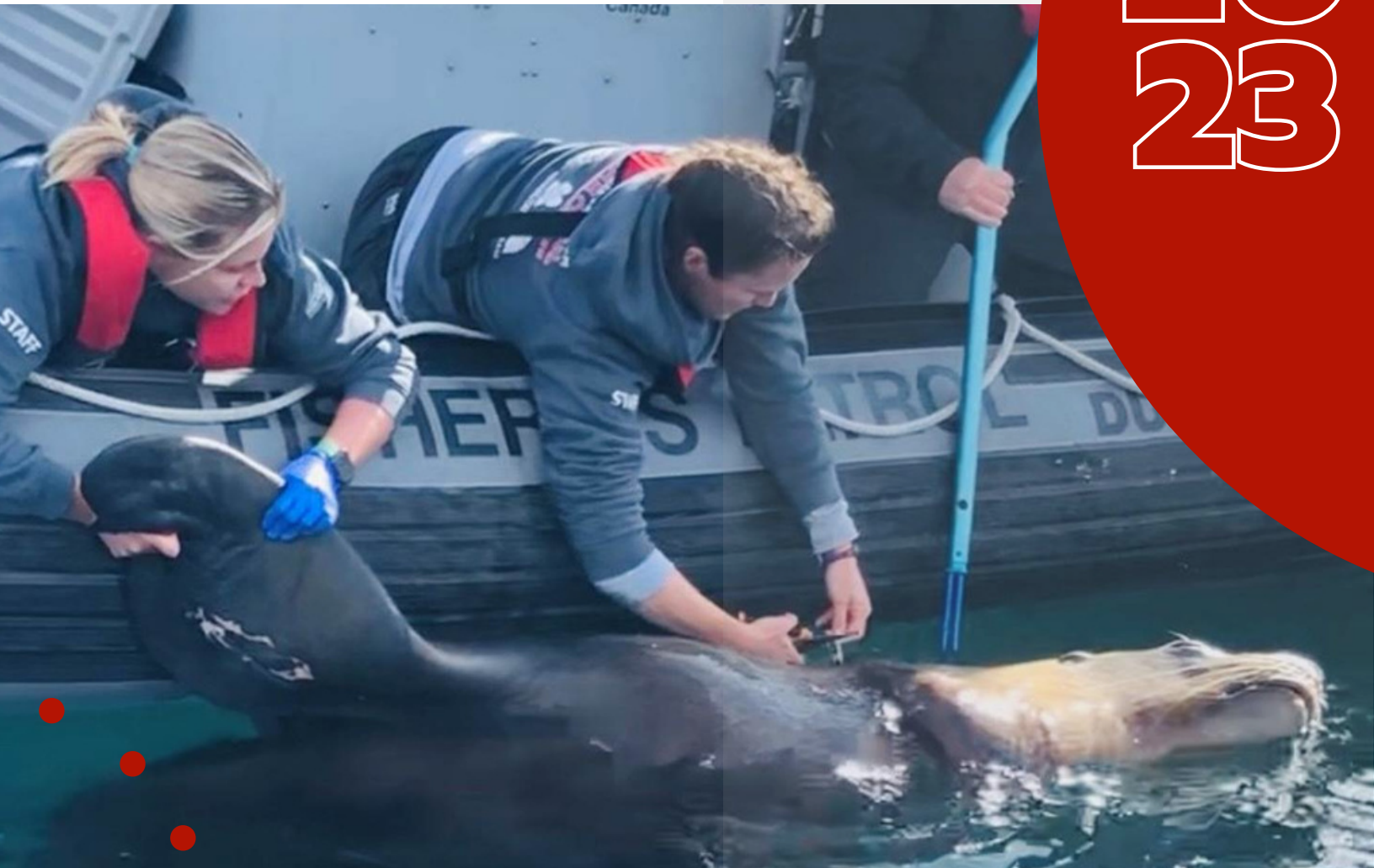




ANNUAL REPORT

20
23



- Registered Veterinary Technologists and Technicians of Canada

MESSAGE

FROM THE EXECUTIVE DIRECTOR AND PRESIDENT

We have successfully concluded our first full fiscal year since the pandemic, and what a year it has been. We were finally able to get back to in-person meetings and embrace our friends at annual conferences.

The RVTTC said a fond farewell to Shannon Thompson, who retired in 2022. In August, we welcomed our new and full time Executive Director, Cera Youngson, to the RVTTC family. Cera has brought her knowledge, expertise and enthusiasm from her non-profit background and quickly immersed herself in the exciting world of RVTs.

By supporting our members, and becoming a valuable resource to bind the veterinary technology profession, we hope to facilitate positive change for RVTs across Canada. It is our firm belief that when RVTs, RVT Associations, and Veterinary Associations work together to improve the animal health care team, we ultimately elevate the lives of the patients we care for thus improving animal welfare on a national level.

In our pursuit to advance the RVT profession the RVTTC developed new mission and vision statements for 2022 as well as developed a new strategic plan. The RVTTC Board is excited for the new connections that are being developed and opportunities to be included at new national tables have occurred. For the first time the RVTTC has been invited to attend the annual in-person CCVR meeting during the CVMA Convention to not only extend greetings but to speak to concerns on behalf of our members. As we foster this relationship with the Canadian Council of Veterinary Registrars, the hope is to continue to have this level of communication and collaboration on topics that affect the lives RVTs across the country.

The RVTTC also was invited by the AAVSB to participate in the development of a pilot survey on the topic of delegation of tasks to members of the veterinary team. The RVTTC has continued to be a part of and provide feedback on the CVMA Workforce discussions and CVMA National Issues position statements on behalf of our members.



There were also many things to celebrate this past year. National RVT Month, under the "Power Your Own Career" theme was a success with many contests and activities being provided at no charge to registrants. The RVTTC Career Navigator™ was introduced into the curriculum for some VT students in British Columbia to help graduates negotiate the steps and map out their future careers. We also received two awards; the CSAE Award of Distinction-Excellence and the VMAE Best in Business Award for the RVTTC Career Navigator™.

The RVTTC is committed to improving our relationships with our members and implemented new methods of communication. We held a Presidents' Council Meeting and began to host Town Hall meetings to discuss and collect feedback on new initiatives.

The development of the 2023 RVTTC Strategic Plan aims to provide more clarity on the role of the RVTTC and focuses on serving our members, the Provincial Associations, to support them in their endeavours for the individual RVTs across Canada. We spent time carefully evaluating our PA membership fees this year, and also made mid-year adjustments to trim our projected deficit by half.

It's development was a large undertaking as the RVTTC has gone through a period of transition and transformation, shifting to the role of a trade association. We are working to expand from promoting the profession to providing support for the PA's and working on initiatives that benefit the profession as a whole. With the constant change being experienced in veterinary medicine today, the united voice provided by the RVTTC ensures that RVTs are heard and represented on a national level regarding matters that affect their career.

It has been my pleasure to be a part of this group of passionate and like-minded RVTs from across the country. I can't wait to see what exciting initiatives are to come next!

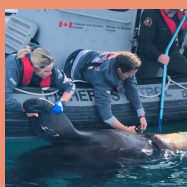


CALLY MERRITT
RVT, CEMT
BOARD CHAIR



CERA
YOUNGSON
CEO / EXECUTIVE DIRECTOR

This report covers the period from June 1, 2022 - May 31, 2023



ON THE COVER
RVT MONTH PHOTO CONTEST
WINNING ENTRY
"RVTS IN ACTION"
SUBMITTED BY EMILY J.

Emily and her colleague, Lindsay (pictured) are members of the Vancouver Aquarium Marine Mammal Rescue Centre's Sea Lion Disentanglement Team, a small specialized team that go into the field and sedate sea lions who have been entangled in ocean debris.

