



ANNUAL REPORT TO MEMBERS

2019 in Review

**A summary of your association's
achievements and objectives**

PRESIDENT'S MESSAGE

Another year at the Manitoba Veterinary Medical Association has ended. While 2019 was not the most eventful of the years I've spent on the MVMA Council (and that's a good thing), we were undoubtedly confronted by a handful of challenges, all of which were either overcome or continue to be addressed.



Dr. Jonas Watson
2018, 2019 MVMA President

prerequisite is almost always met, including in the case of my ascent. Whether reluctance on my part has correlated with the quality of my leadership one way or the other, I will leave to the determination of others.

Faces changed at both the council table and the MVMA office throughout 2019. Our two, first-ever, laypeople councillors, assigned by the Province, came to the end of their terms and stepped down. The MVMA was sorry to see Doug and Lorraine leave us, though we look forward to meeting our new public members once the government appoints them.

Over the winter and spring, the council took the time necessary to ensure the association found an exceptional candidate to take on the role of the registrar; we succeeded in that effort with the appointment of Corey Wilson. We've been similarly fortunate in our hiring of Daniela Whelan as the MVMA's new Communication and Professional Development Coordinator and Jo-Anne Holod as our new Office Administrator. With the addition of these employees to Executive Director Andrea Lear and Dr. Terry Whiting (on loan from the province), our members are fortunate to have an outstanding, hard-working, and affable team at their service.

We should all be proud of the MVMA Council's accomplishments this year. In May, after much due diligence, the MVMA implemented a bylaw restricting the performance of partial digital amputation on domestic cats, in solidarity

I am writing this report near the conclusion of my time as the MVMA President. In the recent film *The Two Popes*, Jonathan Pryce's Cardinal Bergoglio (eventually Pope Francis) is reminded of a quote from Plato: "The most important qualification for any leader is not wanting to be leader." Over several years on the council, as it pertains to the role of president, I've observed that this

with six other Canadian provinces with similar bans in effect. An E-vote saw a roughly 75% majority (of those who opted to participate) in favour of the new bylaw. It is my opinion that this was a progressive and significant outcome, both in terms of animal welfare and our professional image. Seven months in, I am pleased, though not surprised, to report that neither the sky has fallen, nor have cats been relinquished to shelters en masse- we've also fortunately not descended down any sort of slippery-slopes, including toward the prohibition of pet ownership altogether.

One matter I am pleased to see coming to an end is that of Kelvin Asham, against whom the MVMA had launched an undercover investigation of allegations that he was engaging in the unauthorized practice of veterinary medicine by acting as a wannabe horse dentist in Manitoba. Asham had first attracted the attention of the Chief Veterinarian's Office, whose investigation contained statements by Asham that, for years, he had been floating horses' teeth (thousands by his own admission). Allegations of the unauthorized practice of veterinary medicine require the MVMA to act in its continuing protection of the public interest. Through the enforcement of statutory restrictions upon the practice of veterinary medicine, the MVMA ensures that practitioners have the necessary skills and knowledge. Despite confidence in our case and a desire to see a judge rule in our favour, after consideration of associated legal costs, and confronted by the accused's pleas of poverty, Council was compelled to settle with Asham's lawyer for a modest monetary sum, a promise not to engage in the unauthorized practice of veterinary medicine, and an acknowledgment that any future breach of the law could have unfortunate legal consequences for Asham. In the end, we determined that despite the nominal outcome of this settlement, our association had fulfilled its primary duties to protect the public and preserve animal welfare. The practise of veterinary medicine in Manitoba is the business of only veterinarians and others who are lawfully permitted to engage in the practice of veterinary medicine. Our association will continue – as it is required to do – to fulfil its statutory mandate by keeping Kelvin Asham on our radar in order to ensure that he abides by the promises he has made.

Another Council project this year was the formation of a committee to review and update the MVMA “code of ethics.” This undertaking was motivated by a recognition of technological changes affecting the profession, the recent inclusion of veterinary technologists as MVMA members, and an overall desire for a code reflective of veterinary medicine in the 2020s. You are likely to have an opportunity to give feedback on the committee’s work-in-progress at the upcoming AGM.

After some concern was raised about how potential complaints against our newer members, veterinary technologists, would be handled, it was determined that for veterinary technologists (VTs) to be truly reviewed by their peers (i.e. other VTs), the council should draft a list of veterinary technologist members willing to serve on a peer review complaints committee when needed. In the relatively rare event of a complaint filed against a VT proceeding to the investigative stage, the list will serve as a roster of prospective temporary appointments from which the Peer Review Committee chair can recruit.

Council also decided this year to implement a “Good Character” requirement for new MVMA applicants. Historically, if an applicant had satisfied all logistical requirements, they would be granted licensure, regardless of “character.” Thanks to work done by our registrar, and borrowing from models used by in B.C. and Ontario – and once approved by MVMA members - future MVMA applicants will be required to answer a series of questions related to good character (e.g., history of academic misconduct, history of professional censure, refusal of registration in any jurisdiction, criminal record, etc.).

This year, the annual meeting of the Western Assembly of Veterinary Associations & College was held in Winnipeg and hosted by the MVMA. The meeting on December 6th was attended by myself, our executive director, our registrar, Council Vice President Dr. Alison Litchfield, and presidents and registrars from across the western provinces. The meeting afforded the opportunity to discuss challenges facing the profession across Western Canada. Topics covered included provincial shortages of veterinary professionals, the interprovincial agreement with the WCVM, upcoming bylaw changes in some provinces, inspection rules for border clinics regulated by more than one province, labour mobility and the PAVE program as an educational equivalence for graduates of unaccredited veterinary schools, monitoring of prescribing and dispensing practices, and the role of VMAs in addressing animal health and welfare deficiencies in remote communities. These meetings are an excellent opportunity to meet with and discuss common interests and challenges facing the profession.

A few months back, the MVMA’s annual Manitoba Spay Day was once again a great success with 23 clinics participating and several hundred spay and neuter surgeries being performed on that day or over several days (some clinics stretch this event out, even over weeks). Spay Day continues to be an excellent opportunity for veterinary clinics and members in the province to highlight the good work we do, our commitment to addressing pet overpopulation, and our efforts to improve animal health and welfare, including for pet owners with financial limitations.

The MVMA continues to be pleased to offer psychological health services to all our members through Homewood Health. Annual program utilization always runs around 4% or so, which is about average for organizations like ours. Members should realize that these services are available for themselves and their family members and that counsellors are available to address a range of issues, from anxiety and depression, to cognitive behaviour therapy, to marital/relationship problems. Pressures and stresses associated with the practice of veterinary medicine are becoming increasingly well-documented (despite being long known to most of us actually working in the profession). It is therefore essential that we recognize our own mental health challenges or those of our coworkers and not allow stigma or other barriers prevent us from seeking out the help that we may need.

Lastly, the distribution of this report coincides with the annual MVMA CenCan conference, the preparations for which are well underway. Council looks forward to seeing many veterinarian and veterinary technologist members at our upcoming annual general meeting, which is held at the start of the conference.

In closing, I would like to take this opportunity to give my thanks to the many people who have supported my tenure these previous two years at the MVMA. All of the MVMA staff work very hard on our behalf and deserve our appreciation. Andrea, in particular, has been a great asset to us all, and me personally, and I have both enjoyed and benefited from discussion and collaboration with her. It’s been a privilege to lead this association and to work alongside a stellar lineup of councillors, each devoted to the advancement of veterinary medicine in the province. Our incoming president, Dr. Litchfield, was as reluctant as I to take on this role two years ago (I know because she and I all but resorted to arm wrestling in the determination of a successor at that time). As such, she has already fulfilled the “most important qualification” and will undoubtedly do a tremendous job for us as the MVMA President.

