

2020 in Review
Annual Report
to Members

A summary of your association's achievements and objectives



President's Message

As the time neared to write the 2020 MVMA President's Report, I took a gander at last year's edition and immediately noted a quote that 2019 was "not the most eventful year". I couldn't help but laugh and think, well, that didn't last long. 2020 has been a year for the ages and what a time to step into the Presidency. As I sit here reviewing the year, it would seem that such a remarkable 12 months would provide much detail to reminisce upon, yet it feels more like there is a beginning, an ending and a whirlwind in between. Not only has this year been one for the world's history books, it is one that is invariably changing the MVMA's own history.

As I stepped into my role as President, the pandemic did not yet have a hold of the entire planet, but it would not take long for that to shift. As of March, Council's duties were quickly overtaken by COVID related matters. Both Council and the MVMA staff worked tirelessly to ensure members received accurate information quickly and efficiently. Monthly in-person Council meetings were quickly replaced with weekly virtual meetings; with information coming in as quickly as it was going out. Regular member updates were released to keep members abreast on top issues including best practices in clinical settings; PPE availability; COVID risk in animals and the newest scientific findings on how to keep staff, self and public safe.

The MVMA was quick to advocate and lobby for the profession as an essential service. Ensuring animal health and welfare along with ensuring food safety standards would be maintained. As the vet industry moved to preserve PPE for frontline workers, our members shifted to provide essential services only. As members grappled with constant changes, particularly their ability to practise veterinary medicine, Dr. Samyra Stuart-Altman provided us with a fantastic chart to differentiate essential vs non-essential care in clinical settings and in the field. The Peer Review Committee was busy addressing the VCPR to allow adequate care during an unexpected influx of demand in the veterinary industry. A temporary removal of the one-year clause allowed practitioners additional flexibility to accommodate the care of patients that had non-essential concerns and delayed ability to receive annual exams and farm visits.

Along with what became regular COVID-19 updates, in May we had to weigh our options for our annual CENCAN conference. In hindsight, we made the right decision, but it was no easy decision. Whether a mix of luck or pure vision, it was decided not to risk the investment of a conference and opt to cancel and move forward with online CE platforms. An adjustment to our CE policy was also made, with the removal of the RACE requirements and switching to a two-year reporting period, hoping to allow easier access and reporting of CE, particularly during this time. At a later date, as the pandemic dragged on, the MVMA realize the AGM would also have to switch to a virtual platform.

As COVID continued through the summer, the association was able to settle into more of a routine and complete some outstanding tasks. Government appointed public members re-joined Council, with the re-appointment of Doug Oliver and newly appointed Lexie Carvey, Council was able to resume with a full table, albeit virtual. Council has also had the opportunity to have regular, rewarding conversation with the CVO, Dr. Scott Zaari, which has opened conversation between government and the MVMA. Some of the focus at this time remains on attraction and retainment of rural veterinarians.

The MVMA inaugural Rural forum, hosted by Dr. Keri Reykdal and Dr. Allison Pylipjuk, originally planned as an in-person gathering quickly shifted to a virtual format. The Rural Forum was a great opportunity to hear the voices of many rural practitioners in real time so we may better understand the needs and concerns of all of our members. We hope this will be the first of many annual Rural forum days.



Alison Litchfield, 2020 MVMA President

The year presented many challenges with the pandemic, but one highlight was the opportunity presented by Shared Health Manitoba to have veterinarians and veterinary technologists to provide the COVID-19 vaccine to Manitobans. What a great opportunity to work with other health professionals to help in the fight against this virus. The acknowledgment of our professional skills and expertise in administering biologicals was a tip of the hat to our profession.

As we have been able to shift away from the hurried pandemic challenges, a PIPS revamp has begun. An adhoc committee was formed to write the terms of reference and a full committee is slated to start the review in March. Bringing PIPS into the modern world is a much needed project, with quite the undertaking.

I must say, my year as President certainly started out with a bang and as much as I would like to say I left on a quiet note, that wouldn't be true. However, what begins in chaos must surely end in chaos (controlled chaos of course). Just as it seemed the year was starting to settle into a new normal, Andrea Lear, Executive Director of 10 years and MVMA employee of 14 years, had resigned. The resignation of our ED lead to swift action to hire a recruiting firm and re-organize in the short term to address the transition. After

deliberating, Council felt it was important to make some changes to our MVMA staff titles, job descriptions and roles. The changes reflect a need to modernize; keep on par with other professional associations and to decrease potential confusion within the organization. The end goal, to have a chief staff person that has oversight and understanding of the MVMA as a whole. We have high hopes that our hiring committee will find the best suited candidate for the role that suits the needs of our association.

I suspect that many members do not realize how much goes on behind the scenes to keep our association moving. The workload associated with the last year has been substantial, to say the least, however the resignation of our ED and setting up for this transition proved to be the most taxing. I would like to take the time to thank everyone that has provided insight and support during this time. Although Andrea Lear has moved on to a new opportunity, she was a valuable asset and provided unlimited support to Council, particularly myself during a very tumultuous year. Her dedication to our profession has not gone unnoticed. Her knowledge and expertise were invaluable to our association. I personally thank her for her service over the many years. I also want to thank Corey Wilson, MVMA Registrar for stepping into the role of ED/Registrar for the interim. His insight into our association and bright ideas to help us proceed through this transition are a breath of fresh air.

As I pass the gavel, I hope that 2021, although starting out a bit rocky, sees itself to calmer waters. Over the last year, The MVMA staff and Council have remained proactive and engaged in resolving issues and taking on challenges with energy and resolve. For our newest Council members and staff this was not the year to take it all in and learn the ropes, it was all hands on deck. I could not be more proud, nor thankful for the current Council and Staff during these busy and truly unprecedented times. As Dr. Allison Pilypyuk's steps into the role of President, I am confident her dedication and drive will undoubtedly take the MVMA to great new places. I suspect the 2021-22 MVMA council and staff may prove to be one of the most renewed and motivated groups yet! I wish everyone good health and some normalcy in the coming year.