In this photo, they are restraining a 300 kg, sedated, Steller sea lion while removing the entanglement. She shared "It was honestly the best day of my 23 year career as an RVT."

2022-2023 BOARD OF DIRECTORS

The RVTTTC Board of Directors is made up of two representatives put forward by each Provincial Association Member, as well as a liaison to and a liaison from the CVMA Council.

BCVTA

ABVTA

SAVT

MVTA

OAVT

ATSAQ

EVTA

RVTTTC Liaison to CVMA Council

CVMA Council Liaison to RVTTTC

Past-President

Tinille McKenzie-Wyatt

Kate Simon

Breanne Barber

Elizabeth Greber

Cally Merritt

Francis Rousseau

Christine Masson

Lois Ridgway

Dr. Kirsten Aarbo

Heather Shannon

Kalaya Donchi

Penny Steffen

Lorraine Serhienko

Hailey Farkas

Brigitte Couturier

Heather Trimm

SIGNIFICANT PROJECTS, UPDATES AND INITIATIVES

2022-2023 Highlights at a Glance

- Farewell to Shannon Thompson and welcomed Cera Youngson as Executive Director
- Development and launch of the 2022-2025 Strategic Plan, and a new mission and vision.
- Completion of OMLP Grant-funded project: the development, launch and marketing of RVT Career Navigator
- Earning two prestigious industry awards for RVT Career Navigator
- Hosting the sixth annual RVT Month with "Power Your Career" theme
- Launch of Town Hall Meetings as a medium to communicate and collaborate with our Provincial Association Members



After eight years, Shannon Thompson (Brownrigg) retired from her role as Executive Director in summer 2022. RVTTTC thanks Shannon for her dedication and advancement of the organization.

Development of New 2022-2025 Strategic Plan

RVTTC – Readies itself for next three years with new mission, vision and strategic plan

In November 2022 RVTTC's Board of Directors released their Strategic Plan to outline the organization's direction and priorities as a national trade association. The plan was delivered after two years of consultations, interviews with Provincial Associations and external stakeholders, and two days of intensive strategic planning sessions, in collaboration with Provincial Association members.

This plan will guide RVTTC over the next three years, as a national leader in elevating and expanding the Registered Veterinary Technologist and Technician profession and representing Canadian RVT voice.

The newly released Strategic Plan is built upon new foundational statements and the following six pillars:

- RVT Supply:
- Data and Information:
- Workforce:
- Professional Resources:
- Organization and Association:
- Communication:

In addition to the strategic plan, the Board also released an enhanced mission and vision that will guide RVTTC within its mandate. They include:

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.

"RVTTC will always focus on the needs of its provincial associations and support and unite them in their efforts to benefit their RVT members," said Board president, Cally Merritt, RVT, CEMT. "We will continue to extend opportunities for RVTs with our advocacy voice, expand member benefit opportunities, build new partnerships, and continue to increase and amplify the voice of our 10,000 RVTs in the veterinary community."

The Board of Directors appreciated all members and stakeholders who participated in the development of the new strategic plan, and looks forward to the continuation of its implementation over the next three years.



2022-2025 STRATEGIC PLAN

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.

STRATEGIC PLAN:

Our 2022-2025 plan is formed around these pillars.



RVT Supply

RVT Supply:

Increase the number of successful veterinary technicians/technologists (VT) program graduates entering the profession across Canada.



Data & Information

Data and Information:

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



Workforce

Workforce:

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



Professional Resources

Professional Resources:

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



Organization & Association

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

Communication:

Expanding and improving internal and external communication to build unity with RVTTT members and build profile with stakeholders.

RVT CAREER NAVIGATOR™

RVTTC has completed a two-year project to create a national, bilingual resource for the profession

RVTTC applied for and was selected to receive grant-funding to develop a Career Ladder website that would be a central resource for the Registered Veterinary Technologist & Technician profession in Canada. RVTTC was awarded \$120,660.00 in grant funding and additional in-kind stakeholder contributions of \$26,000.00 for a total project budget of \$146,660.00. Development included input from an advisory panel of practitioners, provincial veterinary technician associations and other leaders in the field. More than 100 RVTs were involved in the development of the project.

The finished result is the RVT Career Navigator™ - an innovative, bilingual national career planning and advancement website 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 Registered Veterinary Technologists and Technicians of Canada (RVTTC) launched the RVT Career Navigator™ in December 2021. In January 2023, RVTTC successfully completed all reporting and deliverables for this grant-funded major project.

The RVT Career Navigator™ provides content for prospective and experienced RVTs to investigate, explore and create their own career pathway based on their skills, experience, education, interests and professional goals.

Since its launch in December, 2021, 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.



RVTTC TTVAC **RVT Career Navigator™**

Explore our bilingual and interactive website for the RVT profession.

- Program Information
- Mentorship and Discussion Groups
- Specializations and Certifications
- Job Posting Board
- Chart Your Career Interactive Tool
- Licensing and Regulatory Links
- "Day in the Life" Video Interviews

WWW.RVTCAREERNAVIGATOR.CA

The RVT Career Navigator is an Employment Ontario project funded in part by the Government of Canada and Government of Ontario.

Canada **EMPLOYMENT ONTARIO** **Ontario**

The RVT Career Navigator was an Employment Ontario project funded in part by the Government of Canada and the Government of Ontario.

RVT Career Navigator™ was awarded, not one but, two prestigious industry awards: 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 2022 Awards of Distinction Program.

The RVT Career Navigator™ has many applications:

- help guide those interested in a career as an RVT to choose their program and understand pathways available to them.
- be used as a tool for educators to support current students in planning for their future.
- help current RVTs make a change or advance their career with specializations and advanced training.
- can help employers as a retention tool to help initiate career discussions with their team and find ways to expand their RVT careers within their veterinary practice.

While the grant-funded project to launch the RVT Career Navigator™ has been completed, this is just the start. RVTTC will continue to improve, expand and grow the RVT Career Navigator™ with new information, tools and resources.



RVT Career Navigator™

\$146,600

INVESTMENT

5,600

UNIQUE WEBSITE VISITORS

18,712

PAGE SESSIONS

54,000

WEBSITE EVENTS

366

REGISTERED USERS

2

PRESTIGIOUS INDUSTRY AWARDS

RVTTC earned the Veterinary Medical Association Executives (VMAE) Best in Business Award, projects under \$750,000 and the Award of Excellence from the Canadian Society of Association Executives

CELEBRATING RVT MONTH

The sixth, annual national awareness initiative was held in October under the theme "Power Your Own Career"

In 2022 RVTTTC convened a group of RVTs from across Canada to serve on our RVT Month planning committee. These committed RVTs helped determine our theme, activities, and recruited fellow RVTs for our feature specials, highlighting RVTs at work in a variety of contexts.

This year's theme was "Power Your Own Career!" and was a useful vehicle to highlight the RVT Career Navigator and its abilities to help direct individuals to opportunities in the registered veterinary technician/technologist field.

RVTTTC hosted a number of activities, events, and contests:

- UBAVET provided sponsorship for RVT Month, giving away \$1,000 in gift cards throughout the month with their Enter-to-Win Contest.
- UBAVET also sponsored a webinar to support all RVTs to Power Up Your Career. UBAVET engaged Veterinary Coach, Dr. Leann Benedetti to present Charting Your Career-Stay, Go or Change? a webinar providing guidance on what RVTs need to navigate their career and how to decide if they are looking to stay, go or change. The webinar was held on two dates - October 11 and October 13.
- Together with UBAVET we also delivered a photo contest, inviting all RVTs, including students, to submit photos of themselves and peers in action for a chance to win \$500. Photos were intended to showcase a day in the life of an RVT, and the various environments RVTs work, from working with marine life to farm animals and endangered species. The winning photo is the cover of this report.