Thank you all very much for your commitment to your work and the MVMA. I wish you all the very best in the new year ahead.

A WHO'S WHO ON YOUR GOVERNING COUNCIL

Following the February 7, 2020 Annual General Meeting, Dr. Jonas Watson's term as president of the MVMA governing council will end. Taking his place as the 2020 MVMA President will be Dr. Alison Litchfield. Dr. Keri Hudson-Reykdal, Dr. Jillian Preston-Gren and Ms. Melissa Young will be filling the positions of outgoing council members Dr. Amanda Brown, Ms. Sara Haddow, and Dr. Richard Hodges. The remaining members of the MVMA Council are: Dr. Jennifer Demare, Dr. Esther Hill, Ms. Trish Lobaton, Dr. Allison Pylypjuk, and Dr. Jonas Watson. The MVMA is awaiting the appointment of the two Public Members on the MVMA Council by the Provincial Government.

MVMA COUNCIL 2020



ALISON LITCHFIELD,
MVMA PRESIDENT 2020
(Council term ends February 2022)

**Southglen Veterinary Hospital,
Winnipeg**

My second year on the MVMA Council is ending and with that, a new adventure awaits as I step into the role of President. This year has given me further understanding of the complexities involved in being on a council that manages both trade association matters and governing our profession. It is quite a balancing act that must continually evolve to protect the public while also engaging and empowering our members.

This year I was able to see some of the association's hard-fought "behind the scenes" battles come to a close successfully. The declaw ban was voted and upheld. And, we were able to successfully protect animals and the public from a non-veterinarian practicing truly dangerous dentistry in equine patients after arranging a private investigation. These can be arduous tasks, but to see them follow through to completion was quite rewarding.

I have had the opportunity to grow with the MVMA and to see the organization move into a more progressive and efficient association. We have been working to bring our members regular updates and provide as much insight into our council meetings as possible to maintain engagement. I hope membership has seen the progress we have been implementing.

I have also had the opportunity to see the MVMA staff move through some changes that may have been difficult at the time but have been nothing but positive. There is an air of positivity and fresh faces in the office, and I am excited about what this team will accomplish on our behalf.

I am incredibly excited to take on the role of president for 2020. I think we can move our association forward in a way that is efficient and modern while maintaining our role as a self-regulating profession.



ALLISON PYLYPJUK,
MVMA PRESIDENT 2021
(Council term ends February 2023)

Interlake Dairy Services, Woodlands

This February will mark my first year on the MVMA Council. It has been wonderful getting to know and interact with fellow council members and the MVMA staff. Working effectively as a team has enabled the council to address issues promptly and provide focus to committee agendas. I have also gained an appreciation for the dedication and process required to function as an association.

The highlight of the year for me was the Strategic Planning Day in November. I thought this event (open to members) was an excellent way to share ideas, concerns and brainstorm solutions for issues affecting veterinary medicine in our province, including veterinary retention, providing access to veterinary care in remote areas and rural/urban divide.

I also had the privilege of attending an American Association of Veterinary State Boards conference on behalf of the MVMA. Here, I learned how other jurisdictions, both in Canada and the USA, handle veterinary regulation and what similar challenges veterinary medicine is facing such as telemedicine, competency-based curriculum and prescription drug monitoring.

Thank you to all the volunteers and staff who spend countless hours helping improve our profession. I look forward to being a part of the council's continued leadership in 2020.



JONAS WATSON,
MVMA IMMEDIATE PAST
PRESIDENT
(Council term ends February 2021)

Tuxedo Animal Hospital, Winnipeg

I've lost track of just how long I've served on the MVMA Council- it's been a minute. For the past two years, I've held the title of President; a position one inevitably inherits if one sticks around long enough. In addition to my work with the MVMA, I am also a director on the board of the Canadian Animal Blood Bank, and Vice-Chair on the board of the Winnipeg Humane Society. I am a regional director of Community Veterinary Outreach in Manitoba, and I provide consultative and volunteer services for several animal welfare and rescue organizations. In my remaining waking hours, I am a small animal veterinarian in the city of Winnipeg.

My time on Council has been entirely rewarding. Volunteering for the association has afforded the privilege of working with smart and interesting people in addressing the myriad challenges facing our profession. I am proud of the council's numerous accomplishments in recent years, including our handling of occasional unexpected issues that invariably arise.

My intention in joining this group was to serve as an advocate for animals, pet owners, and my veterinary colleagues. I believe we have consistently struck an appropriate balance in emphasizing these priorities. As I step into the role of Past President, I look forward to working with our newly constituted Council, and I welcome the discussions, debates, new challenges, and opportunities sure to present themselves in the coming year.



JENNIFER DEMARE, VETERINARIAN MEMBER (Council term ends February 2021)

Swine Health Professionals, Steinbach

I grew up on a mixed grain and pig farm near Somerset, MB, where I was immersed in agriculture from quite a young age. Since then, my passion for food production farming has grown. I went to school in Saskatoon at the Western College of Veterinary Medicine and graduated from the college in 2011. In 2014 I joined Swine Health Professionals and now practice one hundred percent in swine medicine and production. The swine industry is progressive, innovative and fast-changing, and I have an excellent opportunity to obtain knowledge and share among peers.



ESTHER HILL,
VETERINARIAN MEMBER
(Council term ends February 2022)

Machray Animal Hospital, Winnipeg

My first year on MVMA Council has been an enjoyable learning experience. I admit I was unfamiliar with the roles and functions of the MVMA this time last year, and I am grateful for the opportunity to learn more about our association. I was surprised and impressed at the amount of discussion, research, background knowledge, deliberation and time investment that is involved in every decision made by the council. It has been a rewarding experience for me to work alongside other DVMs and RVTs from diverse backgrounds and experiences. I have learned a lot from them and together, we can provide a wealth of perspective when making decisions on behalf of all members.

It has been a big year for the MVMA, with the hiring of three new staff personnel, including our Registrar, and membership voting to ban cat declawing province-wide. In November, the MVMA also held a Strategic Planning Day to gain direct insight from MVMA members on the various issues that are impacting our profession and our day-to-day work. The day generated a lot of healthy discussions and has helped the council identify topics for future meetings and direction for committees.

Some of the feedback received at the Strategic Planning Day should assist us in updating the MVMA's Code of Ethics, a task that will be a significant focus this year. This will be no small feat, as we look to expand the current document threefold, but it is an incredibly important task for our profession as we look to include RVT roles and responsibilities in the Code and provide better overall professional guidance to MVMA members. I am excited to continue my term as part of a diverse MVMA team and contribute to our profession alongside our new staff and incoming Council members and the fresh ideas that they will bring.



TRISH LOBATON,
VETERINARY TECHNOLOGIST
MEMBER
(Council term ends February 2021)

Fort Garry Veterinary Hospital, Winnipeg

Joining the MVMA this year has been very encouraging and open. I sat at the council table as a past vice president of the MVTA many years ago. Although the environment was familiar, I came to it in a new role and looked at the association with new eyes. My voice as an RVT has been welcomed and my role as an MVMA member has reminded me that the decisions the council makes also affect my career and the future of the profession. This council has a variety of faces working in all avenues within the veterinary profession which allows new perspectives and adds some refreshing viewpoints when it comes to making hard decisions. I currently come from managing a companion animal practice and sit beside a swine veterinarian who sits across from a dairy veterinarian who sits next to a veterinarian who works for U of M. We all see the veterinary world from different angles and use that, combined with tact and experience, to collaborate on decisions.