A Who's Who On Your Governing Council

Following the February 5, 2021 Annual General Meeting, Dr. Alison Litchfield's term as president of the MVMA governing council will end. Taking her place as the 2021 MVMA President will be Dr. Allison Pylypjuk. Dr. Mackenzie Marks and Ms. Shey Friesen will be filling the positions of outgoing council members Dr. Jonas Watson, Ms. Trish Lobaton, and Dr. Jennifer Demare. The remaining members of the MVMA Council are: Dr. Keri Hudson Reykdal, Dr. Jillian Preston-Gren, Ms. Melissa Young, and Dr. Esther Hill. In 2020 the Provincial Government appointed two Public Members, Mr. Doug Oliver and Ms. Lexi Carvey. This year the MVMA received one nomination for the two vacant veterinarian member seats. The vacant seat will be filled under Section 6(10) of the Veterinary Medical Act when it becomes vacant after the 2021 MVMA AGM.

MVMA COUNCIL 2021

Allison Pylypjuk, President

(Council term ends February 2023)



While 2020 was filled with uncertainty, council worked diligently to provide a framework for clinics and veterinary staff to safely provide essential services during a global pandemic. The start of this year is also appearing to be one of transition. Heading into my third year on council, we find ourselves

navigating the hiring process for a new Executive Director/Registrar.

One silver lining for me this year was co-chairing the inaugural MVMA Rural Forum. The idea began as a way of connecting rural practitioners to understand what challenges they face in the ever-changing landscape of veterinary medicine. I was enlightened by the engagement and feedback received during the online session and hope the MVMA is able to support some of the initiatives identified. I anticipate another consultation in the near future and look forward to meeting everyone in person sometime.

My council goals for the upcoming year as President include tackling big picture issues such as PIPS and finalizing Code of Ethics, tasking committees to meaningful work with specified outcomes and deadlines, all while continuing to advocate for the recruitment of veterinarians in this province. Fostering relationships with the MVTA, provincial government, CFIA and other industry stakeholders is also essential to the growth and success within our profession. I am delighted to have public members serve at the virtual council table once again since their reappointment by government. They provide meaningful perspective from a non-member point of view and are necessary for our decision-making process.

Lastly, I want to thank my fellow council members and staff at the MVMA for their support, encouragement and honesty. There are countless hours and evenings (and weekends as of late) filled with additional email exchanges and resolutions that go beyond our monthly meetings. Even with the sizeable transition ahead, I look forward to the refresh 2021 has to offer council, membership, and the veterinary community.

Alison Litchfield, Past President

(Council term ends February 2023)



As I write this, I am just finishing up my tenure as President of the MVMA and what a year it was. When I first joined Council three years ago, I was met with the opportunity to take on the role of President with but two council meetings under my belt. I considered myself lucky when Dr.

Jonas Watson took on the role (purely because he lost the arm wrestle that day). Looking back, I do wonder if my single term 2020 Presidency may have proved equivalent to a two-year term as President?

Jokes aside, it has been an absolutely wonderful and fantastic experience being on Council. I joined the MVMA without a proper concept of what our association's role was. Out of necessity, this year's challenges have brought about an abundance of knowledge and experience that I may not have gained otherwise. I found this last 12 months on Council to be some of the busiest during my term, but also it was a time that allowed me to work closely with other like-minded people, who were very passionate and highly engaged. The difficulties we have manoeuvred through have given me great confidence in where our association is and will go.

With such a motivated Council, I hope this year provides reprieve from the chaos to allow us to focus inwards and make the changes necessary to maintain our dual mandate profession in a modern and efficient way. I look forward to stepping into the role of Past President.

Keri Hudson Reykdal, Vice President

(Council term ends February 2024)



2020 was a year of challenges, learning and an exercise in patience, adaptability and determination. My hat is off to all of you for working hard through this pandemic. I have thoroughly enjoyed my first year on council. We were presented with many issues which had to be dealt with

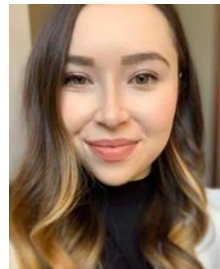
expeditiously and without prior experience for anyone. While hindsight is 20/20 (we may need to throw that phrase in the dumpster fire), I feel like everyone on council stepped up to address problems quickly, efficiently and worked well as a team.

I have been encouraged to see progress on several projects and ad hoc committees, including a revision of the Code of Ethics, the official renewal of the interprovincial agreement with the WCVM, the beginnings of PIPS restructuring, and the formation of a new ad hoc committee to address the need for veterinary care in under-served communities. I am also encouraged to see members stepping up to volunteer for committees and forums and providing a scientifically sound professional image to the public.

2021 will bring a new set of challenges for our association. As vice president, I look forward to helping with the hunt for a new ED. I would like to remind members that this is your association. We need to hear from you – your concerns, ideas, solutions. Engagement drives our association and it is part of our duty as veterinarians.

Lexi Carvey, Public Member

(Council term ends November 2024)



Lexie studied political science and is a young professional who has worked in various government and crown corporation settings. She is a mother to one young daughter and is currently spending time with her and working as a fitness instructor. She is also a fur mama to three pets and is looking

forward to learning about veterinary medicine in Manitoba in more detail through her time on the Council.

Esther Hill, Veterinarian Member

(Council term ends February 2022)



This past year has proved to be full of surprises and challenges with a global pandemic affecting how we practice medicine, treat patients and communicate with clients. DVMs and RVTs alike have demonstrated their resilience, adaptability and creativity over several months of

uncertainty, and I am very proud of us.

At the start of the pandemic, your MVMA Council and staff doubled down to stay ahead on top of the latest research and news releases to better serve our veterinary colleagues and keep everyone informed. Staff worked overtime and Council held meetings weekly instead of monthly (with

much correspondence in between) so we could provide the most relevant information to our members. Since then, all MVMA Council meetings have been held virtually, with a few bumps along the way, but generally very effectively. In spite of COVID interrupting many scheduled affairs this year, we have succeeded in facilitating events like Spay Day and our first Rural Forum Day, and an ad hoc committee has completed a renewal of the Code of Ethics.

2021 will hopefully provide a fresh start to our society and our association as we hire a new Executive Director and have the opportunity to re-direct the MVMA. I am looking forward to the new things this year brings.

Doug Oliver, **Public Representative Member**

(Council term ends November 2023)



I am a Woodlands area cattle farmer and school bus driver for the Interlake School Division as well as Former R.M of Woodlands councillor from 2002 to 2014. After an 18-month hiatus I am please to be appointed as a public member to the MVMA council. I am looking forward to working with

MVMA staff and council in the upcoming months. I've done some reading from previous meetings to try to catch up with council activities and attended my first virtual meeting in December. As usual council has numerous issues and tasks to deal with veterinary medicine and their members. I am again looking forward to providing some input from the "public perspective".

