The RVTTTC's Eastern representative's 2nd term expires in Dec. 2026 and the Western representative's 2nd term expires in Dec. 2024. All expenses incurred by the committee members are paid by the AAVSB.

RVTTTC members on the VTNE committee serve as advocates of the VTNE with veterinary licensing boards, regulatory agencies, veterinary technician associations, veterinary technician schools, and the general public. They provide subject matter expertise while maintaining current standards of the veterinary technician profession in the continued development of the exam, as well as participating in annual item writing/reviewing and test construction workshops, and remote item writing and approval drives. The RVTTTC representatives also ensure that the questions on the VTNE are relevant and applicable in both the US and Canada (pounds/kilograms, drug names and classifications, regulations etc.). As well as fulfilling the responsibilities listed above, Susan sits on the reference textbook sub-committee, which reviews and recommends the textbooks that are used as references in the VTNE exam development and as study guides for candidates and Scarlett sits on the abbreviations sub-committee which reviews and recommends standardized abbreviations which may be used in the exam. Exam candidates have access to the list of abbreviations and recommended books on the AAVSB VTNE website.

Highlights/activities of the VTNE Committee over the past year

The VTNE Committee met virtually quarterly, and had two in-person meetings in 2023, one in June and one in September, during the AAVSB Annual Meeting in Kansas City, Missouri.

A VTNE Job Analysis study was launched by AAVSB in 2022. This resulted in adding a 10th Domain on Communication which came into effect for the November/December 2023 administration window.

Overall, 9,221 candidates took the exam in 2023 compared to 8,722 candidates in 2022. The following chart shows the number of Canadian Candidates who wrote the exam over the last 7 years (note: the chart doesn't have the full 2023 year, just the one window):

State/Province	VTNAA18 (Mar/Apr 2023)	VTNAA19 (Mar/Apr 2023)	Total (Mar/Apr 2023)	Total 2021- 2022	Total 2020- 2021	Total 2019- 2020	Total 2018- 2019	Total 2017- 2018	Total 2016- 2017	Total 2015- 2016
Alberta	16	27	43	232	174	155	153	136	144	159
British Columbia	12	8	20	93	77	80	70	69	74	72
Manitoba	1	0	1	27	30	25	30	27	30	33
New Brunswick	0	2	2	49	55	28	33	33	36	1
Newfoundland	0	1	1	2	13	6	3	5	5	3
Nova scotia	4	3	7	41	48	32	45	54	64	75
Ontario	28	39	67	366	365	374	402	437	396	378
Quebec	2	4	6	25	64	12	12	8	15	15
Prince Edward Island	1	0	1	6	6	8	6	4	8	2
Saskatchewan	3	3	6	47	58	40	29	45	43	29
Sub-total Canadian Provinces	67	87	154	888	890	761	783	818	815	767

In Canada, the VMA's of Alberta, Manitoba, New Brunswick, Nova Scotia, Quebec and Saskatchewan are AAVSB Member Boards who regulate veterinary technicians and administer the VTNE. The OAVT, is a provincial veterinary technician association, that self regulates veterinary technicians. Newfoundland, Labrador and Prince Edward use the VTNE through the EVTA membership. The BCVTA uses the VTNE in British Columbia.

Submitted by:
Scarlett Wong & Susan Thiessen



PROVINCIAL ASSOCIATION REPORTS

**BRITISH COLUMBIA VETERINARY
TECHNOLOGISTS ASSOCIATION (BCVTA)**

[WWW.BCVTA.COM](http://www.bcvta.com)



**SASKATCHEWAN ASSOCIATION OF
VETERINARY TECHNOLOGISTS (SAVT)**

[WWW.SAVT.CA](http://www.savt.ca)



**ASSOCIATION DES TECHNICIENS EN SANTE
ANIMALE DU QUEBEC (ATSAQ)**

[WWW.ATSAQ.ORG](http://www.atsaq.org)



**EASTERN VETERINARY TECHNICIANS
ASSOCIATION (EVTA)**

[WWW.EVTA.CA](http://www.evta.ca)



Read on for highlights from our member Provincial Associations. Click their logos to visit their websites.