To the current council, I appreciate the honesty, integrity and drive to make the association grow and create more opportunities for its members. I must also thank Andrea and her new MVMA office team for keeping things in order as we throw new thoughts and ideas at them.

I have enjoyed my first year and am excited for the year to come. Cheers to 2020!!

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INCOMING COUNCILORS



KERI HUDSON-REYKDAL,
VETERINARIAN MEMBER
(Council term ends February 2023 OR 2024*)

**Hudson-Reykdal Veterinary Services,
Ashern**

Since graduating from the WCVI in 2000, I have been a mixed animal practitioner in Ashern, in the North Interlake. I grew up in Saskatoon, SK. I was drawn to rural practice because I wanted to be a practice owner, enjoyed working outside and was interested in working on a variety of species. I worked in the Ashern District clinic for 13 years and

then moved into private practice. Being a solo veterinarian has its challenges. The main thing I miss is having colleagues to bounce ideas off or for support on difficult cases.

I recently acknowledged that I need to become more involved with our association, with producer groups, and with politics. I used remote solo practice as an excuse for a lot of years. I am concerned about the direction society is taking in terms of respect for our profession (an issue with all professions). I also have become aware of society's changing views of the food production industry. I have started volunteering on several committees and look forward to being on council and learning. Currently, my main goals are to increase membership engagement within our association and to form tighter bonds between colleagues throughout our province.



MELISSA YOUNG,
VETERINARY TECHNOLOGIST
MEMBER
(Council term ends February 2022)

St. Vital Veterinary Hospital, Winnipeg

I graduated from the Red River College Animal Health Technology Program in 2011 and have worked as an RVT in Manitoba for the last eight years. I grew up in Winnipeg but had the privilege of also growing up on my grandparents' beef farm. Growing up, I always knew I wanted to work in the veterinary field or with wildlife. Before attending Red River College, I attended University College of the North and graduated in 2006 with a diploma in Natural Resource Management.

I have worked in both small and mixed animal practices within Manitoba and currently work at as the St. Vital Veterinary Hospital's practice manager. I enjoy working as a practice manager as I can still use my RVT skills to help patients daily but also help encourage the team and grow the hospital so we can continue to strive to provide the best quality care possible for our patients.

I feel very privileged to have been voted onto the MVMA Council to serve as one of the veterinary technologist members. This will be my first time sitting on a board (council), and I'm looking forward to representing and facilitating for the RVT profession. I am also looking forward to working alongside the rest of the MVMA council to continue to grow and shape the veterinary profession within our province.



JILLIAN PRESTON-GREN,
VETERINARIAN MEMBER
(Council term ends February 2023 OR 2024*)
Birchwood Animal Hospital, Winnipeg

I grew up in Winnipeg and graduated from WCVN in 2002. That's the year I began practicing at Birchwood Animal Hospital, where I am now one of the practice owners. I genuinely love my job, which consists of small animal practice and some light management duties. My favourite part is getting to see the special bond between clients and their pets.

Outside of work, I'm a board member of the Companion Animal Health Fund Advisory Board at WCVN, as well as Two Rivers Insight Meditation Community. I volunteer with my husband at the Royal Manitoba Theatre Center and enjoy walking our rescue dog. I'm looking forward to serving the council to the best of my abilities.

** The veterinarian council member who is elected 2022 MVMA president will serve until February 2024. The other veterinarian council member, unless they have previously renewed his or her term, is eligible for an MVMA Council member term renewal.*

FROM OUR OUTGOING COUNCILLORS



RICHARD HODGES,
MVMA PAST PRESIDENT
University of Manitoba, Winnipeg

It has been my pleasure to serve on the MVMA Council and as your President during my term. It has been a bit of a journey since I was asked to join the council to fill a vacancy and then move quickly to the Vice-President and then President positions. This was followed by an extended term as Past-President. I have maintained that I was asked to be part of the council to atone for and correct the mistakes made when I was last on the council and was president in the year 2000. I am sure hoping that a third term on Council is not needed to atone for the term I am now leaving.

I have once again been part of the history of the MVMA. It started with the revision of The Veterinary Medical Act in 1999, followed by the amendments in 2015. I have been part of the

Council that welcomed registered veterinary technologists and public members to the council table, and that did not welcome fee disclosure. I have been inspired and mentored by MVMA Presidents Roxanne, Suzanne and Jonas.

I am at the point in my career in Veterinary Medicine where I attend the pre-AGM supper and the AGM and don't know many of the veterinarians or technologists. However, I see a future of bright leaders and acknowledge those on the council. I accept their "OK Boomer" comments and they accept my bad "Dad" jokes. I leave with the council in good hands with vibrant incoming presidents and vice presidents complemented by a committed and wise beyond their years' group of Council members. I cannot say enough good about the MVMA staff and, in particular, their leader, Executive Director Andrea Lear. The ability of the council to work and function would be impossible without this group, and my time on council was made much easier and enhanced by them. Thank you for your dedication, nudges and facilitation. The one thing I will not miss is the writing of reports for the membership. While I understand their importance, they are not my forte. I would like to continue to serve the veterinary profession in some capacity in the next years, as the profession has given me so much. Thank you all!



AMANDA BROWN,
VETERINARIAN MEMBER

Stonewall Veterinary Clinic, Stonewall

This is the end of my three-year term on the MVMA council. It has been a very interesting tenure for me, and I hope I have had a small impact on Manitoba veterinarians as well. I would encourage all veterinarians and technologists to get involved with our governing body. It is a great way to be part of what makes our profession independent and sustainable. During my time on the council, there were three items on the table that were of great importance to me and our profession in Manitoba as a whole. The first was hiring a marketing company to develop an advertising campaign for the public, to educate them about who veterinarians are, and that veterinarians are the ones to go to for medical and surgical information and expertise for livestock and pets. You can see the product of this work online and on social media now. The second was the ruling to stop cat declawing in Manitoba. This was a timely decision and so important for cat welfare and quality of life. We, as veterinarians, can make a difference! We can educate and change to ensure our patients are receiving the best life possible. The third topic was when the Manitoba

government was deciding whether to decrease the number of seats at the WCVM. This was shocking news at the time. This issue hits very close to home for me because as an independent small business owner who hires veterinarians, I know firsthand how difficult it can be to fill a position when it is left vacant. Seeing the Manitoba veterinarians rally the government to show how important it is to keep these seats at WCVM so we can continue to have new veterinarians entering the Manitoba market was an amazing experience. We need good quality, well-trained veterinarians in Manitoba, and we need them to keep involved with our association.



SARA HADDOW,
VETERINARY TECHNOLOGIST
MEMBER

**Elder's Equine Veterinary Services,
Cartier**

It feels just like only yesterday that I started my first day on the council.

The last two years have flown by. I have learned so much from sitting on the council and have such pride in knowing that I was able to be a voice for technologists.

Being on council has opened my eyes to how the association works. Not all changes can be made overnight as it is a much more thought-out process. I have appreciated getting to learn and see how these decisions work, and it has given me a much better perspective and more respect for the MVMA and all the staff.

The Veterinary Technologist Advisory Committee had one meeting this past spring, and I look forward to getting to sit on that Committee for one more year.

I will greatly miss all my fellow council members; I have great respect for each and every one of them. I am thankful to have been able to get to know them all individually. Alison Litchfield and I both started on the council at the same time and it has been great learning alongside her. I wish her luck as she starts her presidential year!

COUNCIL REPORTS

MVMA Code of Ethics Review

Submitted by Allison Pylypjuk, Ad Hoc Committee Chair

In spring, an Ad Hoc Committee was formed to review the MVMA Code of Ethics. The MVMA Council decided this was necessary for several reasons.