Jillian Preston-Gren, **Veterinarian Member**

(Council term ends February 2023)



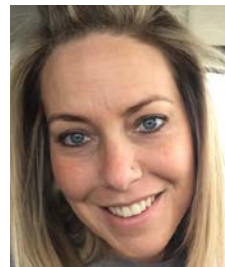
I grew up in Winnipeg and graduated from WCVm in 2002. That year I began working at Birchwood Animal Hospital, where I am now a partner. I enjoy working as a small animal practitioner in West Winnipeg and I am grateful to be part of a wonderful team. In addition to entering my second year

with the MVMA council, I also serve on the Companion Animal Health Fund Advisory Board at WCVm.

My time on council started in the spring with the global pandemic. This meant shifting to virtual meetings, at times on a weekly basis to provide guidance to our members. It has been a steep learning curve, but I am pleased that the pandemic has not sidelined important work such as our updated Code of Ethics. I am looking forward to another exciting year on council.

Melissa Young, **Veterinary Technologist Member**

(Council term ends February 2022)



The end of 2020 marks the end of my first year sitting on council as a RVT Liaison. Being able to sit on council, especially during a world pandemic, has been challenging but also an excellent learning experience for me. I am grateful to have been able to represent veterinary technologists throughout

Manitoba for the past year and am looking forward to continuing representing them for the upcoming term.

Over the past year council has worked together determining priorities, making decisions, and setting goals focusing on strengthening the veterinary profession & industry as a whole in Manitoba. For the MVMA to continue being successful it relies on contributions from its members. I urge members to volunteer and become involved if they are willing and able.

I would like to thank council for the successful year and wish the best going forward to council members whose terms have ended. I look forward to being part of the 2021 MVMA council and am excited to see what the year brings!

INCOMING COUNCILLORS

Mackenzie Marks, Veterinarian Member

(Council term ends February 2023)



I graduated from the WCVM in 2011. Since then, I have practiced in mixed animal practice. I enjoy the diversity of mixed animal practice, from exploring the human-animal bond all the way to being a steward of production animal medicine in animal agriculture, and everything in between. I was raised on

a mixed beef and grain farm and developed a passion for agriculture which I have carried on through my career as a veterinarian. One of the reasons I became a veterinarian was to hold a respected and influential position within the agricultural and rural community. Back then, what I didn't know was that I would also develop an interest in the advancement of technology in veterinary medicine and especially how it affects companion animal and equine practice. Along these lines, I am excited to serve on the MVMA council and offer my insight gleaned from several years of mixed animal practice, helping to mold the future of veterinary medicine in Manitoba and studying how the future will shape veterinary medicine.

In my spare time, I can be found enjoying the outdoors, playing music, and spending time on the farm.

Shey Friesen, Veterinary Technologist Member

(Council term ends February 2023)



I'm a Registered Veterinary Technologist at Southglenn Veterinary Hospital & Bridgwater Veterinary Hospital. I graduated from Red River College in 2015 and have spent the last 5 years in companion animal practice, where I have developed a special interest in anesthesia & analgesia,

emergency medicine & critical care, and feline medicine.

2021 will be my first year acting as the veterinary technologist member on the MVMA Council and I look forward to discovering more about what is involved in running our governing council. I'm excited to be working

alongside veterinary professionals of all backgrounds who are dedicated to the common goal of promoting and upholding the veterinary profession throughout the province of Manitoba. I will advocate for my fellow RVTs and hope to further understand the role the MVMA plays in the governance of registered veterinary technologists. Outside of veterinary medicine, I enjoy spending time outdoors in the summer months, reading or listening to audio books and gardening. Pre-Covid I loved to travel, and I look forward to the day when I can safely do so again.

FROM OUR OUTGOING COUNCIL

Trish Lobaton, Veterinary Technologist Member



The last 2 years have been a great experience for me as an RVT as well as a Veterinary Professional. As always, I had the chance to meet new people, learn new things and be involved in the nitty gritty of Veterinary Practice in Manitoba. I want to thank the MVMA for the opportunity in giving

RVTs a voice. As a representative for the RVTs in Manitoba, I appreciate knowing our voice was being welcomed and invited to participate in conversations we were not a part of in the past. Let's be clear here, Veterinary Technologist Council members were given the opportunity to participate in every decision, not just ones related to RVTs. I also want to commend the MVMA Staff, Andrea Lear and Dr. Alison Litchfield for their due diligence and commitment to finding solutions during a worldwide pandemic. They were the foundation that kept all of us in the loop amongst changes, as well as keeping us focused on all the tasks at hand. Job well done to all of you, we really couldn't have done it without you and your dedication to the association, its members and the public.

Finally, I would like to wish the future council all the best, I trust that you will advocate and take care of us as I have seen with my own two eyes. For my fellow RVTs who think they aren't cut out for a role like this, I urge you to get out of your comfort zone and try something new.

Jonas Watson, Past President



I always enjoyed the important dialogue that took place at the council table among colleagues from varied sectors of the profession. It was a pleasure to participate in discussions aimed at improving the working lives of vet professionals in Manitoba.

I'm pleased to have played a part in making changes to the Veterinary Medical Act, most significantly an amendment that allowed the transition of veterinary technologists into full-fledged members of our Association.

I was honoured to serve as MVMA President for two years. In that role, I strived to bring attention to the work we do and to better the professional lives of Manitoba's vets and techs.

Over these years I've been privileged to meet with colleagues from all across the country, sharing knowledge and experiences with counterparts, all contending with similar issues.

I have aimed to mitigate stress when council has been confronted by unexpected challenges, including large-scale problems like global pandemics, and more local ones like staffing changes at the office, including the recent departure of our executive director. No matter the obstacle, our vigilant group has always overcome it, often emerging in a stronger and better place.

Lastly, what I am most proud of in my time on council are the many efforts we made to ensure and enhance the health and welfare of the animals living in our province. For me, nothing has been more important.

I will always be grateful for the opportunity to have served our Association. I leave council knowing its members are as engaged and passionate as ever. I believe that along with the privilege of working in a self-governing profession comes certain responsibilities. One, I think, is to find time to engage oneself with the activities and endeavours of our Association. That is what brought me to the council table several years ago. For me, the experience has been wholly rewarding and one I will reflect upon fondly for years to come.