BCVTA

British Columbia Veterinary
Technologists Association

Another exciting and productive year has passed for the BCVTA! The BCVTA currently has 1,440 active members: 42 Non-Practicing, 1225 RVTs, 33 Non-Resident Members, 11 Retired, and 130 Students!



The British Columbia Veterinary Technologists Association (BCVTA) is still working alongside the College of Veterinarians of BC (CVBC) to pursue regulation of RVTs in BC. The CVBC has been very supportive as we work towards our goals and navigate new territory for both parties.



Last fall, for RVT Month, BCVTA launched an incredibly successful social media campaign regarding the importance of registered veterinary technologists. Titled "Vitality Important", the campaign reached over 75,000 views on social media platforms, with the addition of articles in The Vancouver Province newspaper and West Coast Veterinarian Magazine. The campaign, headed by Executive Director, Amber Gregg and Sticks Marketing included posters, t-shirts, colouring pages, and social media templates for RVTs and veterinary clinics to utilize. This campaign continues to be featured on our social media pages with a series of posts highlighting the many areas of veterinary medicine that RVTs are vitally important too.

In May 2024, BCVTA hosted their annual conference and AGM. As of last year, the Conference Planning Committee and BCVTA board decided to move the annual spring conference from April to May and increase the CE credits available by adding a third day of lectures. The association aims to increase attendance at this event and continue to grow participation. A new project for this upcoming fall/winter, is online CE sessions for members to join virtually spread throughout the months. The Board and staff have elected to offer CE courses spread throughout the fall and winter months, in place of a one day fall conference. It has been a very exciting time for CE, and input from the members has been a wonderful addition when choosing presentations and learning opportunities to offer. These sessions will be open to all RVTs regardless of location.

The board has been incredibly pleased with the outcome of our 2024 Wage and Compensation survey. We received results from 784 RVT's across the province, a 53% response!

The survey outlined topics such as quality of life as an RVT, job satisfaction, wage averages across the province, as well as workplace diversity, equity and inclusion. The results were used to create reports for both RVTs and employers and will be used to guide the next strategic planning session.

The board of directors has grown in size this year as we have added two new directors, Ashley Bourdeau and Kayla Anglos. Ashley has been an RVT for 10 years, and has been an Assistant Teaching Professor at Thompson Rivers University (TRU) since 2019. Kayla is also a teaching professor at TRU who has a passion for animal welfare, having completed her Registered Laboratory Animal Technician and Animal Biosafety Level 3 certificates. We have also had some of our directors change roles and are very excited to have these members take on their new titles. Kayla has stepped into the Treasurer position, and Emily Carefoot is now taking on the role of Secretary. Leanne Hillis-Schmidt is now a director, stepping down from the Treasurer position, and Kim Holbrow has moved from Secretary to the Student Liaison role.

The board cannot wait to see what another year will bring to the BCVTA!

Submitted by:

Gabrielle Beer, President

Marina John, Vice-President

Kayla Anglos, Treasurer

Emily Carefoot, Secretary

Kalaya Donchi, RVTTC BC Representative

Carly Chaput, RVTTC BC Representative

Amanda Barker, CVBC Liaison

Kim Holbrow, Student Liaison

Leanne Hillis-Schmidt, Director

Ashley Bourdeau, Director

Amber Gregg, RVT - Executive Director



SAVT

Saskatchewan Association of
Veterinary Technologists

The Saskatchewan Association of Veterinary Technologists (SAVT) is celebrating our 40th anniversary in 2024.

This November, we are holding our annual conference at TCU Place in Saskatoon. We have multiple different CE tracks for all interests. There

are also plans for Sunday wet labs to make a return at WCVM this year to give attendees hands on opportunities to earn CE and develop their skills.

On June 9th, SAVT's Rural Engagement Committee helped to plan and host an in-person CE event focused on rural/large animal medicine. 15 attendees were present for the session which included hands on labs with bovine handling, as well as learning about scouring calves. We got great feedback from the members that attended, as well as received good ideas for more events like this moving forward.

The SAVT Scope of Practice Task Force has continued their hard work this year to develop and refine a document to help empower Saskatchewan RVTS to work at the top of their license. The tasks force has brought their document to be viewed by both the SVMA council, as well as the CVO to hear their opinions, and we have been provided with valuable feedback.