First, two items were identified by members at the 2019 AGM that directly pertained to the Code of Ethics, including retribution/retaliation and use of the term “specialist”. Secondly, it has been several years since the code has been reviewed and modified. Additionally, the language in the Code needed amending to recognize veterinary technologists and reflect current changes to the profession. Finally, the council was aware of issues facing the landscape of the veterinary profession in other jurisdictions which can be addressed within the Code of Ethics.

The committee began its work in the early summer and has had several meetings over the past few months. In addition to in-person meetings, the committee developed a new version of the MVMA Code of Ethics. It was the committee’s goal to have a draft version available to members for review and discussion at the MVMA AGM, however, upon reflection, it was felt that the draft version required revision before it could be presented to members.

The current model for the revised Code of Ethics is different from the current version as it is not one lengthy document with identified behaviours, rules and examples. Instead, it will move these into three parts.

1) There will be a document that identifies “Guiding Ethical Principals”. The focus of these is not enforceability, but rather the profession striving to be the best practitioners, professionals, and profession that it can be. It will include ideals like integrity, competence, impartiality, respect, confidentiality, compassion and animal welfare. By having a broad, easy to read document, members and possibly the public, can get the big picture of what the profession strives for.

2) The next part will consider the hard rules we expect from members – rules that are clear, understandable and enforceable. Specific rules are best placed in either the MVMA’s General By-law or in the MVMA’s Practice Inspection, Practice Standards By-law. Articulating these concepts as rules has the effect of making them practice standards rather than ethical considerations. This has the effect of making the rules more like standards rather than ethical considerations. The suggested regulations about retribution and use of the word specialist are examples of potential rules that would move into MVMA by-laws.

3) The final part is educational documents. These are areas where members need guidance but are not true rules that the MVMA can or wants to enforce. An example that has been discussed is end of life care. An educational document would provide advice and suggestions about how members should approach end of life care – but not set out specific rules.

The committee hopes this approach will set ethical standards and establish rules where necessary as well as support members through education.

Once the revised Code of Ethics and related items are in a “close to final” version, it will be provided to members for feedback. The MVMA is looking to employ an online forum for members to share their thoughts on the document. Once all feedback is received and considered and revisions are made, the Code of Ethics and any new by-laws will be presented to members for approval.

Thank you to the committee members - 12 veterinarians and veterinary technologists - and MVMA staff for their work on this project. It has been gratifying to see their dedication, collaboration and effort. A special thank you to Terry Whiting for his research and support within this committee.

MVMA Volunteer & Committee Day

The MVMA held its Volunteer & Committee Day on Sunday, November 3. There were about 30 members in attendance. (A number the MVMA Council would love to see grow!) Attendees learn about the MVMA overall and its current activities. Members participated in games (team building!) and selected some schwag. Most importantly, they participated in the MVMA's "Conversation Cafés".

The title "Conversation Café" can be misleading – there is no coffee. The Cafés are stations where attendees discuss an identified topic. Participants brainstorm solutions and actionable ideas that the MVMA council can use to address concerns and move the organization forward. Everyone spends 20 minutes per station and shares their thoughts.

Next year, the MVMA hopes to involve more members. If you would like to be included, please let Andrea Lear (alear@mvma.ca) know.

Below is a summary of this year's topics and participant feedback:

TOPIC: How Does the MVMA Increase Member Engagement?

- **Make it personal**
 - One-on-one engagement / outreach
 - Past / current Council members responsible for mentorship
 - More involvement from rural clinics
- **Council / committee accountability**
 - Set goals and timelines for committees (AD HOCs are effective because they have a primary purpose)
 - Council objectives should be clearly defined
- **Communication**
 - Reformat The Post – topics, links, current events, etc.
 - Improve Council transparency – post agenda online and keep sending "Council Connection" (summary of council meetings)

- **Volunteer & Committee Day**
 - Council should use Volunteer Day to drive mandates; Call it Strategic Planning
 - Give Café topics ahead of time so attendees can have a discussion with colleagues first to bring more ideas forward and be more inclusive
 - Give free CE

TOPIC: How Can the MVMA Add Value to Membership?

- **Connecting with members**
 - Facebook, Instagram – highlighting members, stories, Council, committees
 - Host a dinner for new members
- **Access to information and resources**
 - List of potential mentors for DVMs and RVTs
 - Links to Homewood Health on website
 - Provide other mental and emotional health resources
- **Continuing Education**
 - Mandatory CE to review Code of Ethics, role of CVO, MVMA, PRC, etc.
 - CenCan networking opportunity for prospective employers / employees
- **Fostering relationships**
 - Two-way active communication with Manitoba government, CFIA, Diagnostic Lab, etc.



TOPIC: How to Improve Access to Veterinary Care Throughout Manitoba

- **Surveys**
 - Veterinarian and veterinary technologists: roster to support programs
 - Communities: what access to veterinary care is needed
 - Rescues: Understand their role and potential partnerships
- **Foundation**
 - Arms length from MVMA but started with MVMA involvement / initiatives
 - Create emergency list of DVMs and RVTs
 - Subsidize and run low-cost spay / neuter and vaccine clinics
- **One Health**
 - Train "para-vets"
 - Review regulations (i.e. telemedicine and VCPR)
 - Subsidize rabies vaccine

TOPIC: Ideas How to Recruit DVMs and RVTs to Manitoba

- **Need to identify the scope of the problem:**
 - High demand
 - Rural vs. urban
 - Small vs. large
 - Is it a retention problem?
 - Work / life balance influencing the need
- **Find out why Manitoba students are drawn to another province, not returning to Manitoba:**
 - Salary? Location? Benefits? Other?
 - Send a survey to WCVMA and veterinary technologist students

TOPIC: Fostering Positive and Respectful Relationships Between Members

- **Collegiality: companionship and cooperation between colleagues who share responsibility**
- **What disparities exist / have been identified:**
 - Very personal viewpoints in our profession
 - The veterinary profession is a business
 - Does this drive self-motivation?
 - Different practices within the profession
- **Identified goal:**
 - There is a disparity – our goal within the profession is to have a collegial, respectful relationship to protect our members and not to confuse the public
- **Solutions suggested:**
 - At CenCan, do a lunchtime debate over disparate viewpoints
 - CE sessions on animal welfare and social media training in the vet profession
 - Code of Ethics regarding social media policies
 - APO training for veterinarians as a standard guideline of welfare training
 - A general reminder via The Post about maintaining a respectful courtesy to our colleagues as we are all here for the good of animals and the public!

COMMITTEE REPORTS

MVMA 2019 Membership Report

In 2019 the MVMA added 29 new veterinary members and 31 veterinary technologist members to the MVMA.

Also, in 2019 the MVMA registered:

- 4 Short Term Veterinarian Licenses
- 6 Consulting Veterinarian Licenses
- Reissued 2 General Veterinarian Licences
- 1 Short Term Veterinary Technologist License

Welcome to All Our New Members!