Social media allowed us to elevate RVT Month and our key messages. Throughout the month, social media reach soared!

- Facebook - Increased 142%
- Instagram - Increased 18%
- Engagement - Increased 168%
- Linked In: Increased 138%
- RVTmonth.ca App increased to 918 registered users

- RVTTC hosted two RVT Career Navigator webinars to showcase the tool as a resource for prospective and experienced RVTs.
- New this year, CommuniVET™ delivered two complementary new initiatives exclusively for Canadian RVTs with RVTTC as a partner.
 - RVT PWR was a FREE day-long, CE accredited, live virtual event held on October 22, 2022, in partnership with RVTTC. This event provided a unique opportunity for Canadian RVTs to meet inspiring, trail-blazing colleagues from across Canada, and to explore the many options available to help them create the rewarding life-long careers they envision with the profession. This event was attended by 200+ participants from across Canada.
 - The second initiative launched to mark RVT Month was the CommuniVET™ fund, monetary support to help cover up to \$1,500 of expenses incurred by an eligible Canadian RVT to pursue their continuing education whether it be to perfect their medical skills, their business management acumen or leadership.

We also shared and promoted the many exciting provincial initiatives taking place, which including landmark light-ups, promotional giveaways, CE opportunities, contests, and even an interprovincial online trivia event.



Some of our most engaging posts were "Feature RVT" Spotlights.

We featured videos or posts from several RVTs speaking about their career paths:

- Amanda Barker – October 24
- Leilani Mustillo – Oct 18
- Ellyse Bacelic-Grgic – Oct 14
- Crystal Batt – Oct 12
- Becky Taylor – Oct 7



We extend our thanks to our generous supporters of RVTTC's RVT Month initiatives.



Enter-to-Win Contest, Photo Contest and Wellness Webinar Sponsored by:
UBAVET Ltd.



RVT PWR Event and PowerUp Fund presented by:
CommuniVET™

GROWING OUR REACH

External communication and outreach through social media, traditional and online advertising, and exhibiting opportunities

Every year, RVTTTC dedicates substantial resources to expanding its presence on social media platforms like Facebook, Instagram, and LinkedIn.

This year, we've grown our social media reach, connected with a wider audience and built brand awareness, especially around RVT Month and the RVT Career Navigator.

We implemented several targeted ad campaigns to promote the profession and the new RVT Career Navigator.

This included advertising in the Canadian School Counselor magazine and on their website, as well as attending Ontario School Counselor and the Launch event, reaching more than 27,000 Ontario students.

We ran a social media awareness campaign on Facebook and LinkedIn. We had more than 100,000 impressions on Facebook, with a reach of 41,241 and more than 500 link clicks. On LinkedIn, our campaign had 17,155 impressions with 47 clicks through to the RVT Career Navigator.

We also were able to purchase new exhibiting banners and promotional items, such as postcards and magnets, to promote the tool.



5,272 FOLLOWERS
375,083 IMPRESSIONS
17,418 ENGAGEMENTS

7%
INCREASE IN FOLLOWERS



1,522 FOLLOWERS
52,860 IMPRESSIONS
1,683 ENGAGEMENTS

7%
INCREASE IN FOLLOWERS



627 FOLLOWERS
17,155 RCN CAMPAIGN IMPRESSIONS

31%
INCREASE IN FOLLOWERS



WWW.RVTTTCANADA.CA
WEBSITE STATISTICS

32,455

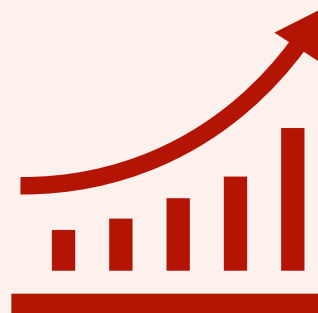
WEBSITE VISITORS

20%
INCREASE IN WEBSITE USERS

74,177

PAGE VIEWS

9%
INCREASE IN WEBSITE USERS



RESPRESENTING RVTTC

Attending provincial and industry events to represent RVTTC and Canadian RVTs

Provincial Representation

We attended and provided greetings for Provincial Association events.

We hosted an exhibiting booth at SAVT Conference on November 2-4, 2022 and the OAVT Annual Conference in Niagara Falls, ON from March 2-4, 2023. We provided RVT Career Navigator postcards and information to attendees (including current students and practicing RVTs, as well as speakers and other special guests). In some cases, we shared these tools with provincial associations who had RVTTC or PA representatives share them with their membership, as with ABVTA's booth at CanWest.

We sponsored MVTA's Virtual CE Series in lieu of an in person opportunity and provided virtual greetings at BCVTA's AGM and EVTA's Members meetings.

VMAE - Veterinary Medical Association Executives

Shannon Brownrigg attended the AVMA Conference and VMAE Summer meeting in Philadelphia, Pennsylvania. in July, 2022. There she was able to accept the VMAE Best in Business Award in person.

Cera Youngson was able to attend the VMAE Fall Conference in October 2022 on a VMAE new members scholarship. She spoke about RVTTC and the RVT Career Navigator during round-table discussions on topics affecting the industry (including student recruitment and attrition, professional pathways to specializations, tech utilization, economic impacts on the veterinary industry and building awareness of the RVT profession).

Additionally, she attended the VMAE ThinkWorks virtual event in April. Cera was invited to participate on the VMAE Professional Developments Committee.



Workforce Congress

RVTTTC was an invited stakeholder to the June 2022 Veterinary Workforce Congress. Attendance was by invitation with representation from more than 50 stakeholders from the veterinary profession, clinical practice, industry and government from across Canada. The objectives of the Congress were to identify the top priority workforce-related issues that require national collaboration and define how the CVMA could best facilitate the advancement of solutions to these issues.

Shannon Thompson attended alongside other veterinary sector stakeholders to collaborate on actions and pathways needed to advance the priority initiatives that will help resolve the workforce issues and improve workplace well-being in the short- (1-2 years), medium- (5 years), and longer-term (10+ years). The full report that developed from this congress is available by clicking the link at right:



RVTTTC is an identified partner and stakeholder in several paths moving forward:

- Increase number of suitable RVT graduates:
- Ameliorate processes for immigration of veterinarians and veterinary technicians
- Retention and Veterinary Service Delivery - research, provide and promote guidelines on successful veterinary practice models

AAVSB MLP Survey Taskforce

The RVTTTC was also approached and participated in the development of a pilot survey by the AAVSB on the topic of delegation of tasks to members of the veterinary team. This came after discussions of the potential need for a midlevel practitioner in veterinary medicine to help ease workforce issues being experienced not only across the country but around the world. The committee has developed a comprehensive survey to assess tasks within the veterinary team and the potential and interest for delegation of those tasks that will be deployed in July 2023.