Jennifer Demare, Veterinarian Member



Jen grew up on a mixed grain and pig farm near Somerset, MB, where she was immersed in agriculture from quite a young age. Since then, her passion for food production farming has grown. She went to school in Saskatoon at the Western College of Veterinary Medicine and graduated

from the college in 2011. In 2014 she joined Swine Health Professionals. She champions the swine industry for being a progressive, innovative and fast-changing industry, where there are many excellent opportunities to obtain knowledge and share among peers. Jen's strong and insightful voice will be missed on council.

Committee Reports

MVMA CODE OF ETHICS

In the spring of 2019, 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. This was a concern about retribution or retaliation, as well as the 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 and felt these could be addressed within the Code of Ethics.

At last year’s AGM, the committee was working at redrafting the Code of Ethics with the hopes of providing a draft version to membership. Since last year’s AGM, the world has changed to say the least. The committee was able to finish its working draft and provided it to membership this fall as part of its consultation process. The committee reviewed all responses and comments received. The committee would like to thank those that participated in the consultation process. It was helpful to understand how members would engage with the materials and identify areas that may need work.

Following the consultation process the committee made its final recommendations to the MVMA Council to adopt the materials, to adopt a new principles-based Code of Ethics as well as adopt clearer rules in other MVMA By-laws.

Recommendation 1: Updated MVMA Code of Ethics. This document is principle-based and meant to articulate the core ethical principles that we expect veterinary professionals in Manitoba to uphold. These core principles include integrity, compassion, respect, impartiality, animal welfare & animal health, competence, and confidentiality.

This document also has the potential to communicate the foundational ethics of veterinary practice to the public. It is the committee’s hope that the public will see this document posted in clinics and practices where they obtain veterinary services.

Recommendation 2: Adopt clear rules in other MVMA By-laws. The Committee has recommended that some rules from the previous Code of Ethics as well as new rules be added to other MVMA By-laws. These rules are more than ethical considerations and are focused solely on protecting the public. In terms of proposed rules, this includes suggested rules about retribution and use of the word specialist.

Recommendation 3: Educational Materials. Following the hopeful adoption of these recommendations by the MVMA membership, the ad hoc committee is recommending that the MVMA Council create and distribute educational materials to address common ethical issues that arise in the practice of veterinary medicine. This could include areas like end-of-life care, respectful workplaces, and other topics.

The committee hopes that these recommendations will set ethical standards, establish clear rules where necessary, as well as support members through education. As the recommendations require extensive changes to existing By-laws, the MVMA council intends to put these recommendations to an e-vote shortly following the Annual General Meeting in February 2021. 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 2020 MEMBERSHIP REPORT

In 2020 the MVMA added 28 new veterinary members and 35 veterinary technologist members to the MVMA.

Also, in 2020 the MVMA licensed/registered:

3 Short Term Veterinarian Licenses

2 Consulting Veterinarian Licenses

Reissued **7** General Veterinarian Licenses

Reissued **4** General Veterinary Technologist Registrations

Welcome to All Our New Members!

VETERINARIANS

Dr. Kolawole Aluko
Dr. Samantha Bray
Dr. Stan Bychawski
Dr. Erin Ciwko
Dr. Kira Crooks
Dr. Natalie Desaulniers
Dr. Nicole Gobin
Dr. Christopher Hagen
Dr. Kelly Hammond
Dr. Irshad Hussain
Dr. Peter Iskander
Dr. Veronica Izydorczyk
Dr. Cary Johnson Escobedo
Dr. Whitney Johnson
Dr. Jaelyn Kaufman
Dr. Cameron Koerselman
Dr. Leslie Kumagai
Dr. Carly Mayo
Dr. Jennifer Michaud
Dr. Antonietta Moritz
Dr. Jenna Noordenbos
Dr. Grayson Ross
Dr. Hayley Schuddemat
Dr. Bhavesh Tailor
Dr. Michelle Tucker
Dr. Emily Wade
Dr. Marley Williamson
Dr. Behrouz Zareiyani

VETERINARY TECHNOLOGISTS

Michelle Barry
Jessie Brooke Anderson
Wiannea Borjal
Emily Brunette
Christie Dueck
Teyana Dyck
Nicole Enns
Bethany Fisher
Taylor George
Jessica Ginter
Stephanie Guenette
Laura Greenhalgh
Erin Hildebrand
Melissa Hussey
Sonya Joyal
Jordan Kondratiev
Anjelica Lacoff
Amy LaFleche
Keara Landry
Danielle Lim
Amy Otto
Olivia Pearase
Melissa Reis
Stephanie Sachvie
Calida Sokoliwski
Carlissa Spence
Iris Sprayberry
Jesslyn Taylor
Seth Thomas-Paetkau
Tanesa Turnbull
Jessica Waito
Andrea Wasserberg
Brandy Wieler
Kendall Young
Jessica Zinyk

PRACTICE INSPECTIONS, PRACTICE STANDARDS (PIPS) REPORT

Submitted by Corey Wilson, MVMA Registrar

Practice Inspection Practice Standards (PIPS) inspections were off to a great start this year. As with most things, PIPS inspections were drastically impacted by COVID-19 and measures taken to reduce its spread. MVMA PIPS inspections have been suspended from time to time during the current pandemic. The MVMA will continue to monitor and send out MVMA PIPS inspectors when it is safe to do so. Thank you to the MVMA's PIPS inspectors, Erika Anseeuw, Sally McGillivray and Max Popp, as well as PIPS committee chair Fred Lindenschmidt, for their ongoing work. This year has required extra flexibility and planning by the PIPS inspectors. The MVMA's PIPS inspectors and committee chair have risen to the occasion.

The MVMA Council has also started to embark on the project of reviewing the Manitoba Veterinary Medical Association Practice Inspection and Practice Standards By-laws. As this will be a large undertaking, the MVMA Council established a small ad hoc committee to create a review plan that addresses the many aspects of the PIPS By-laws, including inspections, practice standards, and processes. Thank you to Fred Lindenschmidt, Richard Hodges, and Trish Lobaton for their hard work on this project.

