



RVTTC/TTVAC ANNUAL REPORT

2019-2020

YOUR **VOICE**
in animal healthcare.

Message from the President and Executive Director

The RVTTC works together with provincial Vet Tech associations to **Unite, Advance, and Strengthen** the Veterinary Technology Technician profession across Canada. Engaging provincial associations across Canada, allows us to collaborate on areas of mutual interest, ultimately helping us to champion the RVT profession on a national level with now over 8,700 members.

As your National President and Executive Director, we first want to give a shout out to our Board of Directors for their commitment and dedication in this most interesting year surrounding COVID. The BOD continued to meet bimonthly and worked to support and assist our provincial members with our "TLC series" consisting of coffee chats, video reach outs, and contests. Please continue to watch our social media pages for upcoming events that bring RVTs together from the East to West coast! These events are for all RVTs and encourage round table discussions on a variety of topics.

We are excited to share new RVTTC member benefits with you:

- Discounted enrollment for Fear Free Certification
- New RVT Locum insurance protection is available to all RVTs as they expand their career path.
- The 2019 RVTTC Travel Bursary has had a successful year raising \$5000.00 to award to RVTs to provide financial assistance to attend CE opportunities of their choice.
- New e-newsletter "RVT Talk" shares events and activities both nationally and internationally to our members and stakeholders and has just celebrated our 1-year anniversary.
- As we continue working in partnership with the CVMA, RVTs now have an opportunity to be included in the development process of all CVMA position statements.



Benefits of RVTTC membership continue to grow as our stakeholder engagement expand each year.

This year, RVTTC's strategic plan includes initiatives to empower Registered Vet Techs:

- Initiated a task force to create and develop a new RVT Career Ladder tool to assist in identifying a broad pathway for long term RVT career progression specifically skills, experience, and personal contribution.
- Launched a mentorship guide – *"from Experience...advice to my younger RVT self"* providing support and advice from our RVT community. [Check it out.](#)
- Developed and created National Standards of Practice for RVT profession. Check it out on our website www.rvtcanada.ca.

Message from the President and Executive Director

The RVTTC is working hard within our global veterinary community. RVT representatives share our voice in areas of animal welfare, RVT educational standards, reviewing the VTNE and professional development. We are committed to ensure the RVT Voice be included when making changes that will improve the lives of all animals. A few of these include Antimicrobial Stewardship and Antimicrobial Resistance, national labour shortage in veterinary medicine, importation of dogs, and foreign animal disease prevention. Our advocacy has expanded to include representation as affiliate members of the World Small Animal Veterinary Association, an observer member of the World Veterinary Association and core member of International Veterinary Nurses & Technician Association. The RVTTC Executive continue to meet regularly with NAVTA executives to collaborate together for our profession on a National level.

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

Sincerely:



Heather Shannon RVT
RVTTC President



Shannon Brownrigg RVT
RVTTC Executive Director/CEO



RVTTC Board of Directors & CEO

2018-2019 Financial Statements

REGISTERED VETERINARY TECHNOLOGISTS AND TECHNICIANS OF CANADA

UNAUDITED STATEMENT OF FINANCIAL POSITION AS AT MAY 31, 2020

	2020	2019
CURRENT ASSETS		
Cash	\$ 96,986	\$ 85,037
Short term investments (note 2)	88,321	82,465
Accounts receivable	1,275	685
Prepaid expenses	2,603	13,768
	\$ 189,185	\$ 181,955
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 18,403	\$ 8,946
Deferred revenue (note 3)	60,841	61,447
	79,244	70,393
NET ASSETS		
Internally restricted contingency fund (note 4)	6,000	6,000
Unrestricted net assets	103,941	105,562
	\$ 189,185	\$ 181,955

UNAUDITED STATEMENT OF OPERATIONS FOR THE YEAR ENDED MAY 31, 2020

	2020	2019
REVENUE		
Membership dues	\$ 102,836	\$ 100,741
Sponsorship and other	27,951	27,403
	130,787	128,144
EXPENDITURE		
Administration	25,670	16,408
Annual general meeting	14,478	15,767
Bursaries	3,000	6,079
Executive Director	1,016	722
Marketing	7,817	11,633
Payroll expense	53,017	49,055
Representation	20,510	25,869
Bank charges	1,066	605
Website	4,890	1,609
Sponsorship	300	-
Cost of Goods sold	644	-
Miscellaneous	-	30
	132,408	127,777
NET REVENUE (EXPENDITURE) FOR THE YEAR	\$ (1,621)	\$ 367



2019-2020 RVTTC/TTVAC Projects

RVTTC Mentorship E-Book:

“from EXPERIENCE...advice to my younger RVT self”

The superior quality of the RVT community’s generosity and caring is demonstrated by the sheer number of responses that were given to the question, “What advice would you give your younger RVT self?”

Over 100 RVT responses were received, thank you to everyone who took the time to respond.

[Click here to get yours now!](#)



Thank you to our generous partner in this project: VCA Canada.



National Standards of Practice for the Veterinary Technology Profession

The RVTTC National Standards of Practice contains statements about levels of performance that Registered Veterinary Technologists and Technicians are required to achieve.

The National Standards of Practice:

- Reflects the values of the veterinary technology profession
- Identifies what the profession expects of RVTs
- Represents the criteria against which the veterinary technology profession in Canada is measured by clients, employers, colleagues, themselves and the public.

For the full document: www.rvtcanada.ca.

RVTTC/TTVAC Sponsoring Partners

Thank you to our amazing sponsors for all their support over the past year!



*Proudly RVT Bumper Sticker Campaign, Student Bursary,
Travel Bursary Match and AGM Lunch Sponsor*



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AGM Sponsor



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Animal health / Santé animale

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Antimicrobials



Dentistry



Pet First Aid



Surgery

RVT Month - Contest Sponsor

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British Columbia Veterinary Technologist Association

Shelby Penrice – Thompson Rivers University

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Brittney Sperling – Lakeland College

Saskatchewan Association of Veterinary Technologists

McKenzie Bentley – Sask Polytechnic

Manitoba Veterinary Technologists Association

Jordan Kondratiew – Red River College

Ontario Association of Veterinary Technicians

Sierra Harris – St. Clair College

Eastern Veterinary Technician Association

Alison Mason – Maritime Business College

American Association of Veterinary State Boards (AAVSB)

VTNE Committee RVTTC/TTVAC Representatives

Submitted by: Amanda Maknyik, RVT (Eastern Rep) & Susan Thiessen, RVT (Western Rep), RVTTC Representatives to the AAVSB VTNC Committee.



VETERINARY TECHNICIAN NATIONAL EXAMINATION (VTNE®)

The Veterinary Technician National Examination (VTNE) is owned and administered by the American Association of the Veterinary State Boards (AAVSB). The VTNE program is one of the AAVSB's key programs for its membership as it 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 is comprised of 12 representatives from the AAVSB (4), AVTE (2), NAVTA (2), CVTEA (2) and RVTTC (2). There are Veterinary Technicians and Veterinarians, from both large and small animal practice, education, and regulatory boards representing stakeholders from a broad geographical area in both Canada and the U.S. Committee members are recommended/appointed by the organization they represent to the VTNE Committee and approved by the AAVSB Board of Directors. Representatives serve a maximum of 2 three-year terms.

The RVTTC's Eastern representative's 2nd term expires in Dec. 2020 and the Western representative's 1st term expires in Dec. 2021. All expenses incurred by the committee members are paid by the AAVSB.

Jurisdictions and Associations that use the VTNE

Of the 62 AAVSB Member Boards, 45 regulate Veterinary Technicians and use the VTNE, 17 do not regulate Veterinary Technicians. 14 of the 17 use the VTNE.

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. The ATSAQ uses the VTNE in Quebec. The BCVTA uses the VTNE in British Columbia.

Role for the RVTTC representatives on the VTNE Committee

As well as fulfilling the responsibilities listed above, the RVTTC representatives ensure questions on the VTNE are relevant and applicable in both the US and Canada (pounds/kilograms, drug names and classifications, regulations etc.). Amanda sits on the abbreviations sub-committee, which reviews and approves the list of abbreviations that can appear on the VTNE, to ensure they are widely used, accepted and understood throughout the profession.



American Association of Veterinary State Boards (AAVSB)

VTNE Committee RVTTC/TTVAC Representatives

VTNE Committee Highlights/Activities

The Committee had one teleconference meeting and 2 in-person meetings in 2019. The teleconference meeting is a business meeting and it occurred in May. The in-person meeting was an item writing and review workshop in June in San Diego. The second was the VTNE business meeting and exam construction workshop which occurred in conjunction with the AAVSB Annual Meeting and Conference in St. Louis, Missouri in September. During these meetings the Committee places a strong focus on question quality, avoiding duplication, and ensuring currency/relevance.

There was a slight reduction in candidates taking the VTNE in 2019 as compared to 2018 this may be attributed to 12 additional veterinary technology programs closing in the United States in 2018.

Impact of COVID-19

Currently, the VTNE Committee is reviewing test forms remotely, through a secure portal, in preparation for the Item Writing and Exam review workshop scheduled for late June. Due to the health and safety concerns of volunteers and employees with the current outbreak of COVID-19, the AAVSB has decided to hold this 2 day workshop as a Virtual Workshop via Webex.