Educator and College Outreach

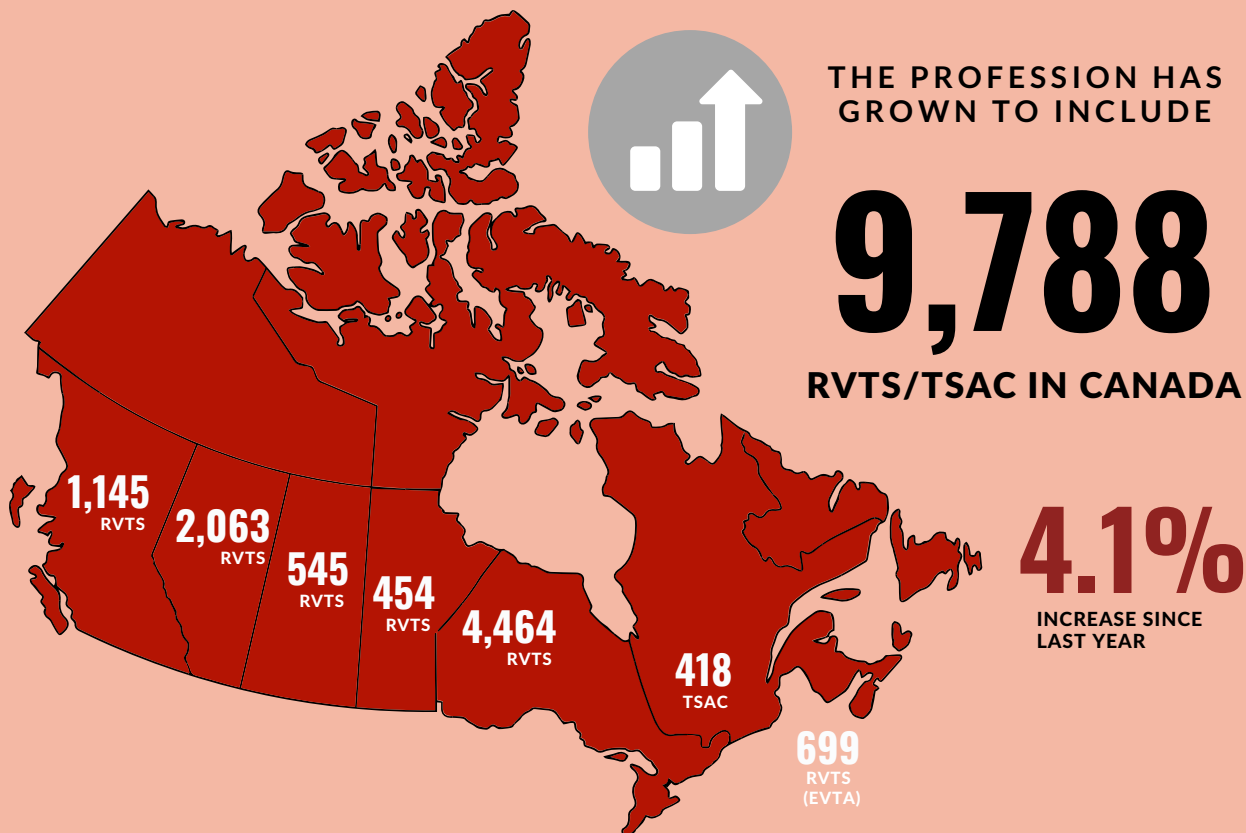
RVTTTC was invited to provide updates to veterinary technician program educators. RVTTTC Executive Director, Cera Youngson, attended a number of events and delivered presentations on RVT Career Navigator to stakeholders within the veterinary healthcare field. They included, the Ontario Veterinary Technician Educators OVTE, American Veterinary Medical Association's Committee on Veterinary Technician Education and Activities, and the Western AHT/VT Educators. Classroom presentations were also provided to several educational programs including Saskatchewan Polytechnic, Red River College. These presentations spoke to RVTTTC and our role as a trade association, and the RVT Career Navigator, and its role in centralizing information for the RVT profession,

RVTTTC continues to look for opportunities to bring the voice of Canadian RVTs to other tables and organizations, including arranging a meeting with the Canadian Council of Veterinary Registrars.

PROFESSION AT A GLANCE

The profession continues to grow. Across Canada there are nearly 10,000 individual Registered Veterinary Technicians and Technologists (RVTs) or les technologistes ou techniciens/techniciennes en santé animale certifiés/certifiées.

In the last year, there was a 4% growth in total professionals in the country. The graphic below shares distribution across Canada (as at Dec. 31, 2022).



VETERINARY TECHNICIAN AND TECHNOLOGIST PROVINCIAL ASSOCIATIONS



British Columbia Veterinary Technologists Association: 1,145 RVTs



Alberta Veterinary Technologists Association: 2,063 RVTs



Saskatchewan Association of Veterinary Technologists: 545 RVTs



Manitoba Veterinary Technologists Association: 454 RVTs



Ontario Association of Veterinary Technicians: 4,464 RVTs



Association des techniciens et techniciennes en santé animale du Québec: 418 TSAC



Eastern Veterinary Technicians Association: 699 RVTs

MEMBERSHIP HIGHLIGHTS

Provincial Association Reports

Since its inception in 1989, RVTTC has grown to encompass seven provincial veterinary technician/technologists associations who represent nearly 10,000 individual Registered Veterinary Technicians and Technologists (RVTs).

**Click on the Provincial Logo to read their 2022-2023 report.
Follow the link to the Provincial Association Webpage.**

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

WWW.BCVTA.COM



**ALBERTA VETERINARY TECHNOLOGISTS
ASSOCIATION (ABVTA)**

WWW.ABVTA.COM



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

WWW.SAVT.CA



**MANITOBA VETERINARY TECHNOLOGISTS
ASSOCIATION (MVTA)**

WWW.MYMVTA.CA



**ONTARIO ASSOCIATION OF VETERINARY
TECHNICIANS**

WWW.OAVT.ORG



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

WWW.ATSAQ.ORG



**EASTERN VETERINARY TECHNICIANS
ASSOCIATION (EVTA)**

WWW.EVTA.CA



Provincial Association Highlights

There are many exciting initiatives happening across the country. Below are just a few highlights of our members' successes. Read their full reports (on previous page) for all the information.



2022 Prairie RVT Compensation Review

ABVTA, SAVT, and MVTA commissioned a RVT Compensation Review and prepared a collaborative cross-provincial Prairie Provinces report. The objective of the shared Compensation Review was to gain a comprehensive understanding of compensation and benefits provided to Prairie RVTs this includes determining aggregate provincial and cross-provincial compensation practices. Click the picture or [this link](#) to view the [report](#). Compensation reviews also were undertaken by [BCVTA](#), [OAVT](#), and [ATSAQ](#).

OAVT advocates for legislative reform in Ontario

With the *Veterinarians Act, RSO 1990* open for public consultation, the OAVT has initiated a comprehensive communication strategy and outreach to encourage and support RVTs in getting involved and advocating for needed changes. They are working closely with OMAFRA, OVMA and the CVO in these efforts, and ensuring that RVTs are represented at all stages of the process towards modernizing their Veterinary Act.



Return to in-person events ... but still opportunities for virtual learning

After two years of uncertainty and cancellations because of COVID, several Provincial Associations were able to return to hosting in-person events, including Annual Conferences this year. There were many happy reunions and much excitement as people were able to gather together again. However, Provincial Associations have continued to make use of virtual opportunities to connect and learn, including BCVTA's virtual conference and MVTA's Online CE Series.

Many provinces were working towards one or more of these initiatives:

- Working with the provincial VMA to move forward on regulatory priorities.
- Providing Continuing Education opportunities for their members
- Coordinating membership renewals and providing member benefit programs
- Working with VT/AHT education programs to engage with students
- Recognizing outstanding RVTs and volunteers with provincial awards
- Working on board governance, strategic planning and organizational improvements



Congratulations to MVTA who marked 40 years in 2022.

AWARDS & BURSARIES

2023 CANADIAN RVT OF THE YEAR

RVTTC names Vanessa George as 2023 Canadian RVT of the Year

Vanessa George boasts a dynamic career spanning over 17 years as a veterinary technologist, immersing herself in the veterinary profession. Her journey took a significant turn in 2016 when she assumed the esteemed role of Executive Director at the Alberta Veterinary Technologist Association (ABVTA). Prior to this, she dedicated her expertise to mixed, small, and exotic animal clinical practice in the Edmonton area, honing her skills and knowledge.