As the ad hoc committee wrapped up its work shortly before the New Year, the MVMA is happy to delve into the review process in 2021. Reviewing the PIPS By-laws is a large undertaking. The MVMA is hopeful that members will engage in the PIPS By-laws review by either volunteering on the soon to be formed ad hoc committee, volunteering time on one of its subcommittees, or responding to consultations that will be held as the project unfolds. As self-governing professions, veterinarians and veterinary technologists have a rare opportunity to help shape and mould the rules that they are bound by. The MVMA hopes that members will appreciate this opportunity and do their part to help ensure the safe practice of veterinary medicine in Manitoba.

Please stay tuned for calls for volunteers and calls for comment as the review process continues.

CANADIAN ANIMAL BLOOD BANK

*Submitted by: Ken L. Mould,
President Canadian Animal Blood Bank*

2020 will be remembered the world over as the year of the Covid-19 pandemic. Most business was negatively impacted as governments attempted to slow the spread of the virus by keeping people (and their animals) at home. The Canadian Animal Blood Bank (CABB) scrambled to adapt and find ways to stage donor clinics when many veterinary hospitals were in “shut down” mode.

To the credit of dedicated staff, and with the assistance of federal government wage subsidy programs, the CABB was able to post a May 31st, 2020, year-end surplus of \$72,500. After an initial spring drop in product demand, customer confidence returned and the challenge was again to operate sufficient donor clinics to meet product demand.

In 2020, the CABB revised its operating model. In an effort to limit travel and related time expense the CABB identified a network of Regional Units of operation where sufficient density of population and veterinary support enabled hosting donor clinics within a radius of 100 miles. Regional Unit Managers are retained by the CABB to recruit donors and operate blood donor clinics within each Regional Unit. At the year end, the CABB has nine functioning Regional Units in five provinces and three units under development.

Another challenge for the CABB is to adapt to the evolving veterinary clinic ownership model as corporations purchase more and more privately owned practices. Time was spent dialoguing with corporate management to impress upon them the importance of their assistance in recruiting blood donors and providing space for blood donor clinics so as to be able to meet their needs for blood products. This bolstered the CABB’s ability to both obtain and process canine blood for country wide distribution.

The CABB Foundation forged a linkage with Quebec based veterinary pharmaceutical company, Vetoquinol. This company deemed the Canadian Animal Blood Bank as fitting well with their culture of working in the community and supporting animal welfare projects. Vetoquinol named the CABB Foundation as the recipient of \$25,000 raised through their “million pixel” campaign. In addition they recruited the support of Purina Pro Plan and VetCare Inc. who contributed an additional \$5,000 each to the Foundation

The Foundation initiated an Ambassador Program designed to raise awareness of the CABB. The intent is to recruit devoted pet owners that have a strong social media following and have them use that online presence to highlight the CABB. Mr. Ace Burpee, a well-known community Supporter and radio host and Winnipeg Blue Bomber Mr. John Rush are the Canadian Animal Blood Bank’s first two CABB Ambassadors.

PROFESSIONAL IMAGE REPORT

Submitted by: Daniela Whelan, Communications and Professional Development Coordinator

Media Highlights

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

How to Check Pets for Ticks

Pet-Friendly Summer Activities

COVID-19 and Concerns of Infections in Cats

Veterinarians and Veterinary Technologists invited to administer COVID-19 vaccines

Employer Supported Volunteer Programs

Rabbit hemorrhagic Disease

Spay Day

On November 4, 2020, over 20 clinics from across the province joined forces to combat the issue of pet overpopulation in Manitoba. These clinics completed over 170 spays/neuters! This is a record high and the MVMA is looking forward to seeing that record broken again and again, year after year.

SPAY DAY Wednesday, November 4, 2020

On November 4*, participating clinics will offer discounted spays and neuters for dogs and cats.

Availability is limited. Prices and requirements vary by clinic. Clinics may offer additional discounted services.

Spay Day is a province-wide initiative to combat dog and cat overpopulation.

Find a list of participating clinics at bit.ly/MVMASpayDay2020

Make a pawsitive impact on pet overpopulation

Facebook: TheMVMA
Web: mvma.ca

*Clinics may choose to host Spay Day on a different day.

Social Media Highlights

Over 60,000 people saw the post announcing Spay Day. More than 500 people got the word out by sharing the post with friends, family, and community groups. There were over 1000 engagements from people liking, loving, commenting.

Website

The MVMA's website update was completed this year with the launch of the private members-only side.

The modern design is brighter and much more appropriate for the new decade.

Public Member Directory

Along with the website update came a new a public member directory.

This new directory allows members the following:

- have more control over their published information
- have more control over the accuracy of the information contained in the directories
- have 24/7 access to update their information
- be able to share more information to the public about their practice

Communications Campaign

The MVMA's on-line communication campaign "There's No Substitute For A Vet" continued through to the end of June. The MVMA is now working with a marketing company to have a new campaign showing the importance of veterinary professionals to the public.

CVMA REPORT TO MVMA MEMBERS 2020

Submitted by: Chris Bell

With 2020 thankfully closed, I bring everyone an update from the CVMA. COVID dominated everything this year but CVMA was there for our members and helped shape the COVID response for veterinarians across Canada. COVID was not the only thing we focused on though!

CVMA has been watching closely the social movement centered on the matters of diversity and inclusion that have been taking place this summer and fall. CVMA was made aware of a CVMA student member that brought forward a 'call to action' survey/poll of students and other interested parties which aimed to have the CVMA address issues of inclusion and diversity within our profession. As a result of the social movement and requests from members to take up the issue, the CVMA executive and council have initiated a working group focused on diversity and inclusion within the veterinary profession in Canada.

The working group is recently formed but many excellent group members from a wide cross-section of our veterinary community are coming together to form the group. The mandate of the group has yet to be fully elucidated but generally, the goals are to investigate the diversity and inclusiveness of BIPOC and others within the veterinary community of Canada to identify ways and means for the CVMA to be proactive in addressing diversity and inclusion within the Canadian context of veterinary medicine. Stay tuned as the working group gets up and running.

If the MVMA or any CVMA members have suggestions or would like to put themselves forward for possible selection to the committee, please contact myself or CVMA communication directly.