COVID-19 has also had an impact on the ability to deliver the VTNE exam to candidates. Decisions to extended application and administration windows have been based on information received from Veterinary Technology programs regarding delayed graduations across both the United States and Canada and the limitation of test site capacity due to health and safety guidelines in maintaining social distancing. The Nov/Dec administration was recently revised.

PAVE (Program for the Assessment of Veterinary Education Equivalence) for Veterinary Technicians

The PAVE for Veterinary Technicians Committee is developing a program similar to the established PAVE for Veterinarians program. The program will allow international veterinary technicians/veterinary nurses who are graduates of international, non-accredited veterinary technology programs, a pathway to apply for credentialing in the United States and Canada. Upon meeting English Proficiency requirements and applying to the AAVSB, credentials will be reviewed by a third party organization with expertise in international credential evaluation to identify gaps and recommend course(s) needed for equivalency to complete the pathway upon final review by the Committee. Currently, the AAVSB is still establishing partnerships with various AVMA-CVTEA and CVMA accredited veterinary technology programs for delivery of programming as “one-off” courses for these course(s). Amanda Maknyik is a member of this committee as a VTNE Committee representative. Further updates will be provided as the program develops.



The Canadian Veterinary Medical Association (CVMA)

Council Liaison Annual Report

Submitted by: Lois Ridgway, RVT and CVMA Council Liaison

The CVMA is the national and international voice for Canadian Veterinarians, providing leadership and advocacy for veterinary medicine. The CVMA is committed to involving RVTs in its activities and our evolving relationship serves both the RVTTTC and the CVMA in advancing our shared organizational goals, promoting career wellness and supporting the best animal care nationwide.

The CVMA has reached an all-time high in membership with almost 7,600 members and 8,400 affiliated veterinary technicians. The CVMA continues to examine the value of membership and to ensure its value, including ways to be attractive to corporate veterinary practices and consolidators. With this in mind, the CVMA Council meets to determine strategic directions and policy decisions for the organization. My RVTTTC Liaison role within the CVMA Council is focused on representing and promoting RVT perspectives, with all of our regional similarities and differences, in the matters presented to Council for consideration, discussion and decision making. I represented the RVTTTC at three CVMA Council meetings during this fiscal year: July 15, 2019 – Toronto, ON; November 23 – 24, 2019 in Ottawa, ON, and March 2020 – via videoconference.

Listed below are a few of the noteworthy fiscal year 2019-2020 CVMA accomplishments of interest to the RVTTTC:

71st CVMA Convention and the 44th WSAVA Congress: July 16 – 19, 2019

Almost 2,200 DVMs and RVTs attended the Metro Toronto Convention Center where 40 tracks were featured with presentations by 108 speakers. The Opening and Closing ceremonies were spectacular and showcased Canadian talent, culture and scenery. I was invited to moderate several sessions within the Veterinary Technician track on July 17 – 18.

Toronto was the place in 2019 for veterinary professionals to meet and network! Numerous formal meetings took place during and around the convention including but not limited to meetings between CVMA and affiliated groups - Veterinary College Deans; the RVTTTC; the Presidents of the National Veterinary Species Groups; representatives from FVE, AVA and AVMA; the NEB; the veterinary Regulatory bodies – CCVR; the Provincial VMA Executive Directors and Communications Managers; the Presidents' Meeting with the Presidents of VMAs; National Veterinary Species Groups and the Students of the CVMA (SCVMA).

- **Global Summit:** The CVMA President-Elect, Dr. Melanie Hicks, organized and chaired the Global Summit themed – *“The Gold Standards of Animal Welfare – Positive and Negative Impacts on Animals and Veterinarians.”* Dr. Susan Hazel, Senior Lecturer, Animal Behavior, Welfare & Ethics, Australia, led a session on *“Global Animal Welfare: Challenges and Opportunities”*. Dr. David Fraser, Professor, Faculty of Land and Food Systems, University of BC spoke about *“What do we mean by one welfare?”* Heather Bacon from the University of Edinburgh spoke about *“The Gold Standard of Animal Welfare – Positive and negative Impact on Animals and Veterinarians”*. Participants and speakers engaged in dynamic discussions.
- **Global Forum:** Dr. Serge Chalhou, University of Calgary, CVMA National Issues Committee member, moderated this forum on *Telehealth and Animal Welfare*. The aim was to explore implications on animal welfare from telehealth and telemedicine perspectives. The CVMA first developed a telemedicine position statement in 2014 and this forum was held in a Pre-COVID-19 pandemic framework – many perspectives on this topic have recently and necessarily evolved.



The Canadian Veterinary Medical Association (CVMA)

Council Liaison Annual Report

- **Emerging Leaders Program (ELP):** The objective of the Emerging Leaders Program is to provide participants with training in non-technical (life skills) competencies, particularly skills relating to teamwork, communication and professionalism. The Program, this year with both Canadian and international participation, was chaired by Dr. Chris Bell and facilitated by Dr. Rick DeBowes.
- **AGM:** The President of WSAVA, Dr. Shane Ryan, addressed the AGM; the three levels of government, the Mayor of Toronto, Premier of Ontario, and Prime Minister of Canada sent welcome letters which were read to members and invited guests. The CVMA President, Dr. Terri Chotowetz, reflected on a successful year and highlighted a few of the CVMA's many accomplishments, including the delivery of the new, web based antimicrobial prudent use guidelines for food animals and small animals, work done on the Cannabis file, African Swine Fever, telemedicine, the release of the third edition of the Kennel Code, the development and reviews of numerous Position Statements. She thanked CVMA volunteers (>600) and the CVMA staff team for their dedication and work.
 - **International veterinary leaders attending the AGM included:** Dr. John de Jong, President, American Veterinary Medical Association (AVMA); Dr. John Howe, President-Elect, AVMA; Dr. Janet Donlin, Executive Vice-President and Chief Executive Officer, AVMA; Dr. Julia Crawford, President, Australian Veterinary Association; Dr. Rens Van Dobbenburgh, President, Federation of Veterinarians of Europe (FVE); Dr. Patricia Turner, President-Elect, World Veterinary Association (WVA); and Dr. Andrew MacCabe, Chief Executive Officer, Association of American Veterinary Medical Colleges (AAVMC).
 - **The new President and Executive of the CVMA were introduced:** Dr. Melanie Hicks, President; President-Elect, Dr. Enid Stiles; Vice-President, Dr. Louis Kwantes, Executive Member, Dr. Chris Bell; Treasurer, Dr. Brian Evans; and Mr. Jost am Rhyn, as CEO. The CVMA would like to extend sincere thanks to Dr. Terri Chotowetz, now Immediate Past-President, for her leadership and many years of dedication to the CVMA and the veterinary profession. A special thank you to the two parting Executive Members, Immediate Past-President, Dr. Troye McPherson and the long-serving Treasurer, Dr. Barry Stemshorn, for their dedication to the profession and for sharing their expertise.
 - The CVMA and its members honored a number of greatly deserving professionals during the Awards Ceremony held following the AGM:
 - ◆ Merck Veterinary Award – **Dr. Karin Orsel**
 - ◆ Humane Award – **Dr. Denis Will**
 - ◆ RVL Walker Award – **Ms. Kate Rundle**
 - ◆ Life Membership – **Dr. Jim Brackett**
 - ◆ CVMA President's Award – **Dr. Lloyd Keddie**
 - ◆ CVMA Practice of the Year Award – **Dr. Trina Bailey and the Veterinary Specialty Centre of Newfoundland and Labrador**



2020 – 2022 CVMA Strategic Plan: Council approved a three-year Strategic Plan with prioritized Objectives as follows: 1) Provide Leadership on National and International Veterinary Issues; 2) Provide Advocacy and Leadership on Animal Welfare; 3) Engage membership and the Veterinary Community; and 4) Promote Meaningful Careers and Personal Wellness for Veterinary Professionals.

The Canadian Veterinary Medical Association (CVMA)

Council Liaison Annual Report

Labor shortage: In most parts of Canada, there appears to be a shortage of veterinarians and RVTs. This is underpinned by record numbers of classified ads, anecdotal information and partially by provincial data collection. The CVMA is conducting a ***national labor market study*** with the intention of using the data to identify past and future veterinary labor market trends, to plan veterinary capacity (e.g., education funding needs, immigration needs) and to influence political and financial decision making at the national level.

CVMA Position Statements and Codes of Practice: The CVMA's National Issues Committee (NIC) and Animal Welfare Committee (AWC) reviews and monitors veterinary and animal welfare issues on matters deemed to be of concern to the veterinary medicine and to society. Scientific evidence, ethics and collaboration with stakeholders including RVTs, are used to form the basis of CVMA Position Statements and Codes of Practice.

- Position Statements are “aspirational” and are meant to advance the humane treatment and welfare of animals even when industry practices are not yet in full alignment.
- Council approved several revised position statement including: Neutering of Dogs and Cats, Castration of Horses, Donkeys, and Mules, Animals in Sport and Competition, Use of Animals in Entertainment and Recreation, Elective and Non-therapeutic Veterinary Procedures for Cosmetic or Competitive Purposes (formerly Cosmetic Alterations), and Free-roaming Owned, Abandoned, and Feral Cats. Council also directed the Animal Welfare Committee to conduct research for development of Position Statements on Brachycephalic Dogs, Service Animals, and End of Life issues.
- Current CVMA position statements are [available here](#).
- Codes of Practice are available to the public and become a basis for many veterinary medicine based decisions. They are [available here](#).