In recognition of her invaluable contributions to the ABVTA, Vanessa received the prestigious ABVTA Appreciation Award twice, in 2010 and 2017. These accolades served as a testament to her exceptional dedication and impact during her volunteer involvement with the ABVTA Board, serving as association President in 2015.

As the Executive Director of the ABVTA, Vanessa plays a pivotal role in championing the rights and aspirations of veterinary technologists.



Her tireless efforts have led to enhanced access to professional development programs for Registered Veterinary Technologists (RVTs), spearheaded workforce initiatives in collaboration with provincial and national partners, and established essential member support programs. Her commitment to these endeavors demonstrates her unwavering dedication to the veterinary profession.

Not only is Vanessa instrumental in building the provincial association but she is very much a strong, compassionate voice for animals from working in veterinary practice to marine mammal rescue and rehabilitation throughout her career. Vanessa also sits on an Alberta Veterinary Medical Association committee and volunteered for Tails of Help and the Alberta Alliance for the Safety of Animals and People (AASAP).

Sponsored by:
Hills Pet Nutrition Canada 

ADVOCACY REPORTS

In addition to the Board of Directors, 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 representatives currently hold positions on national committees such as:

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



Pictured are members of the Professional Development (PDC) committee, AHT/VT Program Accreditation Committee and Animal Welfare Committee, with the CVMA President and CEO at their person meetings in March, 2023.

Pictured L-R Joel Neuheimer (CVMA CEO), Cera Youngson (RVTTC ED), Carolyn Cartwright (PDC), Heather Quilty (AHTVTPAC), Lisa Langton (PDC), Dr. Chris Bell (CVMA President), Erin Young (AHTVTPAC), Lois Ridgway (RVTTC Council Liaison), and Kate Cooper (AWC).

Canadian Veterinary Medical Association - Council Liaison Report

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, 2023 operational plans and budgets. The Council meetings were held in Halifax, NS on July 20, 2022 and in Ottawa, ON November 19 - 20, 2022 and March 24, 2023 just prior to the Committee Weekend.

Membership: In 2022, the CVMA achieved a membership increase to more than 8,600 members and including nearly 10,000 veterinary technician affiliate members, both are record high numbers.

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

A number of strategic directions and priorities were identified to guide the CVMA over the next three years, including: Antimicrobial Resistance, Surveillance and Stewardship; Use of Cannabinoids in Veterinary Medicine; Climate Change; One Health; Dog Importation; Technology (including Artificial Intelligence); Animal Health and Welfare Legislation; Extreme Conformation and the Veterinary Workforce shortage.

Some highlights from several of the CVMA's Priority Areas:

Workforce: The report from the CVMA Congress on veterinary workforce identified outcomes in priority order – “Veterinary Professional Supply”, “Retention and Veterinary Services Delivery”, and “General” – which includes the means to share best practices amongst stakeholders and will facilitate collaboration. In 2022 – 2023 the CVMA has:

- Raised the veterinary workforce issue with the President of the Public Health Agency of Canada, the President of the CFIA, Canada's Chief Veterinary Officer, the Canadian Council of Chief Veterinary Officers, Members of Parliament through the Liberal's Animal Welfare Caucus, national veterinary species groups, national producer groups through Animal Health Canada, and CAHI -- to name a few.
- Ongoing conversations with veterinary college Deans to determine how CVMA can be of further assistance in obtaining federal infrastructure funding. In late 2022 and early 2023 several provinces announced increased funding for additional seats at several Canadian veterinary colleges.

- Ongoing meetings with senior federal government officials from the Ministry of Immigration, Refugees and Citizenship Canada (IRCC) to address the amelioration of the immigration process for internationally trained veterinarians and technicians. The CVMA and IRCC delivered immigration webinars in February and March 2023 on the specialized immigration programs available for the Atlantic Provinces, and for rural and remote regions across Canada.
- Committed to expanding the veterinary medicine capacity in Canada, as demonstrated by the appointment of a project manager to oversee the process, and a 2023 investment of \$200,000. As well, Council approved spending up to \$50,000 to hire a government relations consultant to strengthen the CVMA's advocacy capacity in addressing the workforce shortage with the federal government.

The CVMA posts workforce updates at:
www.canadianveterinarians.net/policy-and-outreach/priority-areas/veterinary-workforce-shortage/

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.

DEI: The CVMA has continued to incorporate DEI awareness and DEI inclusion in its programs. CVMA provided webinars on this topic for the Emerging Leadership Program (ELP) and for members at large, including students. Council allocated funds for taking stock-photos of underrepresented groups and photo shoot sessions. Further, given that the NEB provided exams to candidates from countries with diverse cultures it has now included DEI awareness in its Examiners' training.

During its meetings, CVMA Council regularly invited senior federal government officials to participate in interactive sessions. In 2022 - 2023, Council met with:

- Dr. Harpreet Kochhar, President of the Public Health Agency of Canada (PHAC).
- Dr. Siddika Mithani, President (CFIA).
- Mary Jane Ireland, Executive Director (CFIA) and Chief Veterinary Officer of Canada.
- Dr. Manisha Mehrotra, Director, Veterinary Drugs Directorate (VDD)

Farewell and Hello: The November 2022 Council meeting was the final in person meeting with CEO Mr. Jost am Rhyn. After almost 21 years of working with the CVMA and the veterinary profession, he retired as CEO, as Registrar of the NEB, and as lead for the Workforce portfolio. The CVMA welcomed Mr. Joel Neuheimer as incoming CEO on February 6, 2023.



Thank you and
farewell to Mr.
Jost am Rhyn
after more than
20 years of
service as the
CVMA CEO.

Animal Welfare: The CVMA advocates for improvements to Animal Welfare. The CVMA has prioritized the issue of extreme conformities and inherited disorders in dogs and has joined forces with similarly focused international groups, such as the National Companion Animal Coalition and the International Coalition on Extreme Conformation in Dogs.

The CVMA also supports and has 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.

- CVMA has developed imagery guidelines for reference by various marketing stakeholders to promote healthy animal imagery in the media. The CVMA imagery guidelines will also align with the following CVMA position statements: Humane Training of Dogs; Keeping Wild [Native and Exotic] Animals as Pets; Capture of Wild Animals for the Pet Trade, and Elective and Nontherapeutic Veterinary Procedures for Cosmetic and Competitive Purposes.
- In 2022, CVMA Council approved a new Mandate for the AWC

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: Importation of Dogs into Canada; Veterinary Dentistry; The Role of the Canadian Veterinary Profession in Addressing the Challenges of Climate Change; Piglet Castration, and Horn Management of Small Ruminants. The following items were also deemed of national importance for the veterinary profession in 2022-2023:

- Green Practice Initiative: Council approved the development of a strategy and action plan for a renewed CVMA Green Practice Initiative. The National Issues Committee has struck a Working Group to develop a prospectus and held its first meeting in February 2023. There are two RVTs appointed to this committee, including myself.
- Artificial Intelligence in Veterinary Medicine: Council approved the development of a new CVMA position statement on Artificial Intelligence in veterinary practice. A working group was struck and a proposed Position Statement will be presented to Council.
- Dog importation: the CFIA invited the CVMA to a preparatory meeting in advance of the September 2022 release of its new rules to regulate commercial importation of dogs. The CFIA also invited the CVMA to be part of a working group to discuss future requirements for the importation of privately owned dogs and guide dogs.