The CVMA has completed the veterinary work force study for Canada. The study was published in the August CVJ and there will be a working group struck within the CVMA including deans, students, practice owners, industry and government to review the findings of the WF study and provide feedback to the CVMA and stakeholders on actionable items that can be brought forward from the results. The Coles notes are that retirements are equal to and/or outpacing new grads, Canada is adding increasing numbers of foreign trained veterinarians to fill the void,

several areas of the country have specific gaps in large animal veterinarians and there is great difficulty accessing veterinary services in remote areas. Stay tuned for the WG recommendation and read the CVJ for more perspective on the work force study.

The CVMA conference in Quebec City was cancelled and all meetings were held remotely. The CVMA conference scheduled for this coming July 2021 in Calgary is still on schedule but will be hosted as a hybrid model with online remote learning available as well as some degree of in person attendance available (subject to change).

COVID and CVMA – the CVMA continue to operate their COVID working group which is providing expert level consultation to the federal and provincial governments. The website is updated frequently, and Dr. Weese's blog is updated daily with detailed epidemiological and scientific data/background to several of the questions the working group had fielded. The CVMA continued to work with government to raise issues important to veterinary medicine in Canada as it relates to our health, safety, employees and businesses. CVMA is proud to provide expert level resources to the MVMA and all provincial associations with both member and non-members across Canada regularly accessing the CVMA COVID webpage for updates.

CVMA met and addressed the editorial issues that arose early in the year at CVJ. A statement from the executive was provided in the August 2020 edition of the CVJ. Several stakeholders and VMA's have expressed their strong concern with the comments and editorial decisions that were made early in the year. The CVMA has heard these issues and have brought those concerns to the editor of the CVJ. A renewed commitment to the editorial principles of the CVJ has been raised by the CVMA to CVJ editorial board.

It is an honor to represent my colleagues at the CVMA and I have been selected to executive and leadership with the CVMA. I currently hold the role of vice president and will be CVMA president 2022- 2023. If you are thinking of getting involved with your association either at the provincial or national level, I encourage you all to seek out those roles and get involved. It can be very rewarding.

MVMA LIAISON TO THE MVTA REPORT

Submitted by Esther Hill

I became the MVMA liaison to the MVTA a few weeks before COVID hit Manitoba. Due to the unfortunate timing and gathering restrictions, I have yet to meet new MVTA colleagues in person. Nevertheless, the MVTA council and staff have been warm in welcoming me to their virtual meetings, and I enjoy the opportunity to contribute to discussions. The topics have included by-law voting classes, RVT involvement on committees for Code of Ethics and PIPS, and legal matters regarding RVT and non-RVT roles.

2020 has seen many changes in our associations. Firstly, all in-person meetings have moved online. CenCan, normally a collaborative CE event shared by both the MVMA and MVTA, has been cancelled for 2021, forcing both associations to offer online CE options to their members. Finally, the MVMA is hiring a new Executive Director/Registrar, which will also impact MVTA members.

Some things have remained the same: the MVTA still rents office space from the MVMA, association meetings are held monthly as usual, and we hope CenCan 2022 will continue as scheduled.

I would like to thank my predecessor, Richard Hodges, for his contributions in this role before me, and I hope I can likewise continue to be an asset to the MVTA. Collaboration between our associations is best when communication lines are open, and I look forward to continuing my role as MVMA liaison in 2021.

MVTA LIAISON TO THE MVMA REPORT

Submitted by Elizabeth Greber, 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 39 years and 2022 will mark our 40th anniversary! We take pride in advocating on behalf of our members 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 unite the voice of RVTs and continually promote, advocate, lead and support our members.

Rabies Letter to the MVMA

In April of 2019, the MVTA Board of Directors sent a letter to the MVMA requesting that they review RVT's scope of practice to administer the rabies vaccine under the indirect supervision of an MVMA Practicing Veterinarian Member. RVTs are a valuable resource and can help with the animal welfare crisis in northern Manitoba. As an affordable alternative, RVTs can be sent to remote locations and can use their skills, training and experience to observe and notice signs of illness.

On July 10th, 2020 the MVTA received a response letter from the MVMA. The MVMA agreed that RVTs play an important role in the care and welfare of animals, but upon a review regarding the administration of the rabies vaccine, two areas of concern were uncovered.

1. Only a Practicing Veterinarian can establish a VCPR (veterinarian-client-patient-relationship), veterinary technologists cannot. Before any veterinary services can be provided, a veterinarian must first have established and then maintained a VCPR.
2. Only a veterinarian can sign the certificate that confirms an animal received a rabies vaccination.

After this review, the MVMA decided that the administration of the rabies vaccination by a veterinary technologist should remain under direct supervision in the MVMA Bylaws.

MVMA Voting Rights letter

The MVTA Board of Directors sent a letter to the MVMA council on October 8th, 2020 requesting that the MVMA review the restriction of RVT voting at the MVMA AGM. We asked that the MVMA Council consider that all MVMA's bylaws affect the tasks performed as well as the role and profession of RVT's. This would align more closely with how the ABVMA and SVMA have modernized their bylaws and allow for their RVT members to vote on all bylaws.

On November 23rd, 2020 we received a response letter from the MVMA. The letter stated that the MVMA Council follows a specific process when deciding which membership classes will vote on an MVMA By-law. The Veterinary Medical Act, Section 7(2) of the Act states: Members voting on by-laws 7(2)A by-law may be enacted, amended or repealed by a majority vote of the association's members in the membership classes that the council identifies, by resolution, as being affected by the by-law, amendment or repeal when the council passes it under subsection (1). This means for every by-law vote, the MVMA Council must determine which membership classes are "affected" by the by-law. Furthermore, the MVMA Council has been advised there are legal implications when this responsibility is not exercised correctly. In Manitoba, this requirement is defined in the Veterinary Medical Act—and the MVMA must abide by the legislation. All council members –veterinarian, veterinary technologist and public representative–have an active voice on the council and share their thoughts on who is "affected."

All council members understand the parameters, legal implications, and responsibility of defining which membership class(es) is affected. The MVMA Council considered these decisions very thoroughly, seriously, and individually.

Office Rental Agreement and CENCAN Agreement

The yearly office rental agreement was reviewed by the MVMA and signed on May 11, 2020. It is for the period of July 1, 2020-June 30, 2021 at which time it will be reviewed and amended if needed. We hope to be able to make this a longer-term rental agreement in the future.