National Issues:

- **Telemedicine:** Advancing technology is rapidly transforming the practice of veterinary medicine. Medical consultation through telecommunication technology offers opportunities to improve the delivery of animal health care, but also presents challenges to practitioners, animal owners and other stakeholders. At the request of the Canadian veterinary regulatory bodies, the CVMA developed its first position statement on telemedicine in 2014. With the COVID-19 pandemic entry into Canada in March 2020, the evolution of telemedicine has leaped forward - the CVMA has since been in contact with the AVMA and other jurisdictions on this topic including provincial veterinary regulatory bodies to engage in development of suitable guidelines for veterinarians.
- **Cannabis:** Since October 2018, human use of recreational Cannabis is legal in Canada. Evidence now indicates that toxicity occurrences have increased in animals. Veterinarians are permitted to prescribe and dispense registered drugs with cannabinoids, including extra-label human drugs, however ***there are no cannabinoid drugs registered for veterinary use***. Currently, the Canadian Veterinary Drugs Directorate (VDD) has approved clinical trials for veterinary drugs containing cannabinoids, but having one come to market is potentially ***six to ten years away***. ***The CVMA continues to advocate for inclusion of veterinarians in the Cannabis Act to enable research trials, use of Cannabinoids for animal medicinal purposes and for animal safety warning labels to be required on human Cannabis products.***
- **African Swine Fever:** The CVMA is working with the Canadian Food Inspection Agency and other stakeholders to share and promote information to prevent African Swine Fever from infecting the Canadian pig herd. As well, the CVMA has offered the Government the assistance of the Canadian Veterinary Reserve.



The Canadian Veterinary Medical Association (CVMA)

Council Liaison Annual Report

- **Importation of Dogs:** The CVMA is concerned about the movement of dogs from other countries into Canada as they are capable of importing diseases, both canine diseases and zoonoses such as Leishmaniasis, *Brucella canis*, and Rabies. For the past few years the CVMA has tried to address this issue by organizing discussions with national stakeholder organizations who share similar concerns. The CVMA has created an importation checklist for veterinarians and the public, and is advocating the Federal Government address this issue.
- **Antimicrobial Use:** Since late 2018, all antimicrobials for animals are accessible through a veterinary prescription only (including antimicrobials in feed and water). The CVMA, together with the Government and other stakeholders, has been assisting this important transition through provision of resources and information. The CVMA has developed web based **Guidelines for Veterinary Antimicrobial Use** for six species groups: Beef, Small Ruminants; Dairy; Companion animals (canine, feline); Swine, Poultry. In the next phase, the CVMA will add guidelines for Equine and Aquaculture. The CVMA is developing antimicrobial use surveillance software which will collect data through electronic veterinary prescription and dispensing procedures performed at the practice level and at feed mills. This data will ameliorate antimicrobial stewardship as required both nationally and internationally (OIE).

Mental Health Awareness Week: In collaboration with Merck, the CVMA launched an inaugural Mental Health Awareness Week on September 10, 2019 (National Suicide Awareness Day) – *“It’s Time to Talk About Mental Health in Veterinary Medicine”* included a live suicide awareness and prevention webinar. This will be an initiative carrying forward into 2020 and of particular importance given the recent COVID-19 pandemic context.

Veterinary Technician Program Accreditation: Council approved the AHTVTPAC recommendations for accreditation of Vanier College, Saint- Laurent (Montreal), Quebec; Georgian College, Orillia, ON; Seneca College, King City, ON and Red River College, Winnipeg, MB. There are currently 19 CVMA Accredited veterinary technician programs across Canada.

The CVMA has initiated a landing page on the website and a **Veterinary Town Hall Webinar Series** to provide veterinary professionals with updates on COVID-19 pandemic related information. Each webinar is hosted by CVMA President, Dr. Melanie Hicks, and is recorded. Refer to the [CVMA Website](#).

The 2020 CVMA Convention has been cancelled due mainly to travel restrictions and allowable group size limitations in the context of the COVID-19 pandemic. The next CVMA Council Meeting will be held by videoconference July 8, 2020.

Canadian Veterinary Medicine Association (CVMA) Professional Development Committee (PDC)

Submitted by: Carolyn Cartwright, RVT, VTS (Anesthesia/Analgesia) & Shannon Brownrigg, RVT

As the CVMA, Professional Development Committee representatives, it is our mandate, guided by the CVMA objective to continue to build and strengthen the image of the CVMA Convention and the value it offers Canadian veterinarians. RVTTC works in collaboration with the CVMA and the convention committees to promote RVT attendance and engagement while ensuring that the RVTs in attendance have access to engaging, relevant and informative continuing education. When RVTs have access to a high quality of continuing education they elevate, not only their own skills and knowledge, but also the skills and knowledge of the entire veterinary team. As the RVTTC representatives, we ensure the RVT viewpoints and concerns are included, heard, and valued.



CANADIAN VETERINARY
MEDICAL ASSOCIATION

L'ASSOCIATION CANADIENNE
DES MÉDECINS VÉTÉRINAIRES

Thank you to Nadine Schueller RVT for her dedication and hard work representing RVTTC on the CVMA - PDC. She has served 2 terms on this committee and we appreciate her volunteered time and efforts.

In July 2019 as part of our CVMA – RVTTC collaboration we participated in the World Small Animal Veterinary Association (WSAVA) Congress – 71st CVMA Convention held in Toronto, “Visit Toronto – Discover the World”. With over 200 hours of CE to choose from, there was CE for the entire veterinary team, including DVMs, RVTs, and clinic staff. In addition, our RVTTC representatives worked directly with the WSAVA team to develop the first full 4-day RVT Track.

Highlights include the CVMA Summit on the topic of “*The Gold Standard of Veterinary Medicine*”, the CVMA National Issues Forum explored issues and challenges pertaining to the Telehealth and Animal Welfare: *The Pros, The Cons and Implications for Veterinary Patients*. Plus, the popular CVMA Emerging Leaders Program designed to identify future leaders in the veterinary profession and provide them specifically with skills relating to teamwork, communications, and professionalism. The CVMA AGM and Awards luncheon was held during the Congress and we were proud to celebrate with Ivana Novosel, RVT receiving the 2019 RVTTC RVT of the Year Award sponsored by Hills Pet Nutrition. The RVTTC board of directors hosted their first Social Evening for all members of the veterinary team and stakeholders celebrating RVTTC’s 30th Anniversary with many attendees from the global veterinary community.



Canadian Veterinary Medicine Association (CVMA) Professional Development Committee (PDC)



The Congress social evening was a Canadian Street Party at the Evergreen Brick Works with light food, cocktails and music in the unique setting of a restored historic site of the Don Valley Brick Works factory. The event allowed guests to mingle with colleagues, engaging over drinks, enjoying a variety of Canadian cuisine and featuring the Canadian music talent Susan Aglukark. Susan blends the Inuktitut and English languages with contemporary pop music arrangements to tell the stories of her people, the Inuit of Arctic Canada. A truly Canadian event to share with our international colleagues. The days spent at the Congress were a great opportunity for global communication and networking with 2,183 of our international colleagues, along with the benefit of a strong continuing education program.

Since the congress, we have participated in multiple conference calls, and email correspondence. We were planning to participate in March, for the committee weekend in person meetings, as the RVTTC voice. The COVID-19 pandemic had other plans and changed the agenda. Our committee has continued moving forward with on-line meetings. It was a difficult decision for the CVMA, but as in many other events, it was necessary to cancel the scheduled July Quebec City CVMA convention. The planning committee is continuing to work diligently putting together a comprehensive program for the 73rd annual CVMA convention in Calgary, July 22-25, 2021.

We continue to see the growth and inclusion of RVTs along with the CVMA at the annual conventions. Bring your white Stetson and enjoy the Western hospitality in Calgary, Alberta on July 22-25, 2021 as the CVMA and RVTTC collaborate to bring you an amazing experience. See you there!



Canadian Veterinary Reserve (CVR)

Submitted by: Shannon Brownrigg, RVT



The Canadian Veterinary Reserve (CVR) program launched in November 2006 as a program of the Canadian Veterinary Medical Association (CVMA) in a joint partnership with the Canadian Food Inspection Agency (CFIA).

The program was established in response to a number of concerning animal disease events including:

- *2020 COVID response to support livestock processing inspection,*
- *A 2004 outbreak of Avian Influenza in British Columbia,*
- *2003's outbreak of Severe Acute Respiratory Syndrome (SARS) in Canada, and*
- *The 2001 outbreak of Foot and Mouth Disease in the UK and Europe, demonstrated the need for Canada to be increasingly prepared for animal disease outbreaks affecting both animals and humans.*

The Canadian Veterinary Medical Association's, Canadian Veterinary Reserve (CVR) is a national, volunteer membership of qualified Canadian veterinarians who make themselves available to rapidly assist governments in responding to outbreaks of foreign animal disease and other large-scale emergencies and disasters that affect animals. [Learn more by clicking here.](#)

The RVTTC has one representative sitting on the CVR Advisory Board to provide input and perspective of RVT as integral member of the veterinary team. The CVR membership is open to all veterinarians in Canada with 300 registered reservists and active registration is ongoing. Annual drills are performed proving the CVR has knowledge and capacity to respond within 24-48 hours to provide veterinary surge capacity to first responders in emergency situations involving animals.