VETERINARIANS:

DR. BORYS AGARKOV
DR. AMRITPAL BAATH
DR. JOEL BALLARD
DR. NOUR EISSA
DR. BREANNE FREDETTE
DR. PAUL HOLLAND
DR. CARMELLE HUBERDEAU
DR. JAN XAVIER LUMASAC
DR. HOLLYN MALONEY
DR. MARSHALL MCDONALD
DR. HANAN MINA
DR. AARON MOOI
DR. ANDREA NACE
DR. KIRSTIE OSWALD
DR. GENEVA PAGLIAI
DR. CHANTALLE PENNER
DR. CLAIRE PLANTE
DR. SARA REGEHR
DR. MAHAVIR REKHI
DR. RYLEE RENTZ
DR. SANJEEV SAPRA
DR. BALREET SIDHU
DR. AVRIL SINCLAIR
DR. HEATHER SPARKES
DR. ERIKA SPEK
DR. CHARUTA TUNG
DR. MORGAN WAWRYK
DR. SCOTT ZAARI
DR. NATASHA ZLOTY

VETERINARY TECHNOLOGISTS:

PAYTAN ADDLEY
AMANDA ANDRUSKO
KIARA BAKER
ALYSSA BARTEL
SHELBY BELLOW
KRISTA CHORNEYKO
KAYLA DUECK
GENEVIEVE FORTIER
TARYN FRIESEN
AGANETHA FUNK-UNRAU
ELIZABETH GREBER
TORI HARRISON
SELENA JOHANNSON
SARAH LEVESQUE
ANGELA MARTIN
MORGAN MATTHIE
TAJANNA MATWICK
DAISY MCKEE
PAMELA
MCMULLEN-VAN MEER
CAITLIN MORRISON
MONTANA PEARCE-BEIRNES
LISA PROVEAU
NICOLE PRUDEN
COURTNEY SABO
LAURA SCHARF
AUTUMN SILVA
VERONIQUE THOMPSON
BREANNE WALCHUK
JANESSA WEATHERBIE
HEATHER WOODCOCK
TAYLOR WOODLAND

Practice Inspections, Practice Standards (PIPS) Report

Submitted by Corey Wilson, MVMA Registrar

This fall, the MVMA conducted a mini audit of all veterinary clinics. During the audit, it was noted the MVMA needed to follow-up with some clinics to confirm that noted PIPS deficiencies had been resolved. Further, the MVMA identified clinics that were overdue for inspection and ensured that the clinic inspections were completed in a timely manner. Over the past months, this work has been completed and PIPS inspections are on track for 2020.

As part of the audit, MVMA staff reviewed the MVMA's process for the administration of practice inspections and related reporting. As a result of the review there have been some changes to ensure the timeliness of reporting and follow up with clinics.

It was noted there are two main deficiencies when clinics are inspected:

Failure to have equipment inspected within the established inspection period.

2.10.1.1 RADIOLOGY

3) The x-ray machine and all required protective x-ray equipment listed in VII below shall have been inspected for safety at least every 36 months by a qualified independent safety inspector

2.12 SURGERY

2.12.1.11 The anesthetic machine and all required anesthetic equipment, including all that is listed above, shall be in good working order and be inspected on a yearly basis by a qualified independent safety inspector.

Lack of evidence of adequate commercial liability insurance.

The MVMA has identified a review and revision of the PIPS By-law as part of its "to do" list. The MVMA is hopeful this work can begin in the upcoming year.

Thank you to the MVMA's inspectors, Erika Anseeuw, Sally McGillivray and Max Popp as well as PIPS committee chair Fred Lindenschmidt for their ongoing work.

Canadian Animal Blood Bank

Submitted by Ken Mould, CABB President

2019 was a momentous year in operations of the Canadian Animal Blood Bank. In October of 2018, the CABB became a CRA designated Registered Charity. This paved the way for strategies to assist in CABB expansion of operations to more fully realize its mandate as a principal supplier of high-quality canine blood products across Canada.

With the recommendation of CABB accountants KJL and Associates, a CABB Foundation was established as a vehicle to gain and channel the public and corporate financial support required to equip a number of CABB satellite processing hubs. Two such hubs have already begun operation in Alberta and Ontario.

Two additional part-time employees were recruited one in Alberta and one in southern Ontario in an attempt to expand the canine donor base and conduct donor clinics, thereby reducing travel requirements for the Director of Donor Recruitment, Ms. Mary Robinson.

Further work was done, with the assistance of KJL accountants, to analyze and refine the evolving operating model of the CABB. Another year or two will be required to more fully assess the impact of recent expansion and contemplate appropriate timing for further expansion.

The marketing firm BoomDoneNext was retained to schedule and carry out a CABB Foundation fundraising event and to help develop a more versatile website and social media presence for the CABB. Indeed, through 2019 it became clear that increased general public awareness of the CABB and its goals are a prerequisite to successful fund-raising efforts of any kind thus postponing a fundraising event into mid-2020 at minimum.

The Financial Statement of the CABB for the period ending May 31, 2018 showed a 29% increase year to year in sales totalling \$726,956 and a year-end profit of \$82,859. This surplus more than offset the operating loss of \$38,000 from the previous fiscal year. Clearly, there is a demand for CABB products which the company struggles to meet. Donor recruitment and the scheduling of donor clinics remain the focus going forward as there is ample opportunity for sales to grow.

CABB bylaws were reviewed and amended to strengthen current operating practices. The Manitoba Veterinary Medical Association (MVMA) assisted the CABB by providing a \$35,000 interest-free loan for capital purchases repayable over five years commencing in 2024. The CABB has been working on a Memorandum of Understanding with Red River College to ensure there is a reference document describing its existing relationship with the college.

The CABB remains grateful to both MVMA and Red River College for their support and in naming Members to the CABB to help guide its operations.

Professional Image Report

Submitted by Daniela Whelan, MVMA Communication & Professional Development Coordinator

Media Highlights

MVMA members helped inform the public on a variety of topics this year, including:

- Exposure of pets to cannabis
- Health risks for overweight cats
- Public concerns about feeding dogs a grain-free diet
- Canine cough
- The danger of algae blooms

Spay Day

On November 6, 2019, 23 clinics from across the province joined forces to combat the issue of pet over-population in Manitoba. These clinics completed over 155 spays/neuters!

MVMA members were featured in three different news stories and the MVMA Spay Day page was the number one result on Google when searching "spay day".

Social Media Highlights

The MVMA Facebook page saw some significant spikes in attention this year. High reach topics included:

Spay Day: 84,426 people saw the post announcing Spay Day. Almost 1,000 people got the word out by sharing the post with friends and family. There were 7,409 more engagements from people liking, loving, commenting. Views and engagements for 2019 were quadruple those of 2018.

Cat Declaw Ban: In a vote on May 29th, Manitoba veterinarians voted to ban the practice of cat declawing. Manitoba is the sixth province in Canada to ban the practice of non-medically necessary partial digital amputation (PDA), better known as cat declawing. 66,544 people saw the MVMA's post on the banning of cat declawing. The comment section was busy with 600 shares and there were over 10,000 likes, loves, and comments.

The President's Award: In April, MVMA President Dr. Jonas Watson was named as one of the winners of the 2019 World Veterinary Association's Global Animal Welfare Awards. Almost 5,000 people saw this post, and there were 605 likes, comments, and shares celebrating his win.

Season FUR Everyone

2019 marked the MVMA's 10th annual Season FUR Everyone. Thirty-two clinics participated supported 36 different organizations to help provide pet food (and people food!) and supplies to those who needed a little help this holiday season.

Website

The MVMA's public-facing website got a major update this year. The modern design is brighter and much more appropriate for the new decade. Phase two in 2020 will see the private members-only side of the website get an update.

Communications Campaign

The MVMA's on-line communication campaign "There's No Substitute For A Vet" continues through this year. "Clicks" and "impressions" (how viewers are interacting with the ad) are doing well. The MVMA is considering adding a few more animals to the herd to refresh the campaign.



Q Searching for symptoms won't get you solutions

THERE'S NO SUBSTITUTE FOR A VET

MANITOBA VETERINARY MEDICAL ASSOCIATION

LEARN MORE

Community Liaison Committee - Canadian Science Centre for Human and Animal Health

Submitted by Judy Hodge, MVMA Representative

As the MVMA's newly appointed representative on the Community Liaison Committee (CLC) with the Canadian Science Centre for Human and Animal Health (CSCHAH), I am pleased to provide this report describing our activities for the past year and what we hope to accomplish moving forward into the new year and decade!