SAVT continues to work with and SVMA to resolidify our relationship with ideas and discussion coming from both boards. Joint meetings have provided insight to both boards as to what the relationship looks like going forward, as well as the goals for veterinary medicine in Saskatchewan as a whole. Our president-elect sits on SVMA council and helps provide both boards with comprehensive updates as to what both are working on currently and how we can better work with one another.

SAVT is currently going through a transition period with our last Executive Director moving on in their career. Currently, SAVT is working with a management company to help provide ED support to the association to help us keep moving forward and doing the best work we can for our provincial members during the transition.



SAVT



**SASKATCHEWAN
ASSOCIATION**
of Veterinary Technologists

In January 2024, our board met for an in-person retreat to begin our strategic planning for the year moving forward. We as a board are committed to promoting and advancing the RVT profession and showing that RVTs are both irreplaceable and highly valuable. We want to see our members working at the top of their license to provide the best care we can to all our patients. We have aligned our strategic goals with these statements in mind and will continue to work towards a better and brighter future for RVT's in Saskatchewan.

SAVT has many committees including governance, a joint mental health and wellness committee with SVMA, rural engagement, VTS and student mentorship, and RVT scope of practice task force to name a few. All of our committees are working hard and meeting regularly to continue their work in specific areas to help provide support and education to our members.

Jennifer Ford was named the 2023 RVT of the Year Award winner. Her nominator shared: "She is the hardest-working tech I've ever worked with and known. This RVT has the most infectious personality and sense of humor. She truly deserves recognition, especially for this past year. She never complains, and even when she is exhausted, she still goes above and beyond, giving 110%. This RVT is a leader. There is not another person more deserving than this individual to receive the RVT of the Year Award."

SAVT is planning to distribute another survey for our members that includes information regarding wage, workplace, retention, and education among other topics. This will provide valuable insight into our membership and how RVT's in Saskatchewan work.



Submitted by:
Breanne Barber, RVT
Julia Klinger, RVT

ATSAQ

Association des techniciens en santé animale
du Québec



President's Message

This year marked a period of renewal and dynamism for the Association of Animal Health Technicians of Quebec. With 1,300 members, including 450 certified animal health technicians, our association continued to play a key role in supporting and recognizing our profession across the province. This annual report reflects the efforts made to strengthen our community, support professional development, and promote the well-being of animal health technicians.

1. National Animal Health Technicians Week (SNTSA)

The National Animal Health Technicians Week was one of the highlights of the year. The event was rich in activities, including in-person Trivia nights in Montreal and Quebec, engaging contests, and a series of webinars designed for animal health technicians. Thanks to extensive media coverage on social networks, we reached over 17,000 people, thus enhancing the visibility and recognition of our profession.

2. Recognition Awards Gala

The SNTSA concluded with the return of the Recognition Awards Gala, the first edition since the pandemic. This event was a resounding success, bringing together over 300 participants to celebrate the outstanding achievements of our members. The gala not only provided an opportunity to acknowledge the remarkable work of animal health technicians but also strengthened bonds within our professional community.

3. Annual General Assembly

Our annual general assembly, held in a virtual format, was a valuable opportunity to engage with our members. This format allowed for broader participation, fostering constructive dialogue on the issues and priorities of our association. The discussions highlighted the importance of continuing to advocate for the interests of animal health technicians at all levels.

4. Partnership with Cornac

ATSAQ initiated a strategic partnership with Cornac, a team of experts in social work in veterinary settings. This partnership led to a series of virtual workshops focused on psychological well-being, a crucial topic for our profession. These workshops were well-received, and we plan to renew this initiative in the coming year with discussion events, conferences, and additional workshops.

5. Demographic Survey

In spring 2024, ATSAQ launched a demographic survey among animal health technicians in Quebec. The results of this survey are currently being analyzed, and we plan to publish a detailed report by the end of the year. This report will provide valuable insights into the composition and needs of our profession, guiding our future initiatives.