Currently, there are no RVTs as part of the CVR. At the annual advisory committee meeting (September 2018), RVT Shannon Brownrigg prepared and delivered a presentation featuring the benefits of RVTs as members in an emergency response situation. Specific examples of RVT contribution to emergency response in both Alberta and British Columbia clearly demonstrated the strength of the veterinary team model in responding large scale emergencies involving animal health and welfare.

To date there has not been an active call up of the CVR. Discussions continue with stakeholders and CFIA to identify areas where CVR members can participate or observe in non-emergency situations to build relationships and investigate potential deployment opportunities. The CVR continues to reach out to other provincial EMOs and the Canadian Council of Emergency Management Organizations (CCEMO) maintaining contact and communication.

International Veterinary Nurses & Technicians Association (IVNTA)

Submitted by: Ivana Novosel, RVT & Carolyn Cartwright, RVT, VTS (Anesthesia/Analgesia)

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

Despite contrasts between veterinary nursing/technician training and 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 and 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 and career structure for VNs and 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 and affiliate members. The Permanent members participate in the running of the IVNTA, appoint a delegate to represent the member organisation during meetings of the IVNTA, pay an annual membership fee and submit an annual report. The Affiliate members provide a representative to act as a point of contact for their national association and 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), and 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 and 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, and the Association of Veterinary Technicians in Turkey.

International Veterinary Nurses & Technicians Association (IVNTA)

Following the biannual meeting of the IVNTA in Brisbane, Australia in April of 2019 the association is moving forward with a restructure and renew. Ginny Thomas, our Secretary General indicated the need to resign in the fall of 2019, and we send our thanks to a job well done and the countless volunteer hours she dedicated. The IVNTA board discussed steps to implement steps to accommodate for a smooth transition. The board is reviewing options for a restructure of board of directors and a sustainability plan to move forward. One of our main objectives is to acquire not-for-profit status, which will include constitution review and sustainability plan, to allow the IVNTA to grow and be an International Voice for Veterinary Nurses and Technicians. We continue to promote the association and profession through social media platforms and regular meetings.

At the in person meeting in Australia the board agreed to recognize the second Friday in October, annually, as the International Veterinary Nurse and Technician Day. The date selection was with consultation of the permanent members of the IVNTA. As far as possible, the date aligns with existing veterinary nurse / technician awareness campaigns and / or with national veterinary nursing / technician conferences. The intention is that IVNT Day celebration will be in conjunction with existing activities in member countries so that the initiatives can be mutually beneficial. On October 11, 2019 the 1st annual IVNT celebration was held globally.

Currently the IVNTA meets quarterly via teleconference. The plan is to meet in person every two years for an in person meeting to grow the association and promote the benefit of in person collaboration. The proposed next meeting hosts will be the USA at the Veterinary Meeting and Expo (VMX) on January 16-20, 2021 in Orlando, Florida. With the current COVID-19 pandemic, the meeting plans will be dependent on traveling bans and the global impact for our board of director members.

We are very honoured to be the Canadian voice of RVTs on this global platform and are looking forward to the IVNTA growth and continued collaboration internationally.



Carolyn Cartwright, RVTTC, IVNTA | Erin Spencer, NAVTA 2019 President
Ivana Novosel, RVTTC, IVNTA

Animal Welfare Committee (AWC)

Submitted by: Kate Cooper, RVT

Through its Animal Welfare Committee (AWC), the Canadian Veterinary Medical Association (CVMA) concentrates its efforts on developing science-based guidelines, standards and position statements that address the welfare, humane treatment, and care of animals.

Committee members of the AWC include veterinarians from small and large animal practice as well as research, wildlife, zoo and laboratory animal medicine. The membership also includes delegates 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 (RVTTC).

The CVMA AWC focuses on several key initiatives to enhance and promote the humane treatment and care of animals. Over the last year, the AWC consulted with experts to conceptualize an End of Life decisional framework, met with corporate sponsors regarding the design and implementation of a Pain Management Initiative and supported externally derived programs such as Link Training (addressing the link between domestic violence and animal abuse: a Humane Canada initiative) and Co-Sheltering of Animals (for animals of domestic abuse victims: a Vet-Outreach initiative).

During the COVID-19 crisis, the AWC has had representation on the Public Health Agency of Canada led COVID coalition regarding guidelines for animals and the CFIA led coalition on species risk assessments. The AWC also has representation on the American led Association for Animal Welfare Advancement which coordinates a consistent approach to the activities of animal shelters during the COVID crisis and subsequent recovery.

Members of the AWC contribute to various external animal welfare related associations including the National Farm Animal Care Council Board of Directors, Working Groups and Code Development Committees. In addition, AWC representatives participate on the Board of Directors of the National Companion Animal Coalition (along with the Canadian Kennel Club, Humane Canada, Agriculture and Agri-Food Canada and the Pet Industry Joint Advisory Council) and the Animal Welfare Judging and Assessment Competition in affiliation with the American Veterinary Medical Association.

Position Statements serve to guide the profession and to educate the public on the veterinary viewpoint on specific issues. The AWC revised or initiated several progressive Position Statements over the past year including the Care and Transport of Neonatal Dairy Calves, Humane Slaughter, Use of Animals for Scientific Purposes and Humane Depopulation. The AWC also supported the CVMA National Issues Committee by participating in the development of some of its Position Statements such as Service Animals and Surgical Procedures as well as other initiatives including Dangerous Dogs Legislation.

RVT's now have the opportunity to contribute to the development of the CVMA Position Statements by providing feedback through the RVTTC and their provincial associations (contact your respective provincial association for details on how to do this).

The inclusion of the Registered Veterinary Technologists and Technicians of Canada on the CVMA AWC emphasises the valuable contribution that RVT's make to animal welfare in their daily work. We encourage all RVTs to bring forward welfare related ideas or concerns using the ['Contact Us' page on the RVTTC website](#). 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.

World Veterinary Association (WVA)

Submitted by: Shannon Brownrigg, RVT



The World Veterinary Association (WVA) is the world's largest family of veterinarians, as well as the common voice for them all. Representing more than 500,000 veterinarians through 95 veterinary member associations on six continents, the WVA unites the veterinary profession at a global level. The WVA supports the work of veterinarians in diverse areas of medicine, research, practice, and outreach and is guided by its belief in One Health, which recognizes that humans and animals share the natural environment and create harmony with and for each other. The WVA envisions that collaboration between the veterinary profession and other professions can ensure that humans, animals, and the environment prosper together. Learn more on the [World Veterinary Association website](#).

As of June 8, 2016, the RVTTC became an Observer Member of the WVA – the first veterinary technician group to join the WVA.

RVTTC Activities with WVA:

- [Resources for COVID-19 Information](#) - Veterinarians, as trained health professionals and One Health advocates, are an important source of information regarding SARS-CoV-2, the causative agent of COVID-19. *The WVA is pleased to provide this list of resources compiled from national and international veterinary groups, public health agencies, and intergovernmental organizations.*
- Direct information shared from WHO with global COVID statistics
- [OIE and WVA joint press release](#): Covid-19 and Designation of Veterinary Work as Essential Business .
- Attended the 2020 WVA Congress Closing Ceremony - COVID-19 Live Panel Session
- Request to participate in survey for VET VISION 2050
- WVA Infonews is shared within the RVTTC E-newsletter RVT Talk to share veterinary news from around the world.
- [World Veterinary Association Congress \(WVAC\) 2021](#) will be held in Taipei, Taiwan April 23-25th, 2021.

World Small Animal Veterinary Association (WSAVA)

Submitted by: Shannon Brownrigg, RVT



WSAVA is an 'association of associations', which means that our membership comprises companion animal veterinary associations from all over the world. We currently have 113 member association, representing more than 200,000 individual veterinarians.

WSAVA Vision Statement

"All companion animals worldwide receive veterinary care that ensures their optimal health and welfare."

Our goal is to advance the health and welfare of companion animals through raising standards of veterinary care around the world. Members of our association share our passion to create a dynamic global community of veterinarians who work together to deliver ever higher standards of care and who speak with one global voice on key issues affecting the veterinary profession and the welfare of the animals in our care. [Learn more on the WSAVA website.](#)

At the 2018 World Small Animal Veterinary Association General Assembly, RVTTC was granted Affiliate Membership. We look forward to further involvement in both collaborative CE delivery as well as active members on WSAVA guideline groups and committees. As a new member of WSAVA, we are learning about the committees and look forward to facilitating RVT representatives within the WSAVA global community.

RVTTC will collaborate to include RVTs within WSAVA committees, if you are interested in representing RVTs on an international level please contact RVTTC Executive Director Shannon Brownrigg sbrownrigg@rvttcanada.ca for more information and discuss upcoming opportunities.



The 45th WSAVA World Congress & FECAVA Eurocongress 2020 to be held in Warsaw, Poland has been postponed to March 21-21, 2021 due to COVID-19 pandemic. For more information, [visit the congress website](#). The 2020 Assembly Meeting will be held on the **22nd of September 2020**.