- **National Standards development:** The Technical Committee struck in late 2021 to develop a national standard (NSC) for the Animal Assisted Human Services (AAHS) industry has successfully completed this task – refer to CAN/HRSO 500.01- 2022 Development of a Management System for Animal-Assisted Human Services: <https://www.hrso-onrh.org/standards/published-national-standards/> and <https://www.scc.ca/en/standardsdb/standards/31614>

I had the pleasure of representing the CVMA's NIC on the AAHS Technical Committee. One of the current goals is to promote this Standard to organizations and businesses who provide and train animals used in the human assistance industry. Accreditation to a national standard will enable many organizations to obtain funding.

Anti-Strychnine: In 2021, the CVMA raised concerns with the Minister for Health Canada that "humaneness" had not been considered in the Health Canada Pest Management Regulatory Agency (PMRA) review of Strychnine and Monofluoroacetate (1080) as approved pesticides to kill large predators, such as wolves. Health Canada is now undertaking another review and the CVMA has urged its members, the VMA's, and the Animal Welfare Caucus to have veterinarians' voices heard by raising their concerns with the federal government again. A meeting between government officials occurred.

Drug availability: CVMA continues to advocate for veterinary drug availability. CVMA is collaborating with the VDD in a process to identify veterinary product shortages to ensure their availability for use. On Xylazine, there has been an increase in reports regarding fatal overdoses in humans and FDA restrictions on importations into Canada for use by veterinarians. Discussions are ongoing regarding the best practices for risk management, and the CVMA is emphasizing the need for its legitimate use in veterinary medicine.

Stewardship of Antimicrobials by Veterinarians Initiative: continued to focus on antimicrobial use (AMU) in animals and strategies to support antimicrobial stewardship and AMU surveillance. Refer to <https://savi.canadianveterinarians.net/en/home/>

Animal Health Week was held October 2 – 8, 2022 and the theme was Habitat Protection and Pandemic Prevention. The theme showcased how animals, habitats and human health are interdependent in creating healthy ecosystems and biosecurity.

The **2022 CVMA Award recipients** were:

- Small Animal Practitioner Award: Dr. David Silversides
- Merck Veterinary Award: Dr. Brian Taylor
- Humane Award: Dr. James Stickney
- Practice of the Year: Fundy Veterinarians
- Industry Award: Dr. Kathy Kiel
- Life Membership: Dr. Eva Nagy
- President's Award: Dr. Jim Fairles
- R.V.L. Walker Award: Mr. Jeff Li

These recipients were recognized during the CVMA Awards Gala in Halifax, NS.

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.



LOIS RIDGWAY
RVT

RVTTC REPRESENTATIVE TO CVMA COUNCIL



RTTVC is a partner in the planning and delivery of Animal Health Week - an annual national public awareness campaign organized by the CVMA.

Canadian Veterinary Medical Association - AHT/VT PAC Report

The CVMA Animal Health Technologist Veterinary Technician Program Accreditation Committee (AHT/VT PAC) has the responsibility to assess programs in veterinary technology on behalf of the CVMA. To become accredited, programs must meet the Standards of Accreditation approved by the CVMA. The CVMA maintains a reciprocity agreement with the American Veterinary Medical Association (AVMA) for the mutual recognition of respective accreditation processes. The standards are designed to ensure that the educational experience offered by the program will produce a graduate with the appropriate knowledge and skill to be a competent veterinary clinical technician/technologist.

CVMA approval serves to inform the public that a program offers an acceptable standard of education and training for animal health technologists and veterinary technicians. The graduates benefit by having their competence recognized and prospects for employment mobility enhanced.

The committee reports to CVMA council and is comprised of six members that can be appointed for a maximum of six years. There are two RVTTC selected members to this committee, Erin Young RVT and Heather Quilty RVT. This will be Erin's final year on the AHT/VT PAC and we thank her for her commitment and dedication to the continued excellence in Canadian VT and AHT programs as well as her commitment to supporting the goals of RVTTC. The committee welcomed a new member to its ranks with Dr. Brent Wooden replacing Dr. Dale Cooper as the CVTEA/AVMA representative.

Currently there are eighteen accredited colleges in Canada. Accreditation site visits occur approximately every five years with two-year extensions granted to programs who 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 at Dalhousie University, St. Lawrence College, Northern Alberta Institute of Technology, and Oulton College. Currently, there are 18 accredited programs in Canada. These visits are intensive for both the institution and the site team and take a great deal of work from both sides.

The CVMA AHT/VT PAC meets a minimum of twice a year, this year a virtual meeting was held in November 2022 and an in-person meeting in Ottawa on March 26th and 27th, 2023.



**ERIN YOUNG
RVT**
WEST REPRESENTATIVE



**HEATHER QUILTY
RVT**
EAST REPRESENTATIVE

Canadian Veterinary Medical Association - PDC Committee Report

The mandate for the Canadian Veterinary Medical Association Professional Development Committee (CVMA PDC) is to promote, develop and implement the CVMA annual convention & other continuing education activities for the veterinary team.

This past year the Committee delivered the convention in person with a hybrid format, for the first time since the pandemic. The committee redesigned the program into 18 tracks, and hosted 100 hours of continuing education with a mix in-person sessions, with 40 hours of selected sessions offered live streaming. The live streaming sessions were recorded, & all recordings were available on-demand to registrants until the end of the year.

The 74th annual convention was held in Halifax, Nova Scotia July 21 to July 24, 2023. The theme was "Connecting in Halifax". In total there were 1070 registrants participating in the conference, including 120 veterinary technicians/technologists. Halifax did not disappoint with participants eager to reconnect in person, a full continuing education program with the trade show & an exceptional scenic & historic city to explore.

The hybrid format enabled veterinary professionals to choose how much "in person" interaction they were comfortable with given that public events were just re-opening following the COVID-19 pandemic.

The CVMA Summit focused on "Time for a Veterinary Workforce Paradigm Shift" and the National Issues Forum theme was "Veterinary Medicine and Natural Disasters".

The 2022 CVMA Convention was the first ever hybrid event

Following two virtual events due to COVID, it was held in Halifax, in collaboration with the RVTTC, on July 21 – 24, 2022.

RVTTC hosted our annual meetings, AGM, stakeholder meetings, and an exhibitor booth.



The committee is excited for the 2023 CVMA 75th celebration convention in Quebec City, Quebec July 6-9, 2023. The conference will be offered in a hybrid model with 100 hours of CE delivered in person, & multiple sessions live streamed. The speakers & schedule of events is confirmed & the CVMA PDC has a great group of volunteers to help provide delegates with an exceptional experience at the conference. The CVMA convention was to be held in Quebec City summer of 2020 & was delayed when the world went into lockdown. The committee is very excited to be able to deliver the convention after the 3-year delay to host in Quebec City.

Looking ahead to the 2024 conference being hosted in Calgary, Alberta, a call for speakers went out for those interested in presenting. RVTs & DVMs were invited to apply, & many brought forward a proposal to present. During the annual CVMA Working Committee Weekend held in Ottawa in March 2023, the PDC reviewed all the applicants & confirmed the presenters for the 2024 conference. The events schedule was developed, & various social activities were added. Recognizing the importance of wellbeing in our fellow veterinary professionals was top of mind as the conference was designed.

RVTTC's representatives include Carolyn Cartwright RVT, VTS (Anesthesia and Analgesia) & Lisa Langton MEd, RVT. In addition, Cera Youngson, RVTTC ED has joined the PDC committee member, alongside the CVMA team to facilitate with the annual planning & delivery of the annual convention.

The RVTTC representatives have worked hard to ensure the CVMA convention is inclusive of RVTs, & this has been very well received by the CVMA PDC. RVTTC looks forward to the continued growth of the CVMA conference & enhancing the RVT representation as delegates & presenters.