Association
des Techniciens
en Santé Animale
du Québec

6. Collaboration with the Order of Veterinarians of Quebec

ATSAQ has strengthened its collaboration with the Order of Veterinarians of Quebec (OMVQ). Our regular meetings have allowed us to stay informed of the Order's activities and to contribute to discussions on issues affecting animal health technicians. This strategic partnership is essential to ensure our voices are heard in decisions impacting our profession.

7. Participation in Committees and Working Groups

ATSAQ has been active on several committees and working groups affecting our professional sector, including the Global Health Roundtable for Animal Health Professionals, the Committee on Recruitment and Retention of Veterinary Services in Large Animal Practice, and the Committee for Companion Animals. Our participation in these bodies allows us to advocate for the interests of animal health technicians and contribute to the sustainable development of our profession.

8. Collaboration with AMVPQ and AMVQ

We also continued to work closely with the Association of Veterinary Practitioners of Quebec (AMVPQ) and the Association of Veterinarians of Quebec in Small Animal Practice (AMVQ). These collaborations have been fruitful and have led to the development of joint projects aimed at improving veterinary practice in Quebec.

9. Online Practice Test Service for ENTSA

In 2023, ATSAQ launched a French-language online practice test service for the National Exam for Animal Health Technicians (ENTSA). This service aims to facilitate the preparation of future certified technicians by providing them with tailored resources and personalized support to succeed in their exams.

10. Annual College and CEGEP Tour

Our traditional tour of colleges and CEGEPs offering the Animal Health Technology program was another success this year. We met with nearly a thousand students across the province, sharing our passion for the profession and supporting the next generation of animal health technicians.

Conclusion

The year 2023-2024 has been a period of growth and strengthening for ATSAQ. We have accomplished numerous projects, strengthened our partnerships, and continued to support our members with initiatives focused on professional development and well-being. We are determined to continue this momentum in the years to come, ensuring that animal health technicians in Quebec receive the recognition and support they deserve.

Submitted by:

Francis Rousseau, RVT

Brigitte Couturier, TSAC, VTS (ECC)



Photo: Productions Vince

EVTA Eastern Veterinary Technician's Association

As we reflect on the past year, it's evident that the EVTA has continued to grow and evolve, reinforcing our commitment to excellence in veterinary technology. This year has presented both challenges and opportunities, with our organization making significant strides in education, professional development, and advocacy for veterinary technicians.



We have achieved remarkable milestones, and our association has been at the forefront of advocating for the recognition of the vital role that veterinary technicians play in the broader field of animal health. In this annual report, we are proud to highlight the collective efforts that have driven our success. Each initiative and milestone has contributed to our common goal of advancing the veterinary technology profession.

Operations Update

The EVTA announced at the end of 2023 that our long time Executive Director, Beverly MacDonald would be retiring from her role, we cannot thank her enough for her years of dedication to our organization. As of January 2024, the board of directors has enlisted the skillset of Redstone Agency - an association management company - to handle our day to day affairs.

Board Updates

We are pleased to welcome the following new board members: Patsy Osmond (NB), Kate MacEachern (PEI), and Lauren Ings MacDonald (NS). We also extend our heartfelt thanks to outgoing board member Lindsay Ramsay for her time and service.

RVTTTC representatives for the EVTA, Crystal Mercer (NL) and Beth MacGillivray (NS), have made us proud. Beth was recently announced as the new Financial Officer for the RVTTTC.

2023/2024 Awards

We are excited to announce the RVT Technicians of the Year for each province:

- Nova Scotia: Kim Irvine, RVT
- New Brunswick: Sophie Beaudin, RVT
- Newfoundland & Labrador: Delaney Barnes, RVT
- Prince Edward Island: Jennifer MacEachern, RVT

Beverly McDonald has been honoured as the first recipient of the MacIntosh Excellence Award, celebrating her dedication to the growth of Veterinary Technology as a profession



Membership Growth

The EVTA has experienced growth in membership this year, growing from 764 to 923. With the addition of the veterinary technician school in Newfoundland, we anticipate continued increases in membership:

- Nova Scotia: 470
- New Brunswick: 329
- Prince Edward Island: 65
- Newfoundland & Labrador: 59



Strategic Planning

All board members gathered in Truro, NS, for our annual strategic planning meeting this past June. We have decided to continue advancing the initiatives set forth last year and tailor them to better serve our members.