The WSAVA Bulletin is shared with all RVTTC members via our RVT Talk E-Newsletter. Check out the latest edition for up to date news on the global veterinary community.



RVTTC/TTVAC Awards

On a yearly basis RVTTC chooses a deserving recipient for the following awards:

2020 Canadian RVT of the Year Award - Sponsored by Hill's



Awarded to a RVT who exemplifies the definition of an outstanding individual in the Veterinary Technology profession.

Julia Bitan, RVT



2019 RVTTC/TTVAC Recognition Award: 'Making a Difference'

Formally recognizes an RVT who has contributed to the RVT profession as part of their national association.

Heather Shannon, RVT



2019 RVTTC/TTVAC Sandy Hass Appreciation Award

Formally recognizes an individual or organization for their contribution to the Registered Veterinary Technologists and Technicians of Canada.

Bill Skubovius



All nominations are reviewed and selected by the RVTTC Board of Directors at the RVTTC Annual General Meeting.

2019 RVTTC Travel Bursary

This initiative was created to provide funds for RVTs who may want to expand their professional knowledge or skills as an RVT and require additional financial support to attend a conference or continuing education activity. A maximum of \$1000.00 is available per bursary. Applications will need to show how the funds will enhance their skills, goals or career development, while providing a contribution to the veterinary community.

This program is a RVTTC member benefit and open to all RVT members of RVTTC (BCVTA, ABVTA, SAVT, MVTA, OAVT, and EVTA) to support their continued professional growth as RVTs.

The funds for the 2019 RVTTC Travel Bursary were raised this past year by #Proudly RVT donations by RVTs supporting RVTs, a matching sponsorship by Petplan Pet Insurance, Virox, and IMLocum. To find out how you can support RVTs contact RVTTC Executive Director Shannon Brownrigg RVT (sbrownrigg@rvttcanada.ca) for more information and future opportunities.

Congratulations to the Winners for the 2019 RVTTC Travel Bursary:

Laura Montgomery, RVT – EVTA Member

Rhiannon Ewanyshyn, RVT – BCVTA Member

Lisa Langdon, RVT – OAVT Member

Wendy Kane, RVT – ABVTA Member

Lea Keravel, RVT – OAVT Member

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Animal Health Technician/Veterinary Technician Program Accreditation Committee (AHT/VT PAC)

Submitted by: Heather Quilty, RVT and Erin Young, RVT

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 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. Heather Quilty RVT is our newest member and I am excited to go on a site visit with her, hopefully in the new year once Covid-19 has been resolved. Welcome Heather!

Currently there are nineteen accredited colleges in Canada. Accreditation site visits occur approximately every five years. Since the last reporting cycle there have been three site visits; Georgian College, Seneca College and Red River College. Other site visits for the current year (Maritime Business College and Saskatchewan Polytech) are pending due to Covid-19 at the time of this report.

The CVMA AHT/VT PAC met via video conference on March 22 and 23, 2020 and on April 29, 2020. The committee reviewed all annual reports and discussed student safety, what alternatives could be allowed in order for students to fulfill accreditation requirements during this pandemic, the need for protection of the public, assuring a standard of quality of education and wanting to not burden students with additional tuition costs. All colleges have been working overtime to meet this challenge and have been creative in finding ways to fulfill graduation requirements. All programs have submitted a detailed contingency plan that has been accepted by the committee.

The committee is also working with CCAC to streamline processes for AHT/VT programs, specifically for pedagogical merit.

If you have any questions regarding this committee or this report, please contact either Erin or Heather, your RVTTC representatives via email.



Affiliated Associations of RVTTC/TTVAC



SAVT
SASKATCHEWAN
ASSOCIATION
of Veterinary Technologists



Manitoba
Veterinary
Technologists
Association



ONTARIO
ASSOCIATION OF
VETERINARY
TECHNICIANS



EASTERN VETERINARY
TECHNICIANS ASSOCIATION



RVTTC
TTVAC

British Columbia Veterinary Technologists Association (BCVTA)

Submitted by: Heather Shannon RVT – President, Brynne Trites BSc, RVT- Vice President, Denise Hitt RVT - Executive Director, Tina Douglas RVT – Treasurer, Kirsten Wilson AHT, RVT - CVBC Liaison, Kim Holbrow RVT – Secretary, Mia Cirotto RVT- RVTTC BC Representative, Tinille McKenzie-Wyatt RVT, VTS (ECC) RVTTC BC Representative, Amber Gregg, – Director, Kalaya Donchi, RVT – Director.



Mission

We are leaders and advocates for professional animal health care, helping to raise veterinary standards for the protection of the public and the animals of British Columbia.

Our vision is for every animal care facility in British Columbia to employ a **Registered Veterinary Technologist**. We partner in the veterinary health care industry to empower our members to utilize their training to deliver the gold standard of care. Our membership numbers reached 1059 RVTs in 2019. The BCVTA, acting with integrity, serves to educate and advocate for our members, to advance the profession of veterinary technology. We have focused on connecting with pet owners and public members to increase public awareness of RVTs in BC. Our efforts over the last year were heavily guided by our Strategic Pillars: Educate, Advocate, and Advance.

Our focus on connecting with public members began with an increase in attending public events geared towards pet owners. We created a RVT postcard to distribute to event attendees, handed out BCVTA swag, and worked hard at connecting with the public. After many requests, we created an online petition for public members to voice their desire to have the RVT profession regulated within BC. Many individuals were shocked to learn there is no skill or educational requirement for people who have been delegated tasks by a veterinarian.

[Access our petition](#)

Currently in British Columbia, a veterinarian is free to hire **anyone** to draw blood, anesthetize and take x-rays of your pet, among other tasks.

There is no government legislation that requires an educated professional to perform prescribed medical procedures on your animals.

A Registered Veterinary Technologist (RVT) is an educated and highly trained animal health professional. We carry out technical work and are skilled in performing a range of diagnostic tests, supportive care, and medical treatments under veterinary direction.

Your pets deserve a

RVT

Sign the petition now

 @BCVTA

www.bcvta.com

 bcvtboard@gmail.com

 www.facebook.com/BCVTA

www.gopetition.com/petitions/scope-of-practice-for-registered-veterinary-technologists-in-bc.html



British Columbia Veterinary Technologists Association (BCVTA)

During RVT month, the BCVTA created and shared images containing quotes from our members answering our prompt “Why should people ask for an RVT?”. This highly shareable online content connected with the in-person discussions that took place with public members during the various pet events we attended.

Our Fall Conference took place on October 27th in Burnaby, BC. During our general meeting we had our first viewing of a new video “Ask for an RVT”. This short video, created to be shared via social media, showed many of the different skills RVTs have and indicated why clients should ask if an RVT will be assisting their pet in the clinic. Our video was well received, reaching 5000 people within a week of launch. The video was not the only popular part of the conference, our speakers were also very entertaining and informative. Jennie Tait RVT, VTS Derm, discussed allergies and dermatology “tricks of the trade”. Jolene Watson RVT, from Clarity Coaching and Development discussed time management and how to build client rapport. Ivana Novosel, RVT, hosted such a successful discussion during our Spring Conference in Kamloops that we had to have her back for our Fall Conference as well. Ivana’s session on employment standards allowed attendees to ask questions directly to an Employment Lawyer or submit questions anonymously. Ian Sandler DVM, discussed Cannabis, harm reduction, and the ever-changing legislation surrounding it.

During our Fall Conference we were also able to vote on and pass our updated bylaws. With the many changes that have occurred with the BC Societies Act, our bylaws required revision. In addition to the standard changes, we also presented the addition of a searchable member registry on our website. This tool allows members of the veterinary team,



industry stakeholders, veterinary clients, and public members to see if an individual is an RVT registered with our organization by a simple first/last name search. One of the many benefits of our searchable registry is that it empowers pet owners to investigate if the individual caring for their animal is truly an RVT. This further supports our cause of spreading awareness to the public and lobbying for RVT regulations within British Columbia.

Our Executive Director and many of our board members frequently field questions about wages in BC. The BCVTA sent out a wage survey and created an infographic to help our members navigate wage discussion with employers. This is especially helpful for new graduates entering the RVT workforce for the first time. We hope that this information educates and empowers RVTs in our province who are such a crucial part of the veterinary team. [Click here to view the wage survey infographic.](#)

British Columbia Veterinary Technologists Association (BCVTA)

This year marked the BCVTA's 40th anniversary. We had two amazing conferences lined up as well as plans to travel throughout BC hosting town hall style meetings to connect with members in all regions of our province. Unfortunately, due to COVID-19 these plans have been put on hold. We have postponed these events until travel and gatherings are approved and we are looking forward to meeting with our members in-person at that time. Until then, we have a virtual conference in the works which we are aiming to host this fall.

Finally, we would like to congratulate Heather Shannon, RVT President of the BCVTA and President of RVTTTC as the recipient of the 2019 RVTTTC "Making a Difference" Recognition Award. This award is presented annually to formally acknowledge and celebrate a Canadian RVT who has made a difference in the profession of veterinary technology by contributing to the success of our national association. Heather has shown exemplary performance and participation at the provincial and national level. She has extensively participated with projects and extended committee duties. She has also contributed greatly to the profession of Veterinary Technology. We are proud to call her our friend and colleague and we are all #ProudlyRVT.