The CLC serves to represent community interests in our partnership with the CSCHAH, which is home to the Public Health Agency of Canada's National Microbiology Laboratory (NML) and the Canadian Food Inspection Agency's (CFIA) National Centre for Foreign Animal Disease (NCFAD).

The CLC was established 20 years ago as an independent group to bridge communication between the laboratory and community residents. By remaining at arm's-length from CSCHAH, we ensure the transparent and open flow of information. The committee members represent all Manitobans and come from a variety of both science and non-science backgrounds. All members are volunteers, and various stakeholders and community groups nominate the members. We meet quarterly with CSCHAH senior staff to discuss facility and program updates, new projects, safety considerations, and general matters of concern or interest.

The purpose of these meetings is to allow for an open exchange of information, as a means for public input and a direct line to accurate information. In my case, for Manitoba's veterinary community. Local residents must be aware of how this specialized infectious disease laboratory operates, as well as how it maintains a safe working environment for its staff and the community members that surround it. The CLC also engages in outreach to help increase awareness and understanding of the work conducted at the CSCHAH, most known for its research within Canada's only Level 4 containment lab.

In the last year, we've engaged with CSCHAH guest speakers on current and vital topics such as foodborne disease in the era of genomics, special Ebola projects, the Canadian Animal Health Surveillance Network, dried bloodspot testing in Canada's North, and ongoing medical surveillance of CSCHAH staff. We also participated in the CSCHAH's open house for the public, during which the public could talk with scientists about their work and tour the facility.

Moving forward into 2020, we are planning to host outreach events for the veterinary community so that you have the opportunity to interact with the scientists directly and better understand the role of the CLC. We plan to start with a session on the current African Swine Fever research. I am YOUR representative, so please don't hesitate to contact me if you have specific questions or topics you would like more information on, and I will do my best to get the information to you! I can be reached at 431-999-2236 or judymhodge@gmail.com.

Since the first meeting back in 2000, the CLC's efforts have helped to foster ongoing public confidence and trust in CSCHAH. We know that Manitobans are proud of this facility, and I am personally excited and proud to be able to play a role in its ongoing success. I look forward to hearing from you!



Canadian Veterinary Medical Association (CVMA) One Profession. One Strong Voice.

Whatever and wherever you practice, wherever you are in your career, the CVMA's advocacy and resources can help make you more successful. We hope this information will provide insight about the CVMA's recent activities and resources that benefit our members in Manitoba.

Submitted by Chris Bell, MVMA CVMA Representative

Exciting! Inspiring! Motivating!

2020 CVMA Convention Registration is Open!

The CVMA invites you to join colleagues for the best continuing education at Canada's Veterinary Convention taking place from **July 9 to 12, 2020 in Quebec City**. The scientific program features over 30 speakers from Canada, the United States, and Europe. Tracks include companion animal, equine, ruminant, public health, professional wellness, and animal welfare. **View the promotional booklet:** canadianveterinarians.net/science-knowledge/annual-convention

WE SPEAK FOR YOU ON NATIONAL VETERINARY ISSUES

Amendments to the Health of Animals Regulations Part XII (Transport of Animals) Come into Force on February 20, 2020

CFIA will implement a transition period for the feed, water and rest requirements for bovine and other sectors. During the first two years, CFIA is focussing enforcement efforts on compliance through education and awareness measures. The amended regulations contain outcome-based requirements ensuring animals are not likely to suffer, be injured, or die. The CFIA has the discretion to appropriately enforce these requirements to prevent and act.

Increasing Canada's Preparedness for African Swine Fever with the University of Saskatchewan's VIDO-InterVac

The CFIA announced that the University of Saskatchewan's Vaccine and Infectious Disease Organization-International Vaccine Centre (VIDO-InterVac) will work with African swine fever (ASF), further supporting Canada's preparedness strategy by increasing research. This complements ongoing collaborations between the CFIA and VIDO-InterVac aimed at developing and testing ASF vaccines and antivirals – a deadly and fast spreading viral disease that is killing millions of pigs worldwide and could devastate Canada's pork industry. **Learn more by visiting:** canada.ca/en/food-inspection-agency/ **To view and download the CFIA's *Protect Canada's Pigs from African Swine Fever* poster, visit:** canadianveterinarians.net/documents/protect-canadas-pigs-from-african-swine-fever

March is National Tick Awareness Month It's Open Season on Ticks! Are You Ready?

The expansion of blacklegged ticks into Canada has been a game-changer for veterinarians and pet parents. In just a few years, these parasites have gone from relative obscurity to being front page news. This rapid expansion creates a growing need to educate pet parents and update our parasite control protocols to address this emerging threat. As in previous years, the CVMA and Merck Animal Health have produced communication material and tools to help veterinary teams highlight ticks' unique seasonality, to update pet parents regarding the expansion of ticks across Canada, and to increase awareness of the One Health approach to tick control and Lyme disease prevention.

Find more information here:

canadianveterinarians.net/practice-economics/practice-tools-national-tick-awareness-month

WE HELP YOU ACHIEVE PERSONAL WELLNESS

CVMA's Veterinarian Health and Wellness

Resources

Wellness in veterinary medicine is important and should stay at the forefront of our minds. The CVMA complements currently available wellness programs and resources. You will find pertinent information from numerous sources to help support the well-being of veterinarians and students, focussing on education, awareness and prevention, in the CVMA website's Veterinarian Health and Wellness section. Three new resources include an article on *Reducing Stress and Depression During and After the Holidays*, a link to Banfield's Suicide Prevention Training, and a link to SafeTALK Suicide Alertness Training. **Visit:**

canadianveterinarians.net/veterinarian-health-and-wellness-resources

WE HELP YOU ACHIEVE A MEANINGFUL CAREER

CVMA Practice Management Article: The Demand for Associate Veterinarians: Surveying the "Shortage"

Over recent years, as the Canadian economy has picked up, veterinary hospitals have seen their revenues and net incomes grow, and the demand for associate veterinarians has climbed to new highs. This resulted in veterinary hospitals having increasing difficulty attracting veterinarians to job opportunities, leading some to believe there is a shortage. **Read the full article by visiting the CVMA website's Practice Management Resources section:**

canadianveterinarians.net/practice-economics/practice-management-resources

The 2020 Provincial Suggested Fee Guides are Now Available!

The CVMA website's Business Management Program section includes all of Saskatchewan's provincial economic reports, including the *2020 SK Provincial Suggested Fee Guides*:

canadianveterinarians.net/practice-economics/business-management

WE ADVOCATE FOR IMPROVEMENTS TO ANIMAL WELFARE.

American Association of Feline Practitioners Releases Updated Feline Retrovirus Guidelines

On January 9, the American Association of Feline Practitioners (AAFP) released updated Feline Retrovirus Testing and Management Guidelines, which will be published in the *Journal of Feline Medicine and Surgery*. These Guidelines aim to provide current information about feline retrovirus infections so veterinary practitioners may optimize their care of feline patients. **Learn more:**

canadianveterinarians.net/news-events/

WE RECOGNIZE OUTSTANDING CONTRIBUTIONS TO THE VETERINARY PROFESSION

"It's Time to Applaud This Country's Volunteers"- National Volunteer Week (April 19-25, 2020)

National Volunteer Week is an opportunity to honour the veterinarians, veterinary technicians/technologists, and students who donate their time and expertise to various CVMA projects supporting Canada's veterinary profession. **An article in April's issue of *The Canadian Veterinary Journal* highlights examples of our volunteers' contributions, and ways you can get involved.**

WE'RE WITH YOU EVERY STEP OF YOUR WAY

The CVMA and GoodLife Fitness Offer Members Discounted Gym Memberships

Long hours, heavy workload, and poor work-life balance threaten the health and well-being of all veterinary professionals. Regular physical activity can help, and a healthier, happier life is one step away. The CVMA GoodLife corporate membership can save you up to 44 per cent off individual membership rates. **Visit the CVMA website's Member Benefits and Services section to learn more:** canadianveterinarians.net/member-benefits

Questions or Suggestions? Contact CVMA's National Office at 1-800-567-2862 or admin@cvma-acmv.org, or contact your Manitoba Council

MVMA Liaison to the MVTA Report

Submitted by Richard Hodges, MVMA Liaison to the MVTA

I was passed the MVMA liaison to the MVTA torch from Wadie Ariza late in the fall of 2018. The warm welcome I received at the start of my tenure has continued through the last year.