Sponsorship

We are grateful to our sponsors who supported our events this year. Thank you to: Eickemeyer, Royal Canin, Trupanion, Purina. We look forward to building on this support in future events.

Events

Our annual meetings took place in each of our four provinces. Highlights include:

- At the APVC, we held a well-attended social and board meeting on Friday evening.
- In PEI, we hosted a CE and social event in June featuring Barbara Degg, Behavior Specialist, and Dr. Charlie Pye, Dermatologist.
- New Brunswick and Nova Scotia conferences are scheduled for the fall; details will be announced soon.
- NL Vet Con in November in Newfoundland features a stellar lineup, including Tasha McNerney, Rob Marr, Dr. Howard Seim, Dr. Mike Lappin, and Dr. Shawn McKenna.

Legislation

The EVTA has been working to strengthen relationships with VMAs across our four Atlantic provinces. Newfoundland and PEI are in the process of including Veterinary Technicians in their registrar with ongoing discussions with veterinary governing boards. We are also engaging with VMAs across Canada to identify improvements and potential implementations for Atlantic Canada.

Submitted by:

Crystal Mercer, RVT

Beth MacGillivray, RVT



BY THE NUMBERS

Communications

Over the past year, our communications efforts on social media have achieved significant growth and engagement across all platforms.

We focused on creating dynamic and relevant content tailored to our diverse audience, resulting in a substantial increase in follower count. Overall, our social media initiatives and website content have strengthened our brand visibility and fostered a more connected and engaged community

Finances

In response to a reduction in membership, RVTTTC expenses and travel were reduced in 2023-2024.



5,272
FOLLOWERS

+12%
INCREASE IN
FOLLOWERS



1,614
FOLLOWERS

+6%
INCREASE IN
FOLLOWERS



757
FOLLOWERS

+21%
INCREASE IN
FOLLOWERS



WEBSITE STATISTICS
WWW.RVTTTCANADA.CA

26,031
WEBSITE VISITORS

68,898
PAGE VIEWS

145,000 organic search impressions
"Become an RVT"

RVT Career Navigator™



WEBSITE STATISTICS
RVTCAREERNAVIGATOR.CA

6,514
WEBSITE VISITORS

13,989
PAGE VIEWS

613
REGISTERED USERS

+16%
INCREASE IN UNIQUE
VISITORS

Registered Users Doubled in 2024!

STATEMENT OF FINANCIAL POSITION

	2024	2023
CURRENT ASSETS		
Cash	\$ 38,409	\$ 49,577
Short term investments (note 2)	70,909	86,044
Accounts receivable	13,133	17,254
Prepaid expenses	5,968	11,059
	\$ 128,419	\$ 163,934
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 7,694	\$ 6,462
Government remittances payable	1,851	3,089
Deferred revenue (note 3)	31,389	48,842
	40,934	58,393
NET ASSETS		
Internally restricted contingency fund (note 4)	24,000	24,000
Internally restricted Board initiatives (note 4)	2,902	2,902
Unrestricted net assets	60,583	78,639
	\$ 128,419	\$ 163,934

STATEMENT OF OPERATIONS

	2024	2023
REVENUE		
Membership dues	\$ 104,368	\$ 124,531
RVT Career Ladder	-	19,306
Sponsorship	5,000	4,300
Advertising	16,760	29,994
Other	8,598	5,954
	134,726	184,085
EXPENDITURE		
Administration	15,009	33,846
Strategic Initiatives (note 4)	-	7,667
RVT Career Ladder	-	7,585
Annual meeting and Board	33,671	34,075
Awards and bursaries	2,697	3,912
Executive Director	424	2,023
Marketing	8,489	43,915
Payroll	76,192	78,612
Representation travel	11,180	17,972
Dues	1,841	668
Website	3,279	3,631
Miscellaneous	-	218
	152,782	234,124
NET REVENUE (EXPENDITURE) FOR THE YEAR	\$ (18,056)	\$ (50,039)

For the year ended May 31, 2024



**RVTTT
TTVAC**



THANK YOU

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