You wouldn't want just anyone anesthetizing your child

why should your pets be any different?



WE ARE LEADERS AND ADVOCATES FOR PROFESSIONAL ANIMAL HEALTH CARE, HELPING TO RAISE VETERINARY STANDARDS FOR THE PROTECTION OF THE PUBLIC AND THE ANIMALS OF BRITISH COLUMBIA.

Alberta Veterinary Technologist Association (ABVTA)

Submitted by: *Ivana Novosel RVT, MSC and Kate Simon RVT, VTS (ECC)*

Mission: *Supporting and empowering a knowledgeable network of Registered Veterinary Technologists to advance our profession while providing compassionate veterinary care.*

Vision: *Professional, knowledgeable, compassionate animal health care.*

Current membership numbers:

Registered 1700

Student 405



The 2019-2020 year will be remembered for a long time – not only for the circumstances brought upon all of us by the COVID-19 pandemic, but also due to the resilience and exceptional comradery that has resonated throughout the entire veterinary profession.

The 2019 CanWest Veterinary Conference was well attended by our members and the rest of the veterinary industry as usual. We welcomed Dr. Marty Becker who spoke about why Fear Free veterinary visits are so important and why RVTs must drive Fear Free and the client experience within our practices. This talk was exceptionally well attended and generated quite a discussion and sharing of knowledge and experience by technologists and veterinarians from across the country.

One of the highlights of this event was our ABVTA Social, where we hosted the Alberta Labor and Immigration Minister, the Honorable Jason Copping. Aside from having a chance to meet the Board and celebrate our 40th Anniversary, he also officially proclaimed October RVT Month in Alberta – cherry on the top of a cake! While attending the conference, Executive members of the ABVTA Board and ABVMA Council were invited meet with Minister Copping to discuss the veterinary professional shortage in Alberta. Discussions with the Minister have continued to take place through the remainder of 2019 and into 2020. As an outcome of these meetings we are pleased to partner with the ABVMA and Alberta Labour and Immigration on a Workforce Study Project in 2020.

Mental Health has been highlighted as a concern by our members, and all veterinary professionals alike. In November, several of our Board members attended Mental Health First Aid Training and received their certification. We are pleased to announce that more than half of our Board has received MHFA training. Learning the best practices when dealing with mental health issues and self-care, will allow the Board to utilize these tools and provide more resources to the membership, ensuring we have ways to support safe and healthy work environments.

In February 2020, the ABVTA Executive attended the ABVMA Leadership Weekend. This is an excellent time for all members to network and attend many leadership workshops.

At the 2020 Membership Recognition Awards Banquet we recognized Amanda Barker, current ABVTA past president, who received the ABVTA Appreciation Award, Kate Simon, ABVTA-RVTTC Representative received the Meritorious Service Award, and Brittany Baldock, past ABVTA Student Representative who was presented the Lucille Landals Emerging Leader Award.



Alberta Veterinary Technologist Association (ABVTA)



The ABVMA also hosted its Annual General Meeting as the conclusion of the weekend. The ABVTA was pleased to bring greetings on behalf of the membership.

March 2020 presented challenges that no one could have anticipated due to COVID 19, and this has allowed the ABVTA to take the opportunity and rise to the challenge. We have supported our member's mental health, we have adapted to the ever-changing landscape that this pandemic has created and utilized our website and social media platforms to share

different ways that clinics are protecting the staff and ideas about how to conduct business while maintaining social distancing. Throughout, we encouraged everyone to follow the ABVMA Guidelines regarding Veterinary Client Patient Relationships while keeping everyone safe. To assist our members impacted by province-wide layoffs, as well as assist practices facing staffing shortages the ABVTA started a registry for RVTs looking for temporary work. We launched the COVID-19 Veterinary Champions Contest that highlighted tips from our members about how clinics could follow the current public health orders while continuing to help animals and maintain the health of their teams. The Continuing Education Committee has postponed all scheduled in-person CE seminars for the remainder of 2020, however, has made the decision to provide no-charge CE via webinars to all ABVTA members for 2020. With the challenges we are all facing with Covid-19, we hope that by providing complimentary CE to our members, this is one less thing to worry about during this crisis. We have also partnered with the ABVMA to provide Wellness related CE free of charge to our members. At the end of April, the ABVTA Wellness Task Force hosted a Student Member Roundtable to discuss the specific concerns students are facing. From cancelled practicums to postponed graduation dates, this truly is an unprecedented time for students. The ABVTA Board, Wellness and Mentorship Task Forces are exploring different opportunities to support students with their specific concerns. One outcome, has been the creation of a Student Mentorship/VTNE Prep Group, moderated by the ABVTA.

In 2019 There were 5 strategic goals identified at our strategic planning meetings. The ABVTA has made considerable progress in each of these areas.

1. Enhanced communication to increase member involvement and engagement

- Created a Facebook group for current ABVTA members as another line of communication to share specific information to current members and to provide an open and safe space for discussion.
- Increased frequency of social events (prior to COVID 19 pandemic of course!) such as Paint Nights, and RVT Month Wine and Dine night
- Frequent visits to AHT Programs
- We have seen an increase in student member engagement

2. Increased public awareness of the RVT profession

- The ABVTA has worked hard over the past year to develop strong relationships with the Alberta government and we have participated in several high-level meetings with the Ministry of Labour and Immigration regarding shortages of veterinary professionals. This relationship has played an integral role in having veterinary professionals declared essential services.
- Edmonton Pet Expo
- Edmonton Pets in the Park
- 2020 Beaumont Career Fair

Alberta Veterinary Technologist Association (ABVTA)

3. Promotion of animal health and welfare through knowledge and education

- ABVTA CE committee continues to provide opportunities for education with high quality speakers
- Since COVID, our webinars have been offered at no charge to our members

4. Good governance and management

- Worked with Lisa Standevan, a Success Strategist, to facilitate a Board Retreat in January where we analyzed our strategic goals and ways to achieve specific, measurable outcomes with each. We met again in May and began developing key messages that we will use to promote and focus on our goals.
- We struck a policy task force who will update and create new policies
- Made recommendations to the ABVMA on an RVT reinstatement policy
- Our Executive Director created a new and improved Board Member Handbook

5. Member development and advancement, with a focus on wellness, compensation and sustainability

- Created a Mentorship Task Force that will focus on developing resources for members seeking assistance with advanced training, introduction into the RVT industry as well as coaching members on how to enhance their job satisfaction.
- Created a Wellness Task Force that will focus on communicating relevant and up to date information for our members on wellness.
- Launched an inaugural Wages and Benefits survey as a follow up to our 2018 Job Retention survey.
- Updated our website with links to wellness resources, steps to obtain your VTS as well as other additional certifications.

COVID-19 pandemic has forced our task forces to redirect their current focuses. The mentorship task force has decided to primarily target students who have had to miss weeks of school, postpone practicums, as well as postpone the completion of the VTNE. The Mentorship Taskforce has created a separate Facebook group for students that will focus on VTNE Exam preparation and practical tips from other members.

The Wellness group has updated the website and partnered with the ABVMA to deliver a series of wellness webinars for veterinarians and technologists specifically on challenges faced during the Covid-19 pandemic. They also hosted a student round table webinar to find out what their concerns were how we can assist them. The Task Force is also looking to create a wellness scholarship for people to attend wellness or professional development courses that they may not be able to afford otherwise.

If anything, 2020 has taught us that the ABVTA is creative, adaptive and determined to succeed in our mission. The entire veterinary profession has shown resilience throughout this time and we are so proud to be a part of it and excited to continue to strive for bigger and better ways to support our members. We look forward to seeing everyone in October at the CanWest Veterinary Conference for our AGM in beautiful Banff, Alberta!

Saskatchewan Association of Veterinary Technicians

SAVT



**SASKATCHEWAN
ASSOCIATION**
of Veterinary Technologists

Submitted by: Darlene Ford, RVT & Breanne Barber, RVT

SAVT Mission Statement:

To promote and advance Registered Veterinary Technologists.

SAVT Mission Statement:

Professionalism and Excellence in Animal Care.

- SAVT membership numbers are: 491 Active, 9 Provisional, 60 Student, 11 Social, 6 Short-term, we are very close to reaching the 500 active membership which we hope to celebrate in 2021!
- The SAVT Annual Board of Director Retreat was held in January. This is an excellent team building weekend and helps new and existing board members get to know each other and gain focus for the year ahead. Some of the highlights from this year include reviewing the committee needs, going through an exercise to understand our strengths and opportunities, and highlighting the main goals for the year.
- SAVT strategic plan and review was held in conjunction with the annual retreat at Wapiti Lodge near Melfort, Saskatchewan. (Yes, it was VERY cold!)
- The Board of Directors meet monthly, with the AGM held each November in conjunction with the annual conference. We successfully had 2 in person meetings in 2019 with one being held in January then again in June. The June event was graciously hosted by Darlene at her home and it was a beautiful day on the farm!
- The SAVT experience, ideas and connection to members are overseen by our Executive Director, Jasmin Carlton. The SAVT is very appreciative and fortunate to have Jasmin as our Executive Director. The experience, ideas and connection to the members she has created over the past few years has made her an asset to the association and its members.
- Our conference in November is organized by our Board of Directors, Executive Director, and Conference Coordinator (Kenzie Makowsky, RVT). Kenzie has created a connection and professional relationship over the years with the speakers, sponsors and event location staff that does not go unnoticed. We appreciate everything she has done to make the SAVT annual conference shine and be one of the best RVT only conferences in Canada.
- SAVT has many methods of communication with members and the general public. The SAVT has a Facebook page, Instagram, Twitter, a website, a blog and weekly eblasts sent to anyone who has signed up to receive them. Member communication was a major focus for 2019 as this was brought up by many members as an area for improvement for the SAVT.