For the first time, the Local Chair for the 2024 CVMA Convention PDC Committee is an RVT.

Jessica Johnson of ABVTA is the local chair for the 2024 event to be held in Calgary!



CAROLYN CARTWRIGHT
RVT, VTS ANESTHESIA/ANALGESIA
WEST REPRESENTATIVE



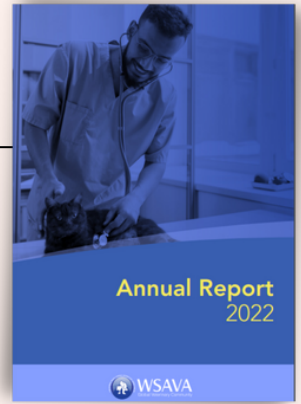
LISA LANGTON
MEd, RVT
EAST REPRESENTATIVE

WSAVA - World Small Animal Veterinary Association

The WSAVA aims to advance the health and welfare of companion animals and to advocate on behalf of companion animal veterinarians and the wider veterinary team globally. Work continues on developing and updating WSAVA Global Guidelines and educational resources, and WSAVA continues to campaign for animal welfare and veterinary issues globally with about 20 committees active in these areas. WSAVA also produces podcasts and provides online education opportunities. Topics of common interest with the CVMA include hereditary related diseases, pain recognition and treatment, and One Health.

Some highlights of 2022 included:

- The WSAVA Global Pain Council launched an updated set of [Global Guidelines](#) for the Recognition, Assessment and Treatment of Pain, incorporating advances in knowledge and novel evidence
- The WSAVA CE Committee worked with our clinical committees to deliver a range of CE including a four-module nutrition course, a three-module vaccine and vaccinology course, and a glossary of terms used in veterinary oncology.
- The 47th WSAVA World Congress took place in Lima, Peru from October 29-31, 2022.



CVMA member Dr. Jim Berry (New Brunswick) was elected to the World Small Animal Veterinary Association (WSAVA) board

WVA - World Veterinary Association

The World Veterinary Association (WVA) represents the global veterinary profession as an umbrella organization for national veterinary associations and international associations.

WVA areas of success throughout the past two years include:

- Joining the coalition Action for Animal Health, which provide recommendations to the UN Global Pandemic Treaty
- Revising the position statement on the Role of the Veterinarian in Animal Welfare
- Publishing a fact sheet on Brachycephaly in Dogs
- Creating and distributing a Federation of Veterinarians of Europe/WVA/Zoetis Veterinary Mental Health Survey focusing on mental health and DEI
- Participating in a joint WVA-Council on International Veterinary Medical Education project on Global Quality Standards for Veterinary Education
- Selecting MSD Vet Student Scholarships and CEVA Animal Welfare Awards
- Continuing work and development of the Veterinary Paraprofessionals Project in partnership with the Food and Agriculture Organization of the United Nations and Health for Animals (a three-year project on "sustainable business through training of VPPs")
- Substantial focus on the launch the Essential Medicines List (EML) project, in collaboration with the Brooke. Development of these lists continues, and species groups have been identified and are underway.

IVNTA - International Veterinary Nurses and Technicians Association



The IVNTA is a federation of national veterinary nurse / technician associations. It seeks to; foster & promote links with veterinary nursing / technician staff worldwide by communication & co-operation, raise the international profile of veterinary nurses and technicians, & raise the standard of veterinary nurses & technicians internationally.

The International Veterinary Nurse and Technicians Association exists to:

- Maintain contact with veterinary nurse & technician associations around the world
- Provide a channel of open communication for members
- Offer help & advice to enquirers

Despite contrasts between veterinary nursing/technician training & conditions in member countries there are similarities which unite them:

- Veterinary nurses/ technicians are a valuable part of the veterinary team
- Veterinary nursing / technology is developing & progressing rapidly on a global basis
- Many countries have established a professional body to represent veterinary nursing / technician staff with the aim of developing professional standards & career structure for VNs & VTs in their country
- Veterinary nursing / technology is becoming increasingly valued worldwide

The IVNTA has two types of national association memberships for the global community, permanent & affiliate members. The Permanent members participate in the running of the IVNTA, appoint a delegate to represent the member organization during meetings of the IVNTA, pay an annual membership fee & submit an annual report. The Affiliate members provide a representative to act as a point of contact for their national association & member country. The current IVNTA Permanent members are the Veterinary Nurses Council of Australia (VNCA), Registered Veterinary Technologists and Technicians of Canada (RVTTC), Irish Veterinary Nursing Association (IVNA), New Zealand Veterinary Nursing Association (NZVNA), British Veterinary Nursing Association (BVNA – United Kingdom), & the National Association of Veterinary Technicians in America (NAVTA – United States of America). Affiliate members provide a representative to act as a point of contact for their national association & member country.

The current IVNTA Affiliate members are the Japanese Veterinary Nursing Association (JVNA), Nepal Para Veterinary and Livestock Association, Norsk dyrepleier- og assistentforening (Norway), Para Veterinary Medical Association of Pakistan, Spain, & the Association of Veterinary Technicians in Turkey.

The association is moving forward with a restructure & renew, following the in-person meeting in Brisbane, Australia in 2019. As with so many veterinary team members, SARS-Covid 19 had impacted the individual board members with additional challenges as well as the inability to meet again in person.

We are working through a restructure of the board positions & duties, currently Carolyn Cartwright (RVTTTC) & Helen Powers (VNCA) co-chair the board. This includes, but not limited to; a restructure of board of directors, a sustainability plan to move forward, acquire not-for-profit status, which will include constitution review & sustainability plan, & allow the IVNTA to grow & be an International Voice for Veterinary Nurses & Technicians.

We continue to promote the association & profession through social media platforms & regular meetings. We have had our challenges with meeting dates & connecting as of late, however there are many behind the scene discussions & members networking with stakeholders as we work through the restructure process.

The next meeting will be mid-September to get into the next steps of registration, etc. With an International group, despite the ease of technology, connecting has its challenges, some of the members are rising early to attend while others are up in the middle of the night. Some of our zoom attire is quite the contrast. Many of our members, have had the opportunity to connect in person to keep the focus rolling.

I personally had the opportunity to connect with IVNTA advisors at WSAVA in Lima, Peru in fall of 2022, in addition to networking with other country veterinary teams.

The IVNTA recognizes the second Friday in October, annually, as the International Veterinary Nurse & Technician Day. The intention is that IVNTA Day celebration will be in conjunction with existing activities in member countries so that the initiatives can be mutually beneficial. The future plan is to meet in person every two years for an in-person meeting to grow the association & promote the benefit of in person collaboration. There is discussion for the next in-person meeting to be hosted by the USA at the Veterinary Meeting & Expo (VMX) in January in Orlando, Florida. The year to schedule this is in discussion. We are very honoured to be the Canadian RVTTTC voice of RVTs on this global platform & are looking forward to the IVNTA growth & continued collaboration internationally.



CAROLYN CARTWRIGHT
RVT, VTS ANESTHESIA/ANALGESIA

American Association of Veterinary State Boards VTNE Committee

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. Members 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 AAVSB VTNE committee comprises 12 representatives from AAVSB (4), AVTE (2), NAVTA (2), CVTEA (2) and RVTTC (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 RVTTC'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.

Description of role for the RVTTC representatives

As well as fulfilling the responsibilities listed above, the RVTTC representatives 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.). 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.

Overall, 8732 candidates took the exam in 2022
compared to 8801 candidates in 2021.