As before, both associations collaborate with a continuing agreement to organize and run the February CenCan Conference. MVMA also continues to rent office space to MVTA by renewed agreement.

Both associations continue to bring items of interest to each other. The liaisons play an essential role in initiating discussion and bringing back that discussion to their association. Such informal discussion is important in allowing the associations to engage with each other. Topics of discussion have been related to registration requirements of RVTs, bylaw changes, code of ethics, and inclusion of "whistleblower" protection.

I have appreciated the ability to lend my thoughts on numerous issues and will miss the welcome I have received from the MVTA board. As I pass the torch on to the MVMA's new liaison, Esther Hill, I wish both associations the best as they work together to improve veterinary medicine in the Province of Manitoba.

MVTA Liaison to the MVMA Report

Submitted by Lisa Rea, MVMA Liaison

MVTA's Mission, Vision and Value Statement

The Manitoba Veterinary Technologists Association (MVTA) is proud to unify the voices of RVTs across Manitoba for over 37 years. We gladly have spoken on behalf of RVTs over the years and have brought them many results. We are always willing to listen to our members' concerns and will act on their behalf if we are able to do so. The roles of RVTs in Manitoba are evolving and the MVTA will continue to promote, advocate, lead and support them.

Development Weekend

The MVTA Board of Directors held a retreat on March 15-17th. The focus of the weekend was to teach new board members about board governance and to make plans for the upcoming year. We had a registered parliamentarian come to speak with us about running effective board meetings. The parliamentarian ended up being a valuable presenter and our board members left this meeting with a deeper knowledge of board governance. Once all of the hard work was done, we used our free time to get to know each other, eat lots of food and play some fun games.

Rabies Vaccination and RVTs

Earlier in 2019, the MVTA Board of Directors sent a letter to the MVMA requesting that they review RVTs' scope of practice to administer the rabies vaccine under the indirect supervision of an MVMA Practising Veterinarian Member.

The MVTA Board of Directors feels that RVTs can help with animal health and welfare in northern Manitoba as an affordable alternative to having a veterinarian fly out to these remote locations. RVTs are capable of performing many tasks under the indirect supervision of a veterinarian and could, therefore, offer many services to these communities while remaining in contact with an off-site veterinarian supervisor. RVTs have the training to provide essential services such as general health checks, vaccination clinics, and provide animal care information. This would be similar to the nurse practitioners who go to these communities and offer services.

One obstacle with RVTs providing these services is the administration of the rabies vaccine, which must be administered under the direct supervision of a veterinarian as per the MVMA bylaws. The MVTA Board of Directors has researched the potential for RVTs to administer the rabies vaccine under the indirect supervision of a veterinarian and the MVMA bylaws are the only regulations that restrict RVTs to administering the rabies vaccine under direct supervision.

The MVTA Board of Directors looks forward to hearing a response from the MVMA Council and would love to have further discussion on the matter.

Planning into the Future

The MVTA board of directors had a busy and productive fall. We performed a SWOT analysis in September and gathered information from a members' survey regarding MVTA's member services. This information was used to help the board create a 5-year strategic plan. This plan will help guide our association and allow it to continue to grow. The strategic plan will also provide direction for current board members and board members to come. We will be presenting our new strategic plan at the MVTA 2020 AGM on February 8th.

The MVTA Advancement Fund

The MVTA created 'The MVTA RVT Advancement Fund' to provide funds for RVTs in good standing who may want to pursue a specialist designation, an undergraduate or graduate degree, attend a conference, transition to a new aspect of animal health or for RVTs that require monetary support to engage in new initiatives related to the animal health care team. This year was our first year to award these funds and we received four applications. We would like to congratulate Rhianne Hallows, Angela Derksen, Sara Haddow and Brielle Villanueva, who were awarded money to further their RVT career through this fund. Intake for applications will begin May 15-June 30, 2020.

MVTA Fall CE UPDATE

We had a great turn out for our CE Event in Winnipeg this October, which featured a variety of speakers. Dr. Chris Enright spoke about avian anesthesia and analgesia and reptile techniques. Dr. Colleen Fisher spoke about behaviour adjustment theory and learning theory. Dr. Rita McKay spoke about helping canine patients with their mobility and we also had Prairie Wildlife Rehab come and talk about wildlife rehabilitation.

RVT Month Celebrations (October)

The MVTA's goal this October was to celebrate with our amazing members! We held some online contests, shared some clinic's RVT month posts and encouraged members to share pictures and stories. The MVTA provided a luncheon for the Red River students at their fall-time awards. We also hosted member events at A Maze in Corn and a special MVTA discount for the Bombers/Stampeders game. The Minister of Agriculture declared October RVT month again this year.

MVTA Policy Change

The MVTA has changed its policy that required members, who have let their membership lapse for more than 3 years, to re-write the VTNE. This policy was conflicting with the MVMA's regulatory role in the VTNE and is not a requirement for them if membership has lapsed. We used a similar model that the Saskatchewan Association of Veterinary Technologists developed.

The MVTA has updated this policy to state that members who have not held an active membership with any Provincial Veterinary Technologist/Technician Association and/or lapsed their MVTA membership for greater than thirty-six (36) months will be required to participate in an Executive Panel Interview (EPI). An EPI is intended to discuss an individual's competencies, review their background experience and provide support and mentorship as they return to the RVT profession. The assessment may result in recommendations for continuing education, practical experience exposure and understanding governance requirements in Manitoba.

WCVM Advisory Committee Report

*Submitted by Chris Bell, MVMA Representative
WCVM Advisory Committee*

The 2019 meeting of the WCVM advisory committee took place in September 2019 and although the college continues to focus on the success of their program and graduates, there is a concern with the reduction in funding as the Alberta government winds down its support of the college with a complete phase-out by 2023/24. The last class of Alberta funded students enter the college in 2019. Going forward, there is a deficit of 20 students in the 2020 intake.

The college continues to be a leader in veterinary medical technology in Canada. This spring, the college installed the first PET scanner in Canada. This allows improved detection and treatment of cancer clinically and improves the ability to examine physiological functions of tissues such as brain functions and bone metabolism in a research capacity. This also integrates into the overall One Health focus for the college where human medicine and veterinary medicine converge to benefit each other synergistically. One Health has been a focus of the college for some time and with the addition of CT, PET scanner and the BL Hughes simulation center, the WCVM is a leader in this area.

The WCVM is facing significant financial constraints in the coming years and to meet the challenge, the advisory committee of stakeholders were engaged in brainstorming and discussing ideas to continue advancing veterinary medicine in Western Canada for Western Canadians.