Saskatchewan Association of Veterinary Technicians

- Our relationship with the VT students has also been a major accomplishment for 2019/2020. The Student Network Committee was created and the committee and SAVT have been able to host online events for any RVT or VT students. These events included a live webinar with an RVT properly demonstrating techniques that an RVT can do in practice with common household items, a Q&A session with Dr. Andy Roark and a session with Jolene Watson, RVT about different personalities people can have and how to understand yourself along with others when working in a team setting. Our committee work in 2019 has continued into 2020 and we are excited to see what the rest of the year will hold for our committee efforts.
- A major accomplishment in 2019 was for any Veterinary Technology graduate that has let their membership lapse to be able to re-apply and recertify themselves as an active member. As is states in our bylaws you must be a Registered Veterinary Technologists to be able to perform certain duties in a clinic setting and to be registered you need to be an active member of the SVMA/SAVT.
- Our relationship with the SVMA continues to stay strong and as the governing body of our province it is an optimistic feeling to be able to have that relationship grow and continue to be maintained over the years.
- We celebrated a big year in 2019 at our conference. Our 35th Anniversary Celebration to be exact. Our theme was “Charting the Course” which was very fitting for the event as we highlighted so many details of where we started and where we are today. Technology being one of the biggest changes thus far!
- A list of all award recipients and photos can be found on the SAVT website; www.savt.ca. Awards that were presented at our annual conference in November 2019 are as follows:
 - ◆ **SAVT RVT of the Year** - Leanne Malec, RVT
 - ◆ **SAVT Veterinarian of the Year** - Dr. Tara Hudye
 - ◆ **SAVT Appreciation Award** - Dr. Kate Robinson
 - ◆ **Conference Appreciation Award** - Paula Mason, RVT
 - ◆ **Merck Mentorship Award** - Carolyn Cartwright, RVT, VTS (Anesthesia & Analgesia)
 - ◆ **Years of Service Award** (5 years, 10 years, 15 years, 20 years, 25 years, 30 years, 35 years, 40 years)
 - ◆ **SVMA RVT of the Year Award** - Brenda Smith, RVT (presented at the SVMA conference in September 2019)
- SAVT has been active in collaborating and promoting our national voice, some of the events attended in the past year include; RVTTC AGM/CVMA Conference/WSAVA Congress in Toronto, ON, CanWest/ABVTA Conference, SAVT AGM/Conference, MVTA AGM/CenCan Conference, SVMA Conference, WCVM VIP Days, VetaVision, Pet Expo, Equine Expo, Pets in the Park, Northern Spay & Neuter Clinics and Agribition.
- A big part of 2020 so far for SAVT has been how to support our members with the COVID-19 Pandemic. We have been very active on Social Media sharing online CE events, hosting online CE events and just wanting to keep a positive outlook for all our members and RVTs across Canada that may be struggling. COVID-19 has affected us differently from province to province and person to person but the support from RVTTC and Provincial associations has defiantly made an impact for so many RVTs across Canada.

Manitoba Veterinary Technologists Association (MVTA)

Submitted by: Jenesis Caughy, RVT and Shailynn Fuz, RVT

The last year has once again been full of continuing change and improvement for MVTA. Work continues with the MVMA in aligning our by-laws with theirs and to better define the role of the veterinary technologist in Manitoba. For the third year, RVTs are voting members of the MVMA and can voice their concerns and vote on by-laws that pertain to veterinary technologists. We continue to advocate for the evolving and increasing roles veterinary technologists play as part of the veterinary team.



The MVTA has also been working with the MVMA in the protection of the RVT designation and scope of practice. We want to ensure this for both our members and for veterinary clients. This will continue to be a primary area of focus throughout the coming years.



This year, we welcomed our board members by hosting a board orientation session in February 2020. This day provided all members with a chance to go over the roles and responsibilities of board members and how BODs function. The orientation also provided a chance for the board members to get to know one another through discussion and ice breaker games.

One of our primary focuses has been connecting with Manitoba RVTs. A quarterly MVTA newsletter is sent out with association news and articles relating to the

RVT profession. The goal is to keep our members informed as to what is happening in the profession, highlighting RVTs and the betterment of the profession. MVTA also sends out member updates and job postings on a weekly basis.

We have also conducted our yearly CE survey. This will help the board continue to plan and provide valuable and engaging CE topics in both our yearly fall CE event and CenCan for our members. MVTA had planned a workplace health and safety CE this spring for our members but due to COVID-19 it has been postponed. MVTA has also sent out a wage survey and we look forward to those results for future planning.

The Manitoba Pet Expo is a yearly event that MVTA has participated in. This event provides the MVTA with a chance to engage the public and promote the RVT profession. Clients are offered the chance to discuss our roles in the veterinary clinic with us, and those considering veterinary technology as a profession have a chance to discuss it with RVTs. Unfortunately due to COVID-19 this event has been cancelled for 2020.

Manitoba Veterinary Technologists Association (MVTA)

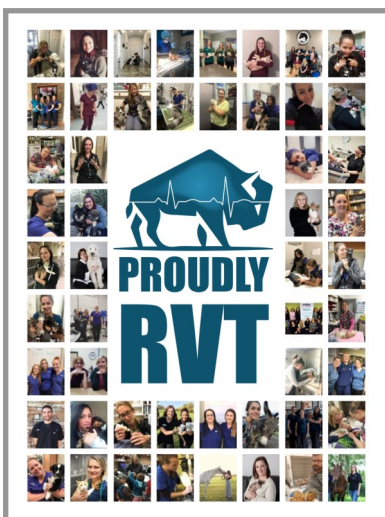
In October the MVTA was excited to share and celebrate RVT month. The MVTA conducted several Facebook contests, including a pumpkin carving challenge. We also encouraged RVTs to share photos of their graduation hoodies in a way to celebrate RVTs throughout the years. We also hosted a hot dog and marshmallow roast at A-Maze-In Corn for all RVTs giving us all a chance to celebrate the profession and each other together. This also provided members with a great opportunity to meet and get to know others in the profession. MVTA provided lunch and presented an award at the Red River College Students' Awards Luncheon.



Lastly, COVID-19 has led to many challenges in the last few months. Registration renewals took place as normal this year. We also offer our members an employee and family assistance program through Homewood Health and have for the last four years. There has been an increase in members utilizing this service during this time.

September of last year MVTA held a successful day of CE. Topics included avian and reptile techniques and anesthesia, rehabilitation, and a presentation by Prairie Wildlife Rehabilitation Centre. We hope to hold a similar CE day again in the fall within Winnipeg if possible due to COVID-19. In February, CENCAN was held with a variety of speakers on topics ranging from practice management, tips and techniques, to exotics. Fortunately, the conference was held before the COVID-19 pandemic and veterinary professionals were able to attend and gain CE hours. While it is still some time away, the uncertainty of COVID-19 has led MVTA along with MVMA to begin looking into alternatives for the upcoming CENCAN conference planned for February 2021.

At our AGM, held on February 8, the Board of Directors unveiled our new 5-year strategic plan. This will help guide the current MVTA BOD and future BOD in their decisions and planning.



Ontario Association of Veterinary Technicians (OAVT)

Submitted By: Nancy MacFarlane, RVT & Cally Merritt, RVT



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TECHNICIANS

While 2019 was a year of transition within the OAVT, as our executive director and registrar of ten years retired, 2020 will be a year of development and continued advancement. We are celebrating the OAVT's 50th anniversary with a brand new logo to mark the momentous occasion which we unveiled at our conference in

March this year. Some other huge surprises that were shown at our awards banquet were 2 significant congratulatory letters that OAVT received to mark our 50th anniversary. One letter was from Canada's Prime Minister Justin Trudeau and the other was from Ontario Premier Doug Ford.

2020 also saw OAVT welcome a new Executive Director RVT Elise Wicket who knows our association extremely well as she herself is a former Past President and Past Vice President of OAVT. We are excited to have her as our new Executive Director.

Another milestone achievement for OAVT is our record growth as an association. One year ago, Past-President Damon Thompson, RVT, stood up at our AGM and reported that we had 4,150 members and 3,700 RVTs. Today, our membership sits at 4,500 with nearly 4,000 RVTs.

OAVT had many new plans for the coming year including more OAVT-led CE events than ever; we are continuing to grow our membership, and we will continue to better ourselves, our association and our patients as we move ever closer to achieve our key priorities with legislative recognition. The conversations around the proposed modernization of the Veterinarians Act which not only includes a legislated scope of practice for RVTs, but, it also includes title protection over the term veterinary technician, so not just anyone can call themselves a "vet tech," and it will ultimately result in a new college of veterinary medicine for Ontario that will oversee and regulate both DVMs and RVTs as a combined veterinary professional TEAM. These changes, which we are working towards taking place over the next 18-24 months, are not just small changes.