The CENCAN agreement was agreed upon by the MVMA and returned to us on the same day as well. Due to the uncertainty of COVID-19 and restricted gathering sizes, it was decided that CENCAN 2021 would be cancelled. The agreement is up for yearly renewal however no review will be completed until after the 2022 CENCAN.

Homewood Health

Homewood Health is a joint program offered to MVTA and MVMA members. This program allows RVTs (through their MVTA membership), DVMs (through their MVMA membership) as well as their immediate families to have access to all the programs and support Homewood offers. They have an app you can download and login to in order to access some of their support services but also have an online portal and phone in services available.

CE Events

With further capacity restrictions, all of our 2020 in-person CE events for the year were cancelled. This presented an opportunity to launch a digital CE event for our members. We surveyed members, contacted speakers, and put together 18 hours of continuing education of in demand topics that has been very well received.

RVT Month Celebrations

In October, the MVTA celebrated RVT month by hosting online contests for our members. We also sponsored a progressive web app created by the RVTTC that was able for free download to our members and colleagues. This allowed people to access it either by a website or via the app. Clients and co-workers were able to leave thank you messages for RVT's on a message board and there was also lots of information about how RVT's are essential to the veterinary industry that was able to share and inform the general public. Our president, Lisa Rea, wrote a great article about our celebrations for the October News and Views.

MVTA Advancement Fund

The MVTA developed the "MVTA RVT Advancement Fund" in 2019 to financially help Manitoba RVT's, in good standing, pursue additional education or initiatives in the animal health field. This year we received one well deserved application who was awarded part of the fund.

Congratulations to Kaitlynn Cooper who received \$1300 to help further her knowledge in this industry. We were also able to sponsor thirteen RVT's with passes to our digital CE event. Next application period is May 1-June 15, 2021 so please encourage employees and co-workers to apply.

Planning into the Future

The year 2019 was spent creating a 5-year strategic plan and calendar. With the current state of events in this world, this Strategic Plan has had to be adapted as we had to switch gears as we've trekked through the unknowns and a few firsts. We've become quite proficient at hosting webinars, online board meetings and online contests. This year with the cancellation of CENCAN 2021, will be the first year the MVTA has held a virtual AGM, which will be held on February 28th, 2021 at 1:00pm. We are looking forward to all connecting, hopefully in person in 2021.

PEER REVIEW COMMITTEE, 2020 REPORT

Submitted by Dr. Philipp Schott, Committee Co-Chair

Last year at this time, I wrote what I thought was my swan song. After nine years as chair and ten before that seeing cases, I was retiring from the PRC. But circumstances intervened at the last minute, and I was asked to stay on a little longer. During 2020 Dr. Colleen Fisher and I have been co-chairs. Colleen will take over as sole chair upon conclusion of the inquiry panel, which is expected to wrap up later this spring. And then I will finally retire! Not to imply that it has been a negative experience, far from it, but it has been long enough.

For many years, the number of formal complaints reviewed by the PRC was relatively static, averaging around 14 per year. Then in 2019, there was a jump to 22, and in 2020 we saw 27. A single busy year could be a blip, and while two in a row could represent coincidental blips, it does begin to look like a trend. If it truly is an upward trend, then the obvious question is why?

I can think of two reasons.

The first reason is that the great majority of the complaints involve companion animals, and companion animal practice is booming in Manitoba. More new clinics have opened in the last two or three years than in the previous decade, and the number of pets is on a steep rise. The coming years will be interesting, as my practice saw a 68% increase over 2019 in new puppies since March. This all means that

there are more pets going to more vets, so there are more opportunities for interactions to result in complaints. Also, being busier, we are all perhaps a little more frazzled and have less time to keep that doctor-client relationship in optimal condition.

The second is fuzzier and more difficult to measure, but I think all of us on the front lines have the feeling that, on average, client expectations are rising. This is, of course, not a bad thing, as it will drive us to aim for higher standards of care. However, we need to be mindful that not all clients can afford this higher standard or are in agreement with it.

Regardless, for you as an individual veterinarian, the story remains the same as it always was – focus on the clarity of your communication with clients and be as empathetic as you can. Do these things, and you will be less likely to push those complaint numbers higher.

In the first paragraph, I mentioned that we are beginning an inquiry panel against a member. This is a formal process with legal counsel present for all parties. You can be proud of your colleagues in this province, as this is only the second inquiry panel since the Act was proclaimed in 1999. We are one of the quietest and most peaceful jurisdictions from a professional disciplinary perspective. And it is on this note that I conclude what truly will be my last report. It has been a great honour and privilege to serve on the Peer Review Committee these many years.

THE MVMA'S INAUGURAL RURAL FORUM

Submitted by: Keri Hudson Reykdal

The MVMA hosted its inaugural Rural Forum on November 26, 2020. The meeting was led by MVMA Council Members Allison Pylypjuk and Keri Hudson Reykdal, with about 30 members participating.

In the spring of 2020, a veterinarian member from rural Manitoba wrote a letter to the MVMA Council. The letter's focus was the lack of "fairness" regarding how rural clinics manage after-hours care. This prompted the MVMA Council to discuss this and other concerns about practicing veterinary medicine in a rural community. Many challenges were identified, but the Council concluded that they, alone, could not fully understand all the concerns and develop solutions without member input. This led to the decision to host a Rural Forum Meeting.

The meeting discussion focused on five topics:

- **Recruitment and retention**
- **VCPR**
- **Impact of Antimicrobial Regulations**
- **Dispensing requirements and dispensing clinics**
- **On-Call and After-Hours Care**

Please find a summary of comments at the end of the article.

The overarching solution seems to be a big one... we need more veterinarians and veterinary technologists.

Other identified actions items included:

- After hours call sharing – feasibility of using a on-call service
- Lobbying WCVM to adapt curriculum or seasonality of student availability. Provision of more seats for rural track vet students.
- Lobbying producer groups to build bridges to support rural vets and their staff
- Finding ways to balance work and life and viability of rural practice.

- Lobby provincial government for earlier access to the STEP program funding to facilitate summer hiring, student grants, loan forgiveness
- Consider exit interviews for veterinarians leaving rural practice

The MVMA Council discussed what steps the association will take to address the concerns of rural practice:

- 1) Continue to host rural forums to build communication channels between the MVMA and rural practitioners as well as develop communication between rural practitioners.
- 2) Establish an ad hoc committee, led by past MVMA Council member Jen Demare, to move action items forward.
- 3) Ensure that rural practitioners have a voice when the MVMA considers changes to by-laws that will impact how they practice.
- 4) Focus activities towards increasing the number of veterinarians coming to work in Manitoba.
- 5) Engage the Manitoba Government to maintain (even increase) the number of veterinarian students at the WCVM. And develop entrance requirements that will increase the likelihood of veterinarian students who want to return to Manitoba to engage in rural practice.