The WCVM has devised a plan of action to ensure that the college will continue to support the needs of veterinary

medicine in Western Canada. Their mandate is to maintain a balanced budget through 2024, cut spending, increase revenue from the VMC, increase class size and increase access to veterinary medicine for Western Canadian students who are not admitted through the interprovincial agreement program. To that end in 2020, the college will be accepting 25 students from outside the interprovincial agreement. These students will be preferentially from Western Canada and will be students eligible for entry to the WCVM but outside of the interprovincial agreement which will mean a significantly higher tuition rate compared to students within the agreement pool. This tuition rate will be on par with rates at the Caribbean and other international veterinary medical colleges. The idea is to keep Western Canadian students in Western Canada as these students would otherwise need to incur the hardship of moving abroad to pursue their dream of becoming a veterinarian. In addition, students from Western Canada will be far more likely to remain in Western Canada when completing their degree at the WCVM. In 2021 and forward, the pool of applicants outside the interprovincial agreement will include international applicants as well as the Western Canadian applicants who will continue to compete for the additional 25-30 seats open each year.

Change is evitable, and we must be adaptable. There was recognition of the impact of increased student debt ratios and consideration of changes in the delivery of veterinary medicine to Western Canada. As government resources are stretched thinner, there is more difficulty for our profession to be heard and seen as the vital resource that our country needs to grow and maintain our economy. As Western Canadians, this is a concern to all of us beyond the walls of our alma mater.

Manitoba Seats at WCVM (Ad Hoc Committee)

Submitted by Chris Bell, Committee Chair

Following consultation with our MVMA members and working with the ad hoc committee members, we presented a report brief to the Manitoba Minister of Agriculture and Minister of Advanced Education in early March 2019. The report was a comprehensive review of veterinary medicine in Manitoba, including the many facets of society, economy, industry and government where veterinary medicine is critically intertwined with the Province's success. The report also reviewed several

proposed initiatives to be considered by the Manitoba government as they were to negotiate the new interprovincial agreement which sets out the funding level for the WCVM over the next 4-5 years beginning in 2020.

The report brief was well received, and there was consultation between the MVMA and the Manitoba Government moving into the negotiation of the interprovincial agreement. Several of the initiatives proposed included improving MVMA communication with students, inviting students to CenCan for an 'experience

MVMA WCVM Student Engagement (Ad Hoc Committee)

Submitted by Chris Bell, MVMA WCVM Representative

In September 2019, I met with approximately 30 students at the WCVM regarding how to improve communication and engagement with them from the MVMA. The students in attendance were mainly Manitoba quota, with some additional students interested in coming to Manitoba to practice. It was an excellent opportunity to hear from the students on what we can do to improve the student experience and recruitment to return to Manitoba.

For the past several years, the WCVM has hosted a job fair in the fall. In 2019, the students indicated that no Winnipeg based small animal practices were attending, and they would really like to see some representation. The students were directed to the MVMA webpage job board, but they are eager to meet future employers and it would seem like a win-win opportunity for Manitoba practices as well. The MVMA will work to improve the communication regarding the upcoming job fair in September 2020, so keep your eye out for the Post and News/Views or contact the WCVM directly for information. This is an excellent opportunity for all practices in Manitoba to represent the Province and recruit new veterinarians.

The students indicated that they were not receiving the News and Views electronically. This oversight was easy to remedy, and the students have increased access to information from the MVMA and Manitoba now, which is great!

Manitoba veterinary medicine' opportunity, and continued support from the veterinary community for the Manitoba government STEP program were all implemented.

At the last communication with the negotiating teams from Manitoba, the indication was that the funding level would be preserved. However, we must await the 2020 budget to confirm what has been agreed in the final budgetary step. We encourage all veterinarians to voice support for the preservation of veterinary medical funding in Manitoba and invite ideas on how we can suggest improvements.

The students are eager for mentorship, and we encourage them to reach out to prospective practices to discuss open positions, mentorship and integration into the practice from school to the first year in practice. There are many resources available through the WCVM and elsewhere that employers can learn about improving mentorship and transition to practice that will make that transition easier for the student and more profitable for the employer.

The students requested a FB group to interact with the MVMA and MVMA is working on getting this set up to improve communications with all students interested in coming to Manitoba to practice.

The students expressed some concern about the increase in consolidated ('corporate') practice groups and the decreased ability for the students to have future ownership ability. This was very interesting as the perception has been for the past several years, that there isn't interest in ownership from the next generation of veterinarians. When the group attending the meeting was canvassed, over 50% indicated they had an interest in ownership of a practice in their future. For owners looking to mentor and transition their practices, this is a possible recruitment option now as well, it seems.

Thank you to this outstanding group of veterinarians that participated in the committee, Drs. Kris Torske, Keri Hudson-Reykdal, Philipp Schott, Carla Loewen, LeeAnne Bargen, Mike Sheridan and Lorraine Walker as well as Andrea Lear and the MVMA support team for prepping the Brief and organizing the Minister level meetings. Many hours were spent in meetings and preparing the government level report brief for submission. Manitoba's veterinary community, thanks you!

IN RECOGNITION OF...

The following individuals will be recognized on the evening of February 7, 2020, during the pre-AGM dinner. Please join us to acknowledge their outstanding contributions to the veterinary profession in Manitoba!

“Those who bring sunshine to the lives of others cannot keep it from themselves.”

- James Matthew Barrie

Veterinarian of the Year:

Dr. Carolyn Eichkorn

The Veterinarian of the Year is a veterinarian member of MVMA who has greatly contributed to the profession and increased the professional image among members of the public.

Veterinary Technologist of the Year:

Ms. Barbara MacDonald

The Veterinary Technologist of the Year is a veterinary technologist member of MVMA who has greatly contributed to the profession and increased the professional image among members of the public.

Life Member Award

Dr. Rosemary Postey, Dr. Jack Reeb and Dr. Lynn Webster

A life member has been in good standing in one of MVMA's membership categories for 25 years or more, who has retired from active practice and who does not have a license to practice. During his/her career, this member must have contributed to the veterinary profession and/or their community. A life member must be nominated by a licensed member and be appointed by Council.

All MVMA members (veterinarian and veterinary technologists) are requested to attend the

Annual General Meeting.

Friday, February 7, 2020 at 7pm
Victoria Inn, Winnipeg, Mb

Complimentary Supper - 5:30 pm to 6:45pm

AGM Award Presentations

During the pre-AGM dinner, there will be awards presented to:

- Dr. Carolyn Eichhorn - Veterinarian of the Year
- Ms. Barbara MacDonald - Veterinary Technologist of the Year
- Dr. Rosemary Postey – Life Member
- Dr. Jack Reeb – Life Member
- Dr. Lynn Webster – Life Member

Please join us in congratulating them!

MVMA AGM Materials

To keep things “green” and reduce costs, all MVMA AGM documents will only be found on the MVMA website. This includes: 2020 MVMA AGM Agenda; Proposed By-law Amendment Booklet; 2020 MVMA AGM – Basics of Parliamentary Procedure; MVMA Annual Reports; 2019 MVMA AGM Meeting Minutes and MVMA Financial Reports.

Should you require a printed copy, please contact* the MVMA to request copies of these materials.

*Call 204 832 1276 ext. 4 (or 1 866 338 6862) or email mvmainfo@mvma.ca.

To Register & Access AGM Materials

Go to www.mvma.ca > Dropdown “Members” > Select “MVMA Member login > Login on to ‘Members Login’ > Go to “MVMA Membership” > Select “MVMA 2020 Annual General Meeting – February 7, 2020”

Please note: If you are unable to register online or access the online documents, please contact the MVMA office for assistance (204 832 1276 or 1 866 338 6862).

Join us for this important meeting.



CEN|CAN
CENTRAL CANADIAN
VETERINARY CONFERENCE
FEBRUARY 7-9, 2020 • WINNIPEG, MANITOBA

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