Due to the Covid 19 Pandemic the OAVT has decided to hold off on raising member's dues. The OAVT hasn't raised dues since the 2014. At this time the OAVT is taking measures to accommodate members who are expressing concern about payment of annuals dues by offering payment plans and by extending the date at which a late fee would be added. The OAVT is assessing the current financial impact of the virus however won't know the full affect until likely our next fiscal year. The previously announced fall CE Road Show to bring CE to multiple locations within Ontario is now going digital. The OAVT office is working hard to get all speakers and content on Zoom so dates will not have to be delayed. The OAVT Professionalism and Ethics course, a requirement to become registered in Ontario, will also be carried out via Zoom meetings this year in anticipation that large in-person meetings will not be possible for some time yet. Depending on results this may continue to be offered in this format going forward.

When Covid19 hit veterinary medicine was not on the list of essential services and it took a couple of weeks to get things straightened out. OAVT believes that the letters from Justin Trudeau and Doug Ford were instrumental in having Veterinary Medicine added to the list of Essential Services here in Ontario. The entire province was ordered to shelter in place until further notice and veterinary clinics were



Ontario Association of Veterinary Technicians (OAVT)

restricted to emergency services only until the week of May 19th, 2020 when they were allowed to re-open to full services including routine vaccinations, surgeries and more.

The past 50 years have been amazing, but the next 50 years will be even better. Being an RVT is YOUR profession. We are in this TOGETHER. The proposed modernization of the Veterinarian's Act will only legislate what we already know: RVTs are regulated professionals, respected animal healthcare providers, and an essential part of the animal healthcare team.

Stay safe everyone, we are all in this together!



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1970-
2020



Eastern Veterinary Technicians Association (EVTA)

Submitted by: Christine Mason, RVT & Stephanie Hall, RVT

EVTA consists of four provinces: New Brunswick, Nova Scotia, PEI, and Newfoundland.

This year our membership is down by 39 members.
NS - 340 | PEI - 60 | NL - 32 | NB- 202 | For a total of 634



June 30th Anniversary Conference

We had our 30th anniversary conference in June and it was a success. 50 RVTs attended from across our four provinces. We had a dinner and awards ceremony on Friday evening. Our RVT of the year awards were presented to four deserving technicians. Jacqueline Duquay from New Brunswick and Amy Birchall from Nova Scotia were present to accept their awards. Ben Little was the PEI recipient and Stephanie Oliver from Newfoundland were presented with their awards at home in their provinces. We also created a new award celebrating a well known RVT and teacher - the Laurel Macintosh award. The future winners of this award will meet criteria of Laurel's choosing.



We also had our keynote speaker Kathleen Dunbar RVT VTS who kept us captivated and full of laughter with her speech.



We were also delighted to have Shannon Browning RVT join us for the weekend and she gave a motivational speech empowering our fellow RVTs.

Eastern Veterinary Technicians Association (EVTA)

The following day was full of amazing CE. Our speakers were fellow EVTA members with various specialties.

- “Anesthesia and Analgesia” - Presented by Natalie Price RVT VTS Anesthesia
- “Post-operative Monitoring” (interactive session) - Presented by Tammy McCleod, RVT, VTS ECC
- “Dental Blocks; Taking a Bite Out of Nerve Pain” - Presented by Cindi Gay RVT cVDT
- “Pearls of Wisdom for general practice” - Presented by Kathleen Dunbar BA RVT VTS—Clinical practice
- “Refeeding Syndrome” - Presented by Stacy Dykens RVT, VTS ECC



The day ended with a round table discussion about what's involved in getting a VTS and the challenges the ladies faced to achieve their goal.

Other Awards:

- Student award MBC - Carly Carter
- Student award Dal Ag - Melanie Roy

September - EVTA AGM in New Brunswick

Our fall AGM was held in conjunction with NBVMA’s annual conference. It was time to add some new faces to our BOD as a few of us completed our terms for certain positions. Two new members at large were voted on to the board: Diana McLean (NS) and Nicole Bernardi (NB). Diana later accepted her current position as our Media Coordinator.

Joye Sears’ term as past president has come to an end, and she will take on the important role as secretary. Laurel MacIntosh has graciously accepted the role of Education Coordinator.

October - RVT Month

RVT month was another success for our members. We encouraged our members to share their stories and images relating to our profession on our Facebook page.

“I am proud to be an RVT because I can be the voice for the patient, the caregiver, the organizer and helper. It is extremely rewarding to help those who cannot speak for themselves. I also have a pretty cool job helping vet students learn the way.”



Eastern Veterinary Technicians Association (EVTA)

“At the start of your shift prepare yourself for the day ahead and get organized. Things go much smoother this way. Learn how to multitask, but also know when you are in over your head and when to ask for help! Always try and maintain a positive attitude no matter how stressful the day may get.”

We had weekly contests with prizes consisting of gift cards and swag items. One concern was the cost of purchasing RVT Month kits for next year. We had many kits that were unclaimed and unfortunately not used. Still to be discussed.

October NSVMA AGM



Nova Scotia Veterinary Medical Association had their conference and AGM in October at Oak Island Resort. Dr. Jeremy Orr is our new cardiologist in the province and he spoke during our CE sessions. RVTs are able to attend the AGM and it was great to see a good turnout. Three new members were voted on the NSVMA board. Christine Masson continues to be the RVT representative on the NSVMA council. New bylaws and policies were reviewed and voted on. NSVMA hosted a casino night Saturday evening along with an auction and all proceeds went to Feed Nova Scotia.

November - NALVMA Conference

Newfoundland Veterinary Medical Association had their AGM Conference the first weekend of November. RVT's and VTs were invited to attend the conference. This year, CE was extended to Friday evening until Sunday. EVTA held a general meeting for our Newfoundland technicians. There was a great turnout. We came up with some new ideas to discuss at our strategic planning session scheduled for December.

December - EVTA BOD Retreat/Strategic Planning session

We would like to increase member participation by inviting them to join our new committees when they are officially launched.

- Media Committee: increase social media presence and community outreach
- Policy Committee: review current policies and providing awareness to our members of any new additions or changes to our policies
- Nominating committee: BOD evaluations and nominations of new/additional members
- Membership Committee: Creating welcome packages and providing provincial connections.



First on our list is our Policy Committee. As our membership numbers increase every year, it is time to re-evaluate how our organization functions as a whole. We will need to review our current policies and add new ones to our files.

Eastern Veterinary Technicians Association (EVTA)

The second committee created is the Media Committee. Our Media Coordinator is troubleshooting a public Facebook page to aid us in our endeavor of increasing public awareness of our important profession.

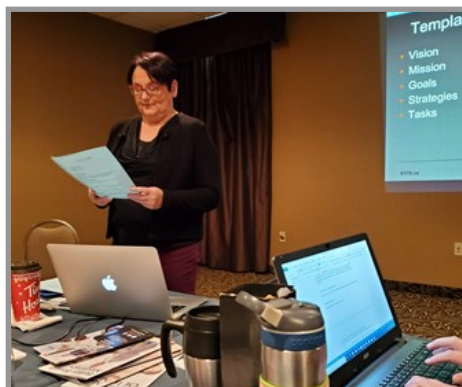
In previous years our Education Coordinator would travel to our three tech schools in the Maritimes and meet with the graduating class to help them navigate VTNE preparations. There still seems to be continued concerns and questions for our graduates. We came up with a new strategy to have a New Member Orientation Day for all new graduates/members. Our main focus will be information sessions about VTNE, EVTA and RVTTC. We would like to incorporate a wellbeing session to aid our new graduates with the transition from student to technician in the workplace.

We invited Debi Peverill from Painless Financial Training Group to guide us with basic board governance and financial literacy. She offered valuable information to our board and hope to have her back for a follow up session at our next BOD retreat.

Member Survey

A new survey was created to obtain updated feedback on member benefits, wages, working environments. We also took the opportunity to ask questions about what our members would like to see improved with board governance.

As an incentive to our members to complete our survey, we made a donation to Wildlife Rescue in Australia to help with their efforts for the horrible forest fires earlier this year. We had 251 members complete our survey - with a donation of \$500 to an organization yet to be determined.



Covid-19 Pandemic

Membership fees were scheduled to have an increase of 3% this year. However, with concerns related to the Covid-19 pandemic and uncertainty of wages for our members, the EVTA BOD voted to reduce our membership renewal fee (this year only) to \$125. Our hope is to alleviate some financial concerns for our members. Regular fee schedules will return to normal in 2021.

April - APVC was canceled this year. This CE event usually brings the most RVT attendance to our general meeting. The survey results were to be present at this meeting and will need to be postponed at a later date. The 2020 NS RVT of the year award was to be presented as well. We hope to postpone presenting the award until the NSVMA AGM in October.

May - Plans to host our New Member Orientation session in conjunction with Vet Strategy's CE weekend session were canceled. New dates to be discussed.

June - We usually have a great CE session and general meeting planned in PEI at this time of the year. This event has been canceled. Hopefully to be postponed for the fall.



**REGISTERED VETERINARY TECHNOLOGISTS
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P.O. Box 961, Kemptville, ON K0G 1J0

Website: www.rvttcanada.ca

Email: info@rvttcanada.ca

Telephone: 613.215.0619