Thank you to all our participants. The MVMA looks forward to hosting another Rural Forum Meeting in 2021.

(continued on next page...)

THE MVMA'S INAUGURAL RURAL FORUM (CONT'D)

Summary of Concerns/Comments:

- On-call is a significant challenge in attracting and keeping people in rural practice
- Work-Life balance is essential; hard to maintain in rural practice (on-call requirement)
- Lack of “fairness” between clinics regarding on-call
- When on-call, it is a challenge to balance providing care to existing client vs non-clients. Some clinics are only providing care to existing clients.
- Small clinics face a more significant challenge than a large clinic with multiple vets to share call
- Rules (expectations) need to be clarified. It is not suitable to just name someone else on the machine without arrangements.
- However, sometimes the named clinic is not the closest. (i.e. If name clinic south of the primary clinic and client north. Another clinic may be closer.)
- What happens if no one provides emergency care?
- WCVN needs to target students who will work in rural practices
- Recruit internationally trained vets to help fill the void
- MVMA should write a guidance piece on how to better collaborate instead of changing the bylaw
- Veterinary dispensing clinics require specific regulation to ensure veterinarian oversight
- Most people were satisfied with the current VCPR (annual exam/visit), but it should be better regulated
- Consider international student recruitment and facilitating joining the work force
- Consider changes to PIPS to address dispensing clinic concern

IN RECOGNITION OF...

Veterinarian of the Year:

DR. CARLA LOEWEN

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

Veterinary Technologist of the Year:

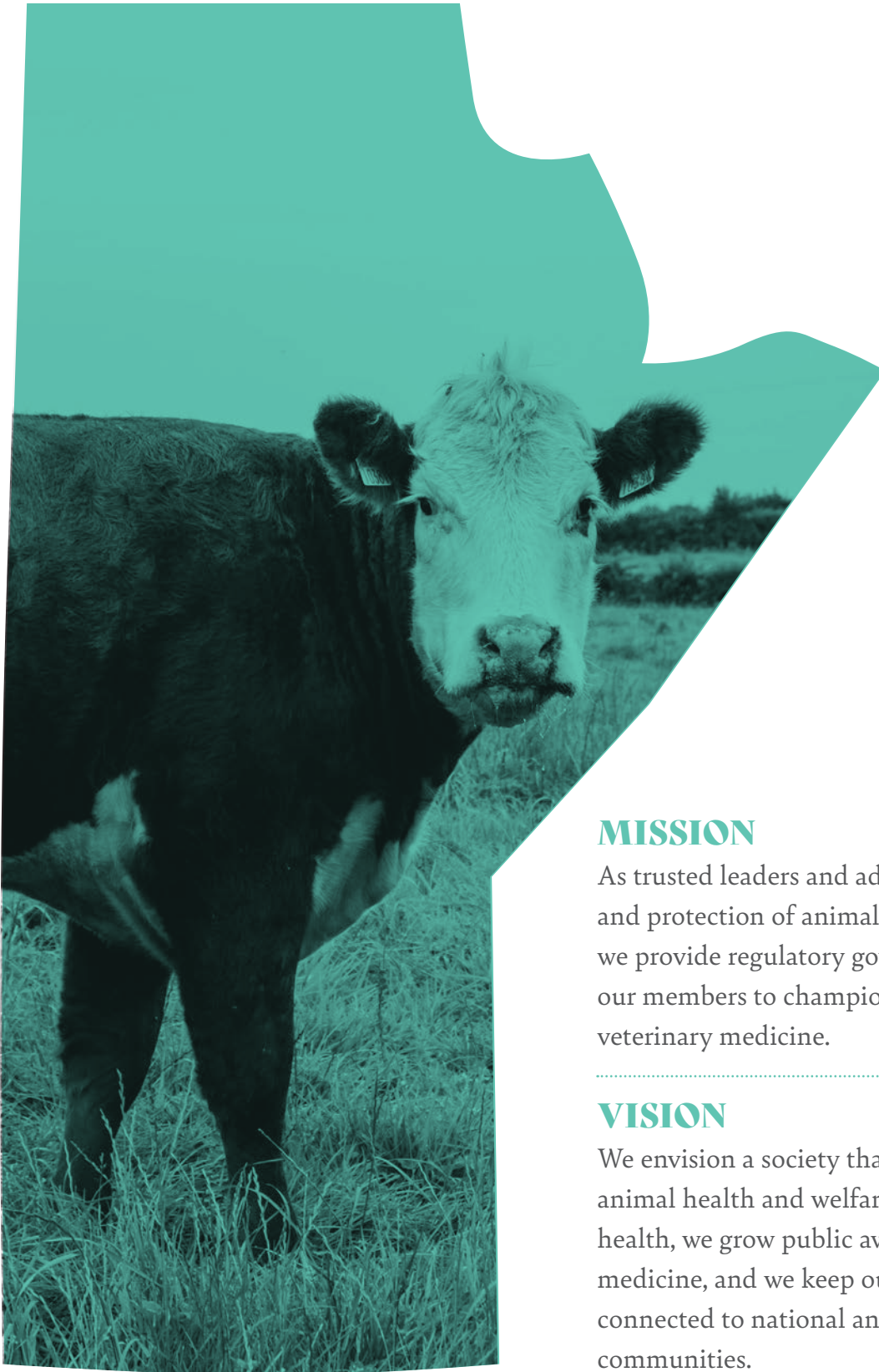
MS. ANGELA HAND

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

Life Member Award

DR. TOM COLBERT AND DR. DON FINLAY

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.



ABOVE PHOTO: Kyle Mackie
COVER PHOTO: Josephine Menge

MISSION

As trusted leaders and advocates for the betterment and protection of animals and people in Manitoba, we provide regulatory governance and empower our members to champion the art and science of veterinary medicine.

VISION

We envision a society that embraces excellence in animal health and welfare. We advocate for animal health, we grow public awareness of veterinary medicine, and we keep our members informed and connected to national and international veterinary communities.