Jurisdictions and Associations that use the VTNE

Of the 62 AAVSB boards, 48 regulate Veterinary Technicians and use the VTNE, 14 boards that do not regulate Veterinary Technicians, use the VTNE, and 9 are in various stages of the legislative process towards regulating veterinary technicians. In Canada, the VMA's of Alberta, Manitoba, New Brunswick, Nova Scotia, and Saskatchewan are AAVSB Member Boards and regulate veterinary technicians. 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. ATSAQ uses the VTNE in Quebec. The BCVTA uses the VTNE in British Columbia.

Highlights/activities of the VTNE Committee over the past year

A VTNE Exam Review Workshop was held virtually June 24-26, 2022, and an Exam Review Workshop was held September 14-16, 2022, during the AAVSB Annual Meeting in Charlotte, North Carolina. The Committee has also participated in several online item review webinars with exam vendor PSI

PSI transitioned to a new platform in January, and the AAVSB launched the modality of Live Remote Proctoring in addition to testing at a secure Test Center.

In 2022 the AAVSB launched an annual VTNE Scholarship Award to recognize one student recipient from each AVMA-CVTEA and CVMA accredited veterinary technology/nursing program who receives a VTNE application voucher. In the first year, the AAVSB awarded 39 scholarships of one Prepaid VTNE Voucher worth \$340.

The AAVSB launched the VTNE Job Analysis study in September, with the selected Job Analysis Committee of eleven (11) meeting in October. The Committee includes practicing veterinarians, veterinary technicians, academia, and credentialed Member Board staff. A Job analysis study is completed every 5-7 years. The new Content outline will be effective with the November-December 2023 VTNE administration.

Please see the full AAVSB PROGRAM SERVICES 2022 Year-End Report linked here for more detailed information regarding the VTNE and other program services provided by the AAVSB that are directly linked to the Veterinary Technology profession



SUSAN THIESSEN
RVT

WEST REPRESENTATIVE



SCARLETT WONG
RVT

EAST REPRESENTATIVE

Canadian Veterinary Medical Association - Animal Welfare Report

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 stays apprised of, 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 such as the Canadian Food Inspection Agency (CFIA), Humane Canada (HC), the Canadian Association of Laboratory Animal Medicine (CALAM), the Canadian Council on Animal Care (CCAC) and the Registered Veterinary Technologists and Technicians of Canada (RVTTTC).

The AWC meets as a full committee at least quarterly with an in-person meeting in March, and virtual working group meetings as required.

ANIMAL WELFARE INITIATIVES

The AWC has tackled a number of different endeavours over the 2022-2023 period with a focus on a wide variety of projects intended to enhance and promote the humane care and treatment of animals. 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. [Extreme Conformations](#): Enhancing the awareness of the serious health issues and welfare implications of extreme conformations (e.g., some brachycephalic animals) through initiatives including:
 - CVMA Position Statement on Responsible Breeding;
 - [Advertising Imagery Guidelines](#) (for marketers);
 - Multistakeholder symposium on extreme conformations in collaboration with the [International Partnership for Dogs](#), the [Canadian Kennel Club](#) and [Royal Canin](#);
 - Participation in the National Companion Animal Coalition, the International Partnership for Dogs, and the International Coalition on Extreme Conformations in Dogs;
 - CVMA convention sessions and a webinar on extreme conformations; and
 - Support for the introduction of the Cambridge Respiratory Function Grading scheme to Canada.
2. Strychnine Ban: Met with the Pest Management Regulatory Agency to discuss removal of Strychnine and 1080 from the list of approved compounds to use as wolf predacides.

3. Pregnant Mare Serum Gonadotrophin (PMSG): AWC represented in an international working group of subject matter experts reviewing the animal welfare implications of PMSG production and use.
4. Ad-Hocs Initiatives: Along with the National Issues Committee, the AWC also contributes to various ad-hoc initiatives including better access to veterinary care, the National Guide Dog Standards, the role of veterinarians in climate change and dog importation.

POSITION STATEMENTS

Another initiative that the AWC is always busy with 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:

[Castration of Piglets](#)

[Horn Management of Small Ruminants](#)

Position statements under development or revision include:

- Animal Sentience
- Animal Welfare at Auction Markets
- Transport of Dogs and Cats
- Transport of Farmed Animals
- Responsible Breeding of Animals
- Responsibility of Veterinary Professionals in Addressing Animal Abuse and Neglect
- The Welfare of Cull Cows
- Housing Systems for Laying Hens
- Capture of Wild Animals for the Pet Trade

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 [Cattery Code](#) is currently being revised and the [Kennel Code](#) which was updated in 2018 is slated for review.

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.

The Council also approved a new animal welfare mandate:

“Animals experience good welfare when they feel healthy, comfortable and well nourished; are able to express highly motivated behaviors; and are not subjected to prolonged negative states. Good animal welfare refers to an overall positive state.”

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

RVT's now have the opportunity to contribute to the development of position statements by providing feedback through their provincial associations.

Provincial Associations provide their contribution to RVTTC which compiles it on behalf of Canadian RVTs.

All RVT's are encouraged to bring forward welfare related ideas or concerns using the RVTTC [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.



**KATE COOPER,
RVT, CPM**

RVTTC FINANCIAL REPORT

For the year ended May 31, 2023

Financial Comments

In 2022-2023, RVTTC had expenses related to strategic initiatives:

- Hiring a new full-time Executive Director
- Completing the OMLP funded RVT Career Navigator Grant project
- Employing a communications coordinator contractor
- Working with a consultant on a strategic marketing and growth plan
- Taking on travel costs for directors attending the AGM
- Adjusting our investment strategy
- Repaying the CEBA business loan

Organizational Change:

With the ED staff change, our organization has moved from Ontario to Saskatchewan.

RVTTC's legal address changed to:

PO Box 7413
STN Main
Saskatoon, SK.
S7K 4J3

Statement of Operations

	2023	2022
REVENUE		
Membership dues	\$ 124,531	\$ 120,476
RVT Career Ladder	19,306	74,682
Sponsorship and other	40,248	41,592
Federal COVID subsidies (note 5)	-	24,316
	184,085	261,066
EXPENDITURE		
Administration	38,782	31,992
Strategic Initiatives (note 4)	7,667	21,327
RVT Career Ladder	7,585	86,418
Annual general meeting	32,051	4,302
Bursaries	1,000	3,500
Executive Director	2,023	702
Marketing	43,915	11,060
Payroll expense	78,612	61,693
Representation	17,972	12,763
Dues	668	2,182
Website	3,631	5,311
Cost of goods sold	-	30
Miscellaneous	218	6,043
	234,124	247,323
NET REVENUE (EXPENDITURE) FOR THE YEAR	\$ (50,039)	\$ 13,743

Statement of Financial Position

	2023	2022
CURRENT ASSETS		
Cash	\$ 49,577	\$ 266,934
Short term investments (note 2)	86,044	10,116
Accounts receivable	17,254	-
Prepaid expenses	11,059	8,806
	\$ 163,934	\$ 285,856
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 6,462	\$ 16,101
Government remittances payable	3,089	1,176
Deferred revenue (note 3)	48,842	72,999
CEBA Loan (note 4)	-	40,000
	58,393	130,276
NET ASSETS		
Internally restricted contingency fund (note 4)	24,000	24,000
Internally restricted Board initiatives (note 4)	2,902	10,569
Unrestricted net assets	78,639	121,011
	\$ 163,934	\$ 285,856



rvtcanada.ca

613.215.0619

The Registered Veterinary Technologists and Technicians of Canada (RVTTC) is the voice of Canadian RVTs. We are a not-for-profit organization comprised of and uniting the seven provincial/regional veterinary technician and technologist associations across Canada.

These associations in turn represent nearly 10,000 individual RVTs across the